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1. Foreword

Argyll and Bute Council is forward looking and ambitious, continuously improving our relationship with our partners, customers and employees to ensure that we deliver the right services, by the best people, in the best way to our communities.

Our vision, along with our Community Planning Partners is that Argyll and Bute's economic success is built on a growing population. Essential to achieving this are our 6 strategic outcomes:

The economy is diverse and thriving
We have infrastructure that supports sustainable growth
Education, skills and training maximises opportunities for all
Children and young people have the best possible start
People live active, healthier and independent lives
People live in safer and stronger communities

As a Council, our mission is to make Argyll and Bute a place people choose to live, learn, work and do business. Equality is at the heart of our vision and our mission for the future of Argyll and Bute. We believe that the Council has made progress on promoting equality for some groups and individuals, but we also recognise that there remains plenty to be done to ensure that we live in a place which is fair for all people.

As one of the biggest employers in Argyll and Bute, we continue to take a lead role in eliminating discrimination, harassment and victimisation; advancing equality of opportunity between people who share a relevant protected characteristic and those who do not; and fostering good relations between people who share a protected characteristic and those who do not.

We have continued to progress the Equality Outcomes which we set in 2013 for a 4 year period in order to reduce the inequalities which we consider are the most significant in Argyll and Bute.

We remain committed to addressing inequalities faced by our staff, Elected Members and our customers.

The mainstreaming actions which have been undertaken by Argyll and Bute Council demonstrate how we recognise that individuals and groups have different needs, and we continue to assess and develop our services and the way we deliver them to ensure that there is no unlawful discrimination.

Councillor Dick Walsh
Council Leader
Argyll and Bute Council

Cleland Sneddon
Chief Executive
Argyll and Bute Council

2.3 Gender Pay Gap Reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 come into force on 6 April 2017. They will require all private and voluntary-sector employers with 250 or more

3. Why Mainstreaming is important

Mainstreaming equality simply means integrating equality into the day-to-day working of the council. This means taking equality into account in the way the council goes about its business when acting as an employer, or planning and providing services.

Mainstreaming the equality duty has a number of benefits including:

Equality becomes part of the structures, behaviours and culture of the council
The council knows and can demonstrate how, in carrying out its functions, it is promoting equality
Mainstreaming equality contributes to continuous improvement and better performance

Equality outcomes aim to result in improvements to people's lives, creating a fairer and more inclusive society.

As one of the biggest employers in Argyll and Bute, the Council aims to ensure that the make-up of our workforce reflects the diversity of the local population.

The Council's Education Service is covered separately by the specific duties and is therefore required to prepare and publish outcomes, report on mainstreaming within the service and to gather and use employment information. For the benefits of reporting purposes, the information for education has been included in this report.

3.1 Mainstreaming Equality within the Local Authority

It is vital that all employees and staff are aware of the general equality duty and that it is considered in the day-to-day work of delivering services to our customers. To ensure that equalities is considered by all staff, the Council takes the following steps:

Promote our commitment to equality in the Corporate Plan
Inclusion of "Promoting Equality" in the Service Planning Guidance
Inclusion of an "Equalities" section within the Service Planning Template
Conduct an employee Equality Forum
Carry out Equality Impact Assessments on new policies and functions
Mandatory Equalities Training for all managers and staff
Inclusion of an Equalities module as part of the Elected Member Development Programme
Review and update our Equality Policy regularly
Progress various initiatives related to protected characteristics

3.2 Equality and Diversity in Argyll and Bute

The Council has built their commitment to equality and diversity into their Corporate Plan. This sets out our key principles that:

- no-one is disadvantaged because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation
- the differences between people are valued and good relations between groups are promoted
- people are treated fairly and with equal respect
- informed assessments are made on the impact of policies and services
- people are involved in the decisions that affect them and encouraged to participate in public life

This is

Disability
Gender Reassignment
Marriage and Civil Partnership
Pregnancy and Maternity
Race
Religion or belief
Sex
Sexual Orientation

The policy promotes equality and improved customer service, to make sure that no-one is disadvantaged because of their ‘protected characteristics’. We are committediTd[cm in (v)-0.7ol (v)-0.7 ngof

addition to this, an e-learning module for the previous Equality Impact Assessment Toolkit (EqIA) Toolkit has been made available for staff to assist with carrying out EqIA's. A revised EqIA Guidance and Form was developed and approved by Council in December 2012, taking into account all of the protected characteristics.

