

Equality
is at the *heart* of
what we do



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Perth & Kinross Council

Equalities Performance Report 2017/18

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1. Introduction

This report sets out our progress, for the period April 2017 to March 2018, in delivering our agreed Equality Outcomes across Council services and where applicable as an Education Authority and Licensing Board. This is to ensure we are fulfilling our statutory obligations in relation to the services we provide and as an employer.

In addition to our statutory duties to promote equalities, there is an increasing focus on tackling inequalities at national government level through the Fairer Scotland Action Plan and, at a local level, through the publication of the Fairness Commission's [Fairer Futures Report](#) in 2017. Although there is a degree of crossover, a separate reporting process will be in place through the Community Planning Partnership.

As an employer, the Council has been driving forward the Fair Work agenda to ensure that fairness is at the heart of all the Council's employment practices. We are committed to promoting equality and diversity across our workforce.

Workforce data for 2017/2018 is published on the Council's website: [Human Resources Management Information](#).

Relevant Principles of Partnership Working within the Local Outcomes Improvement Plan (Community Plan) 2017-2027:

Promoting Equalities – requires us to work to eliminate discrimination, advance equality of opportunity and foster good relations between communities through the delivery of our services and as an employer in relation to the equality-protected characteristics.

Tackling Inequalities – requires us to work collectively to support individuals and communities to reduce local inequalities. Issues such as health, income, gender identity, employment status or housing circumstance can impact on people's life chances and should be considered when tackling inequalities but will also crossover with the equality protected characteristics.

2. Our Equalities Policy Statement (revised April 2017)

Perth & Kinross Council is committed to equality of opportunity both as a service provider and as an employer. The Council values the diversity of communities in the area and endeavours to provide services in ways which 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.

The Equality Act 2010 legally obliges this Council, with all other Scottish public authorities, to pay 'due regard' to the need to: eliminate unlawful discrimination, victimisation and harassment; to advance equality of opportunity; and to foster good relations between those people who share a protected characteristic and those who do not.

By working in partnership to promote equality, we believe we will make better use of all available resources, and ensure mutually positive experience for service users and providers. This in turn can lead to increased satisfaction by service users and service providers.

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.

The Council also recognises that, when used legally and appropriately, positive action strategies can help to counteract the adverse impact of past discrimination or other causes of disadvantage. We will therefore implement positive action strategies to make our services more inclusive. The Equality Act 2010 requires this, and the Council must have due regard to the need to:

- remove or minimise disadvantage suffered by people due to their protected characteristics.
- take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- encourage people with certain protected characteristics to participate in public life or in other activities, where their participation is disproportionately low.

3. The Equality Protected Characteristics in Our Area

There are nine protected characteristics in the Equality Act and these are disability, sex, race, sexual orientation, gender reassignment, age, marriage and civil partnership, pregnancy and maternity and religion and belief.

The [Scottish Government Equality Evidence Finder](#) is updated twice a year with data surrounding equality evidence from a wide range of policy areas. Some notable local statistics associated with the protected characteristics include:



Gender reassignment - The Registrar General maintains a Gender Recognition Register where the birth of a transgender person whose acquired gender has been legally recognised is registered showing any new name(s) and the acquired gender, enabling the transgender person to apply for a new birth certificate. The Gender Recognition Register is not open to public scrutiny. Local information is not available. (NRS Registration Division 2016)

National data sources have been used to provide this information but it should be noted that the Scottish Household Survey is only based on a sample of respondents so variations may not be statistically significant.

4. Assessing Our Equalities Work

Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Under Part 1 of the Act 'The Fairer Scotland Duty', the Council is required to actively consider how it can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.

The [Integrated Appraisal Toolkit](#) (IAT) was developed within the Council to assess all proposals against criteria for reducing poverty and socio-economic disadvantage, eliminating discrimination, advancing equality of opportunity and fostering good relations between equality groups.

The IAT should first be used at the initial stages of proposal development to screen the proposal for any likely negative or adverse effects in relation to poverty and human rights. After completing the IAT, it should be evident if your proposal is likely (or not) to have significant implications for reducing poverty and socio-economic disadvantage; eliminating discrimination; advancing equality of opportunity; and fostering good relations between equality groups. If the screening process identifies that there are implications then a full Equality and Fairness Impact Assessment should be undertaken. The Equality and Fairness Impact Assessment Process has recently been revised and staff training is due to commence in 2018/19.

