

APPENDIX 1

Revised Equalities Outcomes and Progress Report

1. Background

1.1 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 that are inclusive and accessible. The Council recognises that social inclusion and promoting equality of opportunity and good relations between different groups is best achieved by incorporating equalities into the planning, implementation and monitoring processes for all our Council Services.

By working in partnership to promote equality this Council believes that we will make better use of all available resources, and in doing so, provide better services to the citizens and communities of Perth and Kinross.

1.2 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.

1.3 Our work continues across the equality protected characteristics continues, and a specific example saw the first ever Perthshire Pride event held for members of our local Lesbian, Gay, Bisexual and Transgender (LGBT) communities. The event was hosted as part of the wider ActiviTAY event on the North Inch in July where information, advice and fund activities were made available for LGBT community members, family and friends.

1.4 In terms of making human rights a reality, our participation in a pilot innovation forum (facilitated by the Scottish Human Rights Commission), led to the establishment of our Fairness Commission – the resulting *Fairer Futures* was published in July of this year, offering the Community Planning Partnership a specific and collective focus on tackling the causes and consequences of poverty and inequality in the area.

1.5 We recognise that discrimination, victimisation and harassment are unlawful and unacceptable and we will take action to prevent this occurring. If this does occur, we will take agreed and appropriate action to deal with it.

1.6 This Council also recognises that, when used legally and appropriately, positive action strategies can support greater inclusion by addressing the adverse effects of past discrimination or other causes of inequality and disadvantage. Where necessary, 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 regard of the 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

2. Evolving the Approach: Proposed Revisions to Equality Outcomes

2.1 Each service in the Council has a Business Management and Improvement Plan

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(BMIP) which annually reports on progress and performance, including specific actions which have been progressed to meet one or more of the Equality Outcomes, thus ensuring a fully mainstreamed approach. The responsibility for this lies with lead service equality contacts in each individual service. Additionally, everyone working for, or with Perth & Kinross Council has responsibility for promoting equality of opportunity in their everyday business activity, be it through day-to-day service delivery, strategic planning systems, service support or partnership work.

2.2 These outcomes must satisfy at least one aspect of the General Equality Duty by:

- eliminating discrimination, or
- advancing equality of opportunity, or
- fostering good relations between communities

2.3 The existing four Equality Outcomes have been reviewed, with minor adjustments proposed to update them. The review process involved an external community consultation with an initial presentation to members of the Community Equalities Advisory Group (CEAG) on 23 February 2017, which was followed up by an online survey for all group members. A similar internal online survey was also undertaken with service equality contacts in all Council services during March 2017. The responses from this consultation fully informed the proposed revisions to the Equality Outcomes.

2.4 The main adjustment to the proposed revisions is recognition that our responsibility for equality is wider than just those protected characteristics (**Age, Disability, Gender Reassignment, Pregnancy and Maternity, Marriage/Civil Partnership, Race, Religion or Belief, Sex, Sexual orientation*). 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. This aims to reinforce recommendations emerging from the Perth and Kinross Fairness Commission.

2.5 Proposed revisions to the equality outcomes are as follows:

1. **Equality Outcome 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. **Equality Outcome 2 – All individuals and community groups in Perth and Kinross regardless will experience inclusive opportunities to participate in, and influence Council decisions**
3. **Equality Outcome 3 – Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an equal opportunity workplace**
4. **Equality Outcome 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**

2.6 This proposed adjustment to the Council's Equality Outcomes will be put forward for consideration and approval of the new Council at the first appropriate meeting.