5. Governance of Our Equalities Work

The content of this report was collated by the Council's **Equalities Operational Group** which is for officers across council services to provide evidence to support the delivery of the Equality Outcomes, mainstream equalities work and measure performance. The Council's Equalities Team Leader leads the group.

This group is part of a formalised Equalities Governance structure that was put in place in 2017 to ensure that the needs of all our local communities are understood by the Council and its key partners.

The other two main groups, which form part of this structure, are the Equalities Strategic Forum and the Community Equalities Advisory Group (CEAG). Both of these are chaired by our local Elected Member Equalities Lead, who also provides the link to the Community Planning Partnership Fairer Futures Leads.

The **Equalities Strategic Forum** - was established in January 2018 to provide a platform to ensure that some local equality protected communities of interest, such as minority ethnic communities, LGBT+ communities and disability groups, are still able to effectively influence

discussions at a locality level despite not necessarily having a visible or large presence in specific localities. This group meets every two months.

The **Community Equalities Advisory Group (CEAG)** – although a long-standing group, the purpose of the CEAG was reviewed in 2017 to ensure that the agenda is driven by community organisations who work with local people from equality protected groups. This group meets three times per year and is for public, third sector and community groups to share their knowledge and experience in relation to equalities. Attendance at the group has increased following the review.

A diagram illustrating this Equalities Governance structure is available to staff on the Intranet.

Outcome - The Council will ensure its services are *accessible* to all individuals and community groups, with due regard to the breadth of circumstances which impact on people's experience of equality.

In December 2017, we provided more information online, followed by 1st language film clips on access to social care services (Chinese, English, Urdu and Polish) in February 2019.

There is now provision of a digital inclusion service for housing tenants and we comply with Gypsy/Traveller Minimum Site Standards - Scottish Government.

In our schools, we now have allocated Pupil Equity Funding in response to the Raising Attainment Strategy.

Outcome - Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an equal opportunity workplace.

We have established an LGBTI+ Staff Champions Network.

We produce an Equality and Diversity in Employment Report every year.

We offer a range of equalities learning opportunities to staff in the Council and partner organisations.

Outcome - All individuals and community groups in Perth and Kinross will have opportunities to be involved in inclusive community activities and events in the area, in a safe and welcoming environment.

Keep Safe (Safe Place) Scheme.

Multi-cultural events programme.

Show Racism the Red Card programme.

LGBT History month programme.

Annual Care Home Go 4 Gold event.

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

In January 2018, we established an Equalities Strategic Forum and in February re-established the Community Equalities Advisory Group.

We provided opportunities for the public to respond to the budget consultation, developed Youth Voice and supported the Participatory Budgeting Process.

7. Outcomes

Perth & Kinross Council are working towards four main outcomes to promote equalities and tackle inequalities across our area.

These four outcomes are:

1. The Council will ensure its services are *accessible* to all individuals and community groups, with due regard to the breadth of circumstances which impact on people's experience of equality.
2. Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an *equal opportunity* workplace.
3. All individuals and community groups in Perth and Kinross regardless, will experience *inclusive opportunities* to participate in, and influence Council decisions.
4. All individuals and community groups in Perth and Kinross will have opportunities to be involved in *inclusive* community activities and events in the area, in a *safe and welcoming environment*.

These outcomes will be outlined on the next pages.

Outcome

The Council will ensure its services are *accessible* to all individuals and community groups, with due regard to the breadth of circumstances which impact on people's experience of equality.

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

Information for Communities

This year, in December 2017 we updated the [equalities content on pkc website](#) which has had average monthly views of 63 since being updated in December 2017, an increase from previous monthly average of 36. Our Community Plan [Stories of Place](#) microsite also has a specific equalities section introduced earlier this year. In February 2018, we also introduced 1st Language film clips to improve understanding about accessing our health and social care services – film clips are now available in Chinese (64 website views between February and March); English (123 website views); Polish (43 website views) and Urdu (131 website views). Council committee meetings are also filmed and made publicly available.

Interpreting and Translating

Some of our customers may require support from interpreters to access the services they need. We have undertaken a full analysis of Language Line usage within the Council this year which has shown us that the main Council services to use the service were Housing/Homelessness (49%) and Welfare Rights (15%) with our current monthly average cost being £617. The three main languages requiring translation support are Polish (50% of spend), Arabic (21%) and Romanian (16.5%). We also received information from our local social enterprise interpreting and translation service Language Base which details the demands made on their services by the Council. They indicate that 88 (65%) of the 135

assignments in 2017/18 were requested by Council departments (again Housing/Homelessness and Welfare Rights are the highest using services) and the most common languages requested were Arabic and Polish. We also continue to implement the Council's Gaelic Language Plan. 2,156 participants have taken part in Adult Literacies programmes responding to needs of hard to reach groups by offering a range of informal and accredited learning, relevant to the needs of individuals.

As well as being the main users of interpreting and translation support within the Council, both Housing and Welfare Rights provide services which place equalities firmly at the heart of what they do. For example, within Housing there are specific equalities indicators within the Annual Scottish Social Housing Charter submission, evidenced by services such as:

- a digital inclusion service for housing tenants;
- self-assessment of the Gypsy Traveller [Minimum Site Standards - Scottish Government](#) with an Improvement Action Plan implemented and;
- continued overview of the Syrian Refugee Integration Programme (Home Office Resettlement Scheme), which saw a jointly commissioned project with Angus Council in 2017/18 with contract now in place with Scottish Refugee Council for support project.

Welfare Rights make a range of their [information](#) publically available.

Other parts of the Council also demonstrate through their Annual Service Performance

Reports how their work on a daily basis contributes to this particular outcome.

Pupil Equity Fund

Within Education and Children's Services 2017/18 has seen the first year of the Pupil Equity Fund allocated directly to schools and targeted at closing the poverty related gap. The total allocation was £1,608,000 with the highest primary school allocation being £100,800 (Goodlyburn) and the highest secondary school allocation being £72,000 (Perth Grammar). The largest all-through school allocation was £120,000 at St. Johns. Spending on resources has been mainly to target aspects of early vocabulary and language, literacy, numeracy and health and wellbeing. Specific resources directed at supporting identified pupils with their learning in these areas have been purchased. Additional support staff and teaching staff hours have been engaged with funding to support the interventions with small groups and individuals.

This is the first year of the allocation of Pupil Equity Fund and impact will be measured on an ongoing basis alongside the Council's Raising Attainment Strategy 2016-19. In 2017/18, the service has also led the planning for support in advance of the anticipated arrival of Unaccompanied Asylum Seeking children through the National Transfer Scheme.

Supporting Communities: A Partnership

Approach

Prior to the service restructuring, colleagues in the Environment Service provided evidence of their work to support a range of work, including Public Transport Procurement to encourage better transport links and promotion of inclusion. Community Greenspace support a growing network of community paths groups working together with communities and this promotes healthy lifestyles, particularly for older people and promotes inclusion; 89 Perth and Kinross Council staff and voluntary carers of

vulnerable adults were given training in scam awareness in 2017/18. Scam awareness talks were delivered to a further 306 members of Probus, Rotary, Sheltered Housing, clubs and groups in 2017/18. Perth and Kinross Community and Business Resilience Group are engaged with six communities to build and/or enhance their resilience in the event of an emergency and have developed resilience plans with 22. All of these groups are at different stages of development. The group meets regularly to ensure that all agencies are joined up in their approach to supporting communities. Specific provision is made within the plans for the most vulnerable people in our communities whether due to age, physical or mental ability. The service also leads on the provision of Employability Support projects in partnership via European Social Funding with the age, gender and ethnicity of all clients recorded.

This outcome cannot be achieved without a range of work with partner organisations and, to this end, the Council budget setting process commissioned three-year funded equality-related projects totalling £180,000 from the third sector. These organisations provide regular monitoring information and 'community intelligence', which help us plan our services accordingly. We have also produced specific [procurement equalities guidance](#) for prospective tenderers and suppliers this year.

The facts behind the headlines

Perth and Kinross Gypsy/Traveller Strategy 2013-2018 (updated Action Plan).	 GTStrategyAction PlanReview 0118.doc
Perth & Kinross Council Gaelic Language Plan 2018-2023.	 PKC_Gaelic_Languag e_Plan_2018_to_202
Perth & Kinross Council Education and Children's Services Raising Attainment Strategy 2016-2019.	 RAS.pdf
Perth and Kinross European Social Fund Employability Project Statistics.	 ESF GEO AREAS ETHNICITY STATS 31

Outcome

Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an *equal opportunity* workplace.