<p>The report which follows overleaf report highlights the key work which has been undertaken by Council Services and in its separate roles as an Education Authority and Licensing Board to evidence progress to meet existing equality outcomes up to 31 March 2017.</p>
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PART 2: Perth & Kinross Council, Existing Equality Outcome Action Plan and Progress Report to 31 March 2017

Equality Outcome 1 – The Council will ensure its services are accessible to individuals and community groups with relevant protected characteristics*			
<i>Context: Many people do not know how to get help from the Council. Many people do not know which services the Council provides or whether those services are available for them. Many people face barriers such as living in rural areas where transport and internet connectivity may be more difficult to access or because their age may prevent them having access to services. Some communities or individuals may not seek help if information is not available in relevant formats or community languages (for people with disabilities or minority ethnic groups)</i>			
	<ul style="list-style-type: none"> • Relevant Corporate Plan Priorities: <i>Develop educated, responsible and informed citizens</i> • <i>Giving every child the best start in life</i> • <i>Supporting people to live independent, healthy and active lives</i> • <i>Creating a safe and sustainable place for future generations</i> 	*Relevant Protected Characteristics: <i>Disability, Race, Age, Sex</i>	Relevant Aspects of General Duty: <ul style="list-style-type: none"> - <i>Eliminate Discrimination</i> - <i>Advance equality of opportunity</i> - <i>Foster Good Relations between communities</i>
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery timescales
TES	Operate an annual scams awareness seminar in partnership with Police Scotland, Housing and Community Care and the Voluntary Sector.	We continue to develop the project to include those from other agencies who have a responsibility to protect vulnerable adults from financial harm e.g. those from the financial sector. The programme was adapted to accommodate those with special needs and delivered during 2016/17. In addition a 'Friends against scams' campaign has been developed by the National Trading Standards Scams Team (UK), this includes material and training resources to assist in 'training the trainers'. Perth and Kinross Trading Standards are hoping to be the first authority in Scotland to take this forward in their area. It is anticipated that the target will be met by the end of the financial year. 93 people have been given training in scam awareness between 1 April 2016 and 26 February 2017.	Ongoing

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Equality Outcome 1 (continued) – The Council will ensure its services are accessible to individuals and community groups with relevant protected characteristics*			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery timescales
HCC	Provision of accessible housing and community care service at first point of contact	<p>We have developed our web-based information on the service we provide, the most common welfare benefits and the welfare reform changes. www.pkc.gov.uk/welfarerights</p> <p>We have regular Outreach Surgeries at the PKAVS Minority Communities Hub Project with language support for housing advice; welfare rights and community safety</p> <p>We have access to Language Line interpreting support at first point of contact in all Council services</p> <p>We have worked in partnership with the PKAVS Minority Communities Hub to develop a localised interpreting and translation service as a social enterprise model called Language Base which launched in May 2014 use of which is now encouraged locally.</p> <p>We have updated the equalities information available on the Council website http://www.pkc.gov.uk/equality</p> <p>We have revised the interpreting and translation guidance available to staff on <i>eric</i> (<i>intranet site</i>)</p> <p>We have made local information available through DisabledGo website (www.disabledgo.com)</p> <p>We operate 7 specific call centres for customer services and provide web/email/text access as well.</p>	Ongoing commitment to continue to review in response to customer demand/feedback

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Equality Outcome 1 (continued) – The Council will ensure its services are accessible to individuals and community groups with relevant protected characteristics*			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery timescales
ECS	Encourage appropriate use of translation and interpreting services where required within schools	<p>Continued to monitor number and types of requests.</p> <p>Staff made aware of interpreting and translation guidance on eric</p> <p>Where appropriate advice sought from EAL team and equalities contact to respond to requests in the most informed way</p>	2014 - 2017
	Implement Evidence2Sucess Project	<ul style="list-style-type: none"> • Evidence- based programmes developed • Data influencing Early Years Collaborative workstreams, Health & Wellbeing Curriculum, PSD programmes, Partnership working, community support and intervention. • Staff working with parents with EAL have delivered Incredible Years and Strengthening Families Programmes. 	2013 - 2017
	Contribute to the Stonewall Good Practice Programme	Several teaching staff have undergone the “Train the Trainer” programme through the Education Champions Programme and cascaded training. Teachers and Youth services staff attended Stonewall training on Homophobic, Biphobic and Transphobic Bullying in May 2016.	2015 -17

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Equality Outcome 1 (continued) – The Council will ensure its services are accessible to individuals and community groups with relevant protected characteristics*			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery timescales
ECS	Continue to support LGBT Young People	<p>A GLOW Online group set up in March 2017 to enable staff to continue to receive and share information and practice and discuss ideas</p> <p>Stonewall has reviewed our Anti-Bullying Policy and the recommendations will inform the our next update</p> <p>Education Equality Index has been submitted to Stonewall for this year and feedback and support will feed into new Action Plan</p>	Ongoing
ECS	Improve access to Library and Information Services and digital participation	<ul style="list-style-type: none"> •%increase in accessible items borrowed •% increase in use of people’s network PC’s •Partnership working to provide focused support 	Library and Information Services moved to Culture PKC in April 2016
CADS	Ensure translation of relevant information can be made available if required for licencing board applicants	Any information or guidance can be translated. No requests have been received but the position will continue to be monitored.	Ongoing / Core Business
CADS	Review information available which assists those applying for licences and wider community who might be affected by licensed premises to ensure it is as accessible as possible	The information available on internet, site notices and written correspondence has been reviewed but will continue to be kept under review.	Ongoing / Core Business

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Equality Outcome 2 – Individuals and community groups with relevant protected characteristics* in Perth and Kinross will have opportunities to participate in and influence Council decisions			
<i>Context: Some individuals or community groups may be under-represented in different parts of the local community and may not have the same opportunity to have their ‘voice’ heard or understand how they can put their points of view forward.</i>			
Relevant Corporate Plan Priorities: <i>Promoting a prosperous, inclusive and sustainable economy</i> <i>Developing educated, responsible and informed citizens</i>		*Relevant Protected Characteristics: All	Relevant Aspects of General Duty: <i>- Eliminate Discrimination</i> <i>- Advance equality of opportunity</i>
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
TES	<p>Local drivers and passengers in Perth and Kinross who suffer from severe mobility problems and have been awarded a Blue Badge will no longer need to collect it in person from one of Perth & Kinross Council’s Customer Service points but rather receive it by post.</p> <p>Review the approach for supporting organisations transporting people with disabilities to access blue badges for parking</p>	<p>The move to posting blue badges to successful applicants has bedded in well and has been well received by stakeholders. The controls put in place to manage the risk of fraud have been effective and there have been no issues in this regard. More people are encouraged to apply for a blue badge due to the ease of access once successful. This means more people are able to park close to where they need to be regardless of the mobility challenges they face.</p> <p>The move to considering applications from organisations which do not have residential care obligations to members has bedded in well and the controls put in place to ensure the organisational blue badge scheme remains fit for purpose have been effective. More people are now able to get to where they want to be regardless of the mobility challenges they face.</p>	Complete / Core Business

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Equality Outcome 2 (continued) – Individuals and community groups with relevant protected characteristics* in Perth and Kinross will have opportunities to participate in and influence Council decisions			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
HCC	Undertake consultation events with equalities groups as part of strategy/policy development	<p>Establishment of a Golf Memories group for adults with dementia which has involved them being able to meet weekly at a Golf Driving Range to hit a golf ball and reminisce</p> <p>Establishment of a Safe Place programme of meetings for adults with disabilities in partnership with Centre for Inclusive Living which focussed on Safety in the community; Safety in the home and Safety and Accessibility on public transport</p> <p>Establishment of a Minority Ethnic Strategic Group to give a focal point for those organisations working with minority ethnic communities (including Gypsy/Travellers) to discuss key issues</p> <p>Establishment of a LGBTI Strategic Group to give a focal point for those organisations working with LGBTI communities to discuss key issues</p> <p>Continued participation in the Multi-Agency Working Group (and associated sub-groups) in relation to migrant workers</p> <p>Continued monitoring of actions in relation to the Gypsy/Traveller Strategy 2013-18</p> <p>Monitoring of those voluntary organisations which have a Service Level Agreement that work specifically with an equality protected characteristic group</p>	Ongoing work as strategies are rolled out