The critical aspect of this outcome is that our employees and workforce should reflect the community we serve. We produce our Annual Equality and Diversity in Employment Report and make it publically available.

Employment Support

The Council also provides an employment support service (Employment Support Team) which assists people with learning disabilities, autism, acquired brain injury, or mental ill health to access employment opportunities. Nine people (13% of the total number in paid employment on their caseload) have become paid Council employees because of the actions of the service. 25 people (45% of the total number of people supported in voluntary/work experience on their caseload are in a voluntary position within the Council including 14 in projects directly supported by the service such as Working Roots and Green2Go).

Learning

We ensure that equality issues are a key element of our staff learning and development programme. This year we updated equalities elearning content and have seen 550 staff completing the module since 1 April 2017. 581 staff were 'in progress' during this period. We also introduced an equalities lunchtime learning programme between January and March with 76 staff attending 10 different sessions delivered by a range of external organisations free of charge – programme included anti-sectarianism (online abuse); HIV awareness; Andy's Man Club; disability communication; immigration; asylum and discrimination; LGBT awareness; cultural awareness – South Asian and Polish. This programme will further develop in 2018/19 with 'twilight' sessions taking place in rural areas and filmed sessions available to allow as many staff

as possible to access learning opportunities in different ways.

Diversity and Wellbeing





We also continue to commit to important partnership workplace initiatives including the See Me in Work programme and the Stonewall Diversity Champions programme; the latter has seen an LGBTi Staff Network being established in 2017/18, which now has an active membership and clear aims and objectives.

Brexit Impact

Like many other employers, we remain conscious of the potential impacts of Brexit on our workforce and to that end have established a Brexit advice page on the staff intranet site. We have arranged for the Ethnic Minorities Law Centre to offer advice surgeries for any staff who may be affected directly by Brexit and these commenced in April 2018.

We also remain vigilant to the effect of Brexit on externally commissioned sectors, such as care and in November 2017, we published our bi-annual survey of migrant workers in the care sector, a report to ascertain how reliant the local care sector is on a migrant workforce. The report estimated (based on the responses received) that at least 21.2% of the total independent care home workforce and at least 10.4% of the independent home care sector workforce comes from migrant communities.

The facts behind the headlines

Perth & Kinross Council - Annual Equality and Diversity in Employment Report.	 Equality and Diversity in Employment
Perth & Kinross Council – Equalities Learning and Development Programme statistical summary.	 Learner Stats - Equalities.xlsx
Perth & Kinross Council - See Me In Work Summary Report.	 See Me In Work- MHC2 - PK council - F.
Migrant Workers in the Care Sector Bi-Annual Report for Perth and Kinross 2016/17.	 Migrant Worker Report 2016-17.pdf

Outcome

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

The critical aspect of this outcome is inclusion. We want people to be able to participate as fully as they wish in public life and in decisions, which may affect them.

Working Together on Equality

As outlined above a new Equalities Governance Structure was established in 2017/18. Both the Equalities Strategic Forum (established in January 2018) and the Community Equalities Advisory Group (CEAG) (re-established in February 2018 after member survey), are chaired by the local Elected Member Equalities Lead who also provides the link to the Community Planning Partnership Fairer Futures Leads. Membership reaches across partner organisations working with all equality protected characteristic groups.

Community Participation

We have also increased the opportunities for participation and engagement with equality protected characteristic groups for example, in February 2018 hosting an *Equali-tea* event to coincide with the Norie-Miller Winter Lights Display and in March 2018 hosting a democratic participation session for international community members, led by the Provost.

Making Where We Live Better (Us and the Housing) continue to meet 11 times a year on the last Thursday of every month at Glenearn Community Campus. This is for housing tenants with learning disabilities. The development of Youth Voice saw a new Forum starting in November 2017 to meet twice monthly with Young People led with reps from FYI (Fun Young Individuals – care experienced), Young Carers, G.L.O.W.(LGBT youth group) and Members Scottish Youth Parliament plus representatives from schools and college key themes are

improving health and wellbeing, education and changing services for young people.

In terms of Corporate Parenting, a new post was created in 2017 to support FYI (Fun Young Individuals) care experienced young people and an annual report is available on their work, including the fact that the Council offers a guaranteed employment interview for all care experienced young people. Current care group strategies for mental health and wellbeing, physical disabilities and sensory impairment, carers, older people and learning disabilities will develop into commissioning plans in the next year. The plans will be developed in partnership with a range of stakeholders with third sector and independent sector partners being central, alongside Third Sector Interface (TSI) engagement. Cross cutting themes including housing, addressing inequalities, ageing population, workforce challenges and rurality will be considered as core parts of each commissioning plan.

We continue to provide an adult learning service, which works with marginalised individuals providing them with confidence to participate in the community, enhance family relationships, improve employment prospects, widen social networks and reduce social isolation (adults attended learning sessions 8,190 times in 2017/18).

Support Local Outcomes and Partnerships

In response to the Local Outcomes Improvement Plan (Community Plan), Local Action Partnerships were established which seek to address inequalities by engaging communities in decisions on local priorities and services. Those partnerships aided the delivery of a successful participatory budgeting scheme in 2017/18 which saw £221,535 allocated to 151







community projects with 24,615 votes cast. Nine participatory budgeting events were held across Perth and Kinross.



We also actively encourage contributions towards the Council's budget setting process

and the online consultation page received 430 unique page views by the public (not including internal staff views). This is a similar level to last year (370). Overall, there were 777 completed surveys, this shows a significant increase on the last two years (332 in 2017, 91 in 2016) and indicates a growing public interest in how the Council budgets for services.

It is also important, that we learn from any complaints which are made specifically relating to equalities matters and to this end, any such complaints are recorded separately within the Annual Complaints Report.

The facts behind the headlines	
Perth & Kinross Council - Adult Literacies and Language Partnership Annual Report 2017/18.	 No Adult Lacks Skills - 2017 18 Annual Repo
Perth & Kinross Council – Complaints Report – equalities extracts	 2017-18 Complaints extract  2017-18 Stage 1 Complaints - Equalities  2017-18 Stage 2 complaints - Equalities
Perth & Kinross Council - Corporate Parenting Youth Work Annual Report 2017/18 .	 Report 1 annual.pdf
Perth and Kinross Decides – Participatory Budgeting Statistical Summary 2017/18.	 Perth and Kinross Decides 2018.png

Outcome

All individuals and community groups in Perth and Kinross will have opportunities to be involved in *inclusive* community activities and events in the area, in a *safe and welcoming environment*.



A new category in our annual Securing the Future Awards was introduced - **Tackling Inequalities and Improving Health** – our Gold Award Winner was Bridging the Gap (select the image to view the video).

The critical aspects of this outcome are inclusion and safety. We want anyone who lives, works or visits Perth and Kinross to feel safe, welcome and included.

Celebrating Diversity

We continue to arrange delivery of an extensive and popular multi-cultural events and community lunch club programme with our communities and partner organisations in the third sector. During 2017/18, six different events were attended by 12,875 people with extensive [BBC coverage of Chinese New Year celebrations](#).

The Community Lunch club programme in partnership with PKAVS Minority Communities Hub continues throughout the year. During 2017/18 we also co-ordinated or supported a number of other events to recognise other equality dates in the calendar. The first Holocaust Memorial Exhibition held in Perth and Kinross (recognising the sacrifice of Gypsy/Roma/Travellers) was launched by the Provost in January and received [local media coverage](#), whilst a programme of community

events which was independently evaluated as the most successful LGBT History month in Scotland in February evidenced by positive [media coverage locally](#) and [media coverage nationally](#).

We also held a community consultation programme to establish a community led Perthshire Pride Event (August 2018) with support from partners in the third sector.

Providing Safety and Inclusion

Within our schools, there is an Anti-Bullying Strategy, which takes account of the equality-protected groups and has been reviewed by Stonewall Scotland. We also continue to provide English as an Additional Language (EAL) service in schools, which supports bilingual children, age 3 – 18 and sees community bilingual staff (Polish Community Link and Community Learning Assistant (Urdu) offer support to families. There are over 1,400 bilingual pupils in local schools and nurseries, with over 250 being supported by the EAL service. A review of Inclusion Services has also

been underway with four workstream groups meeting during 2017/18 to prepare implementation plans for 2019/20. Young people in schools have also continued to benefit from Show Racism the Red Card Educational Workshops. In 2017/18, 42 workshops and educational events were delivered to 1,028 primary school pupils in the 10th year of our partnership agreement (the longest running local authority agreement in Scotland) and one session for 15 teaching staff.