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Equality Outcome 2 (continued) – Individuals and community groups with relevant protected characteristics* in Perth and Kinross will have opportunities to participate in and influence Council decisions			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
HCC	Undertake consultation events with equalities groups as part of strategy/policy development	<ul style="list-style-type: none"> • Syrian Refugee Multi-agency group established to support new families resettled here • Engagement with Perth Islamic Society regarding relocation to new Mosque • Co-ordination of engagement and participation by groups and individuals to the Fairness Commission Perth City Centre for people with disabilities • Us and the Housing Group for people with learning disabilities • Homeless Voice Group • Regular tenant participation 	Ongoing work as strategies are rolled out
ECS	Support and encourage active participant and engagement in Pupil and Parent Councils	Continued work to identify barriers for involvement in parent councils and ways to increase wider involvement	2017
	Ensure that consultation and engagement methods adhere to the National Standards for Community Engagement	Increased engagement of wider community including those with protected characteristics Eg BigListen2, Gypsy Traveller Strategy, Us and the Housing Group. Wider consultation through local Action Partnerships, Participatory Budget process and local outreach consultations	2017
	Individuals and groups supported to participate in Youth Councils, Local CLD partnerships and consultations	Increased capacity of individuals and groups and increase in participation	2017
CADS	Licensing Board will examine consultation process in relation to licensing policy statement to ensure that it engages as many of the local community as possible	In 2016 the Scottish Government postponed the review date for policy statements until November 2018. The suitability of the consultation processes will be assessed when preparatory work for the review begins in 2017.	2017

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Equality Outcome 3 – Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an equal opportunity workplace			
<i>Context: As a major local employer the Council wishes to play its part in encouraging a thriving, expanding local economy with suitable employment opportunities and development opportunities for staff and a diverse workforce which reflects the local population.</i>			
Relevant Corporate Plan Priorities: <i>Promoting a prosperous, inclusive and sustainable economy</i> <i>Developing educated, responsible and informed citizens</i>		Relevant Protected Characteristics: All	Relevant Aspects of General Duty: <i>- Eliminate Discrimination</i> <i>- Advance equality of opportunity</i>
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
HCC	Provision of an employment support service which will assist people with disabilities to access employment opportunities	Learning Disabilities – 6 paid jobs, 26 voluntary opportunities in PKC Mental Health – 3 paid jobs, 2 voluntary opportunities in PKC <i>(external employers)</i> • 68 Paid Employment. • 60 Voluntary Opportunities	Ongoing programme
	Ensure equality issues are key element of Elected Member Development Programme	Gypsy/Traveller Awareness session held January 2015 Citizens Advice Bureau Workshop held November 2015 Perth and Kinross Credit Union workshop held November 2015 Syrian Refugee Resettlement Programme session held January 2016 Transgender Awareness Session held May 2016	Ongoing programme

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Equality Outcome 3 (continued) – Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an equal opportunity workplace					
Lead Service	Action	Evidence of Progress (based on March 2017 update)		Delivery Timescales	
HCC	Ensure equality issues are a key element of staff learning and development programme	Subject	Number of attendees	Date	Ongoing programme
		Centre for Inclusive Living	10	04/04/2017	
		Knowing our Customers: Transgender Awareness	11	14/02/2017	
		LGBT History Month	9	09/02/2017	
		Knowing our Customers: Transgender Awareness	15	07/07/2016	
		Knowing our Customers: Deaf Awareness	15	15/02/2016	
		Knowing our Customers: Nil by Mouth	11	17/09/2016	
		Stonewall Scotland	5	10/06/2015	
		Knowing our Customers: Interfaith	10	05/05/2015	
		Gypsy Traveller Awareness	7	22/04/2015	
		Interview Initial Impact	10	30/04/2015	
		Knowing our Customers: Faith & Belief	22	30/03/2015	
		Gypsy Traveller Awareness	16	08/12/2014	
		Centre for Inclusive Living	23	24/11/2014	
		Cultural Awareness	14	16/10/2014	
Number of E-learning modules completed – PKC Equality	1188	13/04/2017			

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Equality Outcome 3 (continued) – Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an equal opportunity workplace			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
CADS	Employer Supported Volunteering Policy implemented June 2014	8 employees have participate in the Employer Supported Volunteering scheme since August 2014	Ongoing
	Graduate Work Experience Programme launched February 2014.	26 graduates successfully recruited to programme since August 2014	Ongoing
	Employment monitoring now includes the protected characteristics of religion or belief and sexual orientation.	Percentage of employees updated their personal details to include religion or belief or sexual orientation since May 2014 - <ul style="list-style-type: none"> • Religion or Belief – 14.7% • Sexual Orientation – 14.8% 	Ongoing
ECS	All staff to be encouraged to complete Equality and diversity e-learning modules	Baseline established Increase in % completed	2015
	Regular information on equality issues and good practice shared across ECS	Regular Spotlight on Equalities page on ECS News, case studies, info in Headteacher bulletins and agenda items for HT and DHT meetings	Regular information on equality issues and good practice shared across ECS

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Equality Outcome 4 – Individuals and community groups with relevant protected characteristics* in Perth and Kinross will have opportunities to be involved in community activities and events in the area			
<i>Context: An increased migration to the area in recent years has seen the local population become more diverse. We want everyone to have the opportunity to be fully involved in events and activities which take place in the area</i>			
	<p>Relevant Corporate Plan Priorities: <i>Creating a safe and sustainable place for future generations</i></p> <p><i>Developing educated, responsible and informed citizens</i></p> <p><i>Supporting people to lead independent, healthy and active lives</i></p> <p><i>Promoting a prosperous, inclusive and sustainable economy</i></p>	<p>*Relevant Protected Characteristics: Race, Age, Disability, Sex, Religion/Belief</p>	<p>Relevant Aspects of General Duty: <i>- Foster Good Relations Between communities</i> <i>- Advance equality of opportunity</i></p>
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
TES	Work with MEAD, to deliver training courses on good practice on food safety, health and safety and other regulatory actions to a range of ethnic communities. Further work now in place around healthy eating and reducing fat, salt and sugar in meals.		
	<p>Community Green Space has developed online photo trails for people with disabilities to determine the suitability of a route for them to use.</p> <p>Accessibility audits of Community Greenspace sites undertaken through the design process and addressed as part of Community Greenspace Strategy</p>	<p>Limited progress with phototrails but area specific accessible path information now online http://www.pkc.gov.uk/paths and updated regularly. Further work on this to be done when resources allow.</p> <p>Accessibility considered as part of design process e.g. park upgrades and play provision. Input where required from CILPK.</p>	<p>Ongoing</p> <p>Ongoing</p>

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Equality Outcome 4 (continued) – Individuals and community groups with relevant protected characteristics* in Perth and Kinross will have opportunities to be involved in community activities and events in the area			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
TES	Support the Perth Shopmobility Scheme	<p>Perth's newly refurbished Canal Street multi-storey car park officially reopened on 17 January 2017. The £1.7m refurbishment has seen Canal Street fitted with wider spaces and wider approaches to the up and down ramps, and introduced pay on exit parking. It also boasts improved disabled parking and better lighting. In addition ShopMobility now have improved facilities.</p> <p>Continued funding for the scheme was approved in the 2017/18 revenue budget.</p>	Ongoing
HCC	Co-ordinate Annual Programme of Show Racism the Red Card activities	<p>1,060 pupils from 35 individual primary schools have benefited in total from the programme funded by the Community Safety Partnership agreement (770 in the initial school workshops; 54 at the stadium event: and 236 at the 'Out of Site' workshops).</p> <p>In addition specific educational workshops were held at those schools (primary and secondary) who received new pupils as part of the Home Office Syrian Refugee Integration Programme. The Refugee Integration workshops were a 'first' in Scotland and were delivered to 3 schools: Inchview Primary (4 classes - P6 and P7), Perth High (6 classes- all S2), and St Johns Academy (all of S1-3 plus 8 primary classes). Overall numbers per age group:</p>	Annual programme during academic year