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

People with disabilities have the opportunity to sign up to the Keep Safe Scheme, which also has our own local Safe Place branding. Currently 73 people and 27 local businesses are registered with the scheme, which is run in partnership

with a local third sector partner. Within the wider community, we work with partner agencies to ensure that our Community Safety programme is delivered and reported on. 117 older care home residents /service users also took part in the popular Annual Care Home Go 4 Gold Activity Event held on 13 June 2017 formed into 39 Teams.

Our Licensing Board also ensures that equality issues are given consideration in its decision-making process and Equality Impact assessments are undertaken for all reports that go to Licensing Board. In 2017/18, there was a change in legislation for alcohol licensing with those submitting premises licence applications and provisional licence applications must submit a Disabled Access and Facilities Statement (DAFS) for application to be considered competent. Board have also asked that existing premises licence holders submitting a major variation application also submit a DAFS voluntarily.





The facts behind the headlines

Perth and Kinross Care Home Go4Gold Event Evaluation Summary 2017.	 Go4Gold Evaluations2017.docx
Perth and Kinross Council – Education and Children’s Services Anti-Bullying Strategy.	 Antibullying_Strateg y_1_.pdf
Perth and Kinross Community Safety Partnership Annual Performance Framework.	 18-05-31 COMMUNITY SAFETY

10 Reasons Why

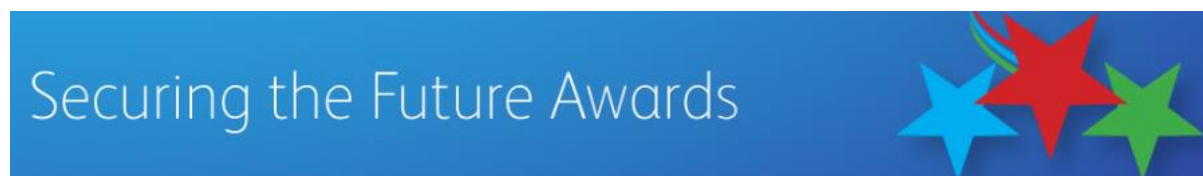
Equalities is at the Heart of What We Do



- 1  **TOP COUNCIL** for LGBT History Month activity in Scotland
- 2  **75%** increase in website views following update of equalities content on www.pkc.gov.uk
- 3  **1,028** pupils received Show Racism the Red Card educational workshops in 2017/18
- 4  **12,875** people attended 6 different multi-cultural events in Perth and Kinross in 2017/18
- 5  **THE FIRST** Holocaust Memorial Exhibition held in the area in January
- 6  **3 YEAR** funding approved in council budget for Third Sector Equalities projects
- 7  **A NEW** Equalities Governance Structure was implemented this year
- 8  **626** staff have undertaken some form of Equalities Learning in the workplace (E-Learning or lunchtime sessions)
- 9  **COMPLETED** review of the Gypsy/Traveller Strategy 2013-18
- 10  **12 WEEK** work experience placement from Employment Support Team successfully completed within Equalities

Tackling Inequalities and Improving Health 2017/18

This category reflects the key role that the Council and our partners have in tackling inequalities and improving health and wellbeing.



GOLD WINNER – Bridging the Gap Project - a health and social care project available to all members of minority ethnic communities who are aged over 50. The project tackles inequalities in health and social care service provision, improving awareness of and access to services, building up a better understanding of services available to minority ethnic communities and supporting them to access services more easily.

SILVER WINNER - The Perth Academy Inclusion Programme - funded through the Pupil Equity Fund (PEF) and is a targeted approach to wellbeing and engagement which along with other school interventions, aims to close the poverty related attainment gap at Perth Academy. The aim of the programme is to improve inclusion and school engagement, offering an alternative to school exclusion and an improved approach to individualised support for young people and families at risk of exclusion and disengagement. The programme has resulted in an 86% reduction in the number of individual pupils excluded from Perth Academy and has had a positive and disproportional impact on our most vulnerable and disadvantaged young people and families.

SILVER WINNER - Play on Pedals - a nursery project which aims to close the attainment gap between children who come from the most disadvantaged backgrounds whilst also helping them meet their developmental milestones and improve their health and wellbeing



**For any other information, please contact
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