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Equality Outcome 4 (continued) – Individuals and community groups with relevant protected characteristics* in Perth and Kinross will have opportunities to be involved in community activities and events in the area			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
HCC	Co-ordinate Annual Programme of Show Racism the Red Card activities	S1 – 83; S2 – 232; S3 – 78 = Secondary total = 393 P4 – 44; P5 – 51; P6 – 97; P7 – 101 = Primary total = 293 'Twilight' Continuous Professional Development (CPD) sessions were also delivered to staff at two of the schools with 20 staff participating. The programme for 2016/17 does not finish until May and updated figures will be provided then.	Annual programme during academic year
HCC	Co-ordinate annual programme of 'see me' activities (mental health anti-stigma campaign)	The Council committed to the 'See Me In Work' programme in 2017 and an Action Plan is in place	Annual programme
HCC	Co-ordinate multi-cultural events programme in partnership with PKAVS Minority Communities Hub and MECOPP Gypsy/Traveller Carers Project	Annual multi-cultural Events Programme in place:	Ongoing programme of events including: Diwali, Eid, Chinese New Year, Chinese Autumn Mooncake Festival Polish St. Nicholas Day, Wellbeing Mela (co-ordinated by Gypsy/Traveller community)
HCC	Co-ordinate minority ethnic community lunch club programme in partnership with PKAVS Minority Communities Hub and MECOPP Gypsy/Traveller Carers Project	Regular programme of activities continues for minority ethnic community lunch clubs programme in place	Ongoing programme

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Equality Outcome 4 (continued) – Individuals and community groups with relevant protected characteristics* in Perth and Kinross will have opportunities to be involved in community activities and events in the area			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
HCC	Provision of funding towards the SAINTS (Saints Academy Inclusion Through Sport) Project	Increased sporting opportunities and activities for those with learning disabilities, autism or mental wellbeing issues – ongoing programme. Now part of St. Johnstone Community Trust also delivering Street Sports and Football Memories (as well as Show Racism the Red Card)	Ongoing programme
	Contribute to the Stonewall Good Practice Programme for Public Services	Now part of Stonewall Diversity Champions programme – annually assessed LGBTI Strategic Group established to co-ordinate policies and activities	Ongoing programme
ECS	Increased level of attainment, progress and wider achievement of all children and young people	Systematic scrutiny of attainment, assessment and wider achievement data for all children 3 – 18 years <ul style="list-style-type: none"> • Comparative authorities and within schools • By gender • By ethnicity • LAC • ASN • Young Carers • Data Zones 	Annually Until 2017

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Equality Outcome 4 (continued) – Individuals and community groups with relevant protected characteristics* in Perth and Kinross will have opportunities to be involved in community activities and events in the area			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
ECS	Increased level of attainment, progress and wider achievement of all children and young people	Systematic scrutiny of attainment, assessment and wider achievement data for all children 3 – 18 years <ul style="list-style-type: none"> • Comparative authorities and within schools • By gender • By ethnicity • LAC • ASN • Young Carers • Data Zones 	Annually Until 2017
ECS	Children’s rights to accessing and being included in ECS will be improved by implementation of reviewed policies in line with Included, Engaged and Involved Agenda: <ul style="list-style-type: none"> • Anti-Bullying • Sexual Health, relationships and parenting • Physical Intervention • Exclusion • ASN paperwork • CP procedures and guidance 	Monitor schools compliance and implementation of renewed guidance Reduction in numbers recorded for <ul style="list-style-type: none"> • Violence • Aggression • Exclusion • Part-time timetables • Bullying and Racist Incidents 	Continuous
ECS	Continue to deliver a range of adult literacy , numeracy and ESOL projects with the ALNP (Adult Literacy and Numeracy Partnership)	Increase in number of learners Programmes developed in response to need, increased opportunities for learners through the creation of pathways	2017

N.B = (Specific Education Authority actions) = (specific Licensing Board actions)

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Equality Outcome 4 (continued) – Individuals and community groups with relevant protected characteristics* in Perth and Kinross will have opportunities to be involved in community activities and events in the area			
Lead Service	Action	Evidence of Progress (based on March 2017 update)	Delivery Timescales
	Lifelong learning opportunities through cultural, sporting, volunteering and community programmes are accessible to those with protected characteristics	Increased number of people with a disability who take part in cultural and sporting activities Increase number of girls in sport and dance	Establish baseline and review annually Active Schools moved to Live Active in 2016 2017

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