The Council has reviewed the approach to learning and development for Equality and Diversity, providing e-learning modules for staff, and Equality and Diversity forming part of the Induction training for all new staff. This means that employees can access learning at their own location and at their own convenience, making it more accessible and flexible.

3.8 Mainstreaming Equality within the Education Authority

The Education Authority has continued to make significant progress in mainstreaming equalities within the service.

Equality Training

All Head Teachers and all Education staff were trained in Equality by June 2015.

Bullying

All establishments have updated anti-bullying statements, quality assured by the Health and Wellbeing Group, to promote good behaviour and prevent bullying. They have been communicated to the extent that young people are understanding and respectful of protected characteristics and have an enhanced understanding of what bullying is.
There was an initial increase in the number of bullying incidents reported, but this has reduced and there has been a decrease in the number of young people experiencing discrimination, harassment and victimisation in our establishments, with pupils feeling safer in schools, such that there has been a 20% improvement in the number of young people in our establishments who say that their school is good at dealing with bullying.
All schools undertake training of all staff in the Respect Me methodology which emphasizes all protected characteristics.
All Head Teachers are knowledgeable of protected characteristics and the impact of bullying, and there is an enhanced understanding amongst staff of protected characteristics and the impact of bullying.

Self-Evaluation

There is ongoing progress in embedding the range of protected characteristics in self-evaluation activities:
In every establishment, there is a Pupil Council that is representative of the young people in the establishment.
All partners are able to access information from Education, using a range of communication media, including social, web-based and graphic media.
There is ongoing work to make information available in a range of formats and languages.

ASN Pupils

There has been an improvement in ASN Transitions procedures followed for all ASN pupils, with:
An improvement in full-time school attendance
A reduction in exclusions
An improvement in the percentage of ASN pupils who have a Single Agency or Child's Plan
An increase in ASN pupils achieving qualifications
An improvement in the quality of handover of planning and support arrangements continuing into adulthood.
100% of young people looked after have a Single Agency or Child's Plan, which is shared with all who support or work with them.

Looked After Children

100% of young people looked after have a Single Agency or Child's Plan, which is shared with all who support or work with them. There has been an improvement in the attainment of LAC pupils, with valid annual discussions taking place with partnership Education Officers.

Young Carers

Work is continuing on identifying Young Carers on the Educational Risk Matrix and on ensuring that they have a plan which supports their learning and achievement, with this reflected in wider achievement in their P7 and S3 profiles.

Ongoing work is in progress with services which support help young people and their families to achieve positive outcomes, with transitions procedures being followed and an increase in sustained positive destinations, eg. education, training or employment, with an increased number of activity agreements.

3.8.1 Partnership Working

A service level agreement with CALL (Communication, Access, Literacy and Learning) Scotland has resulted in training courses for primary and secondary staff to support pupils with communication difficulties.

This has involved training in SQA digital exams and visits to 8 different schools to observe and assess pupils' communication skills and to advise and train staff in the use of ICT to support our children and young people.

3.8.2 Resources

Argyll and Bute Council has shared resources with partners such as NHS and charities to fund expensive items

Equality Outcome 1 - More people are actively engaged in local decision making

Duty – Advance equality of opportunity; Foster good relations

Protected Characteristic – Age, Gender, Race, Religion and Belief, Sexual Orientation, Gender reassignment

Contributing services

Governance and Law,
Community and Culture,
IHR/Community Planning.

Argyll and Bute Council are pleased to report the following achievements:

Governance and Law

The Election Team Communication Plan has always sought to contact hard to reach groups and to promote equality of access to Election processes. The focus recently has been on promoting registration and voting amongst 16/17 year olds but previous campaigns have been targeted at other hard to reach groups.

The Election Team keep the suitability of all polling stations under ongoing scrutiny and conduct an annual review to identify any improvements that can be achieved including moving polling places to more modern buildings where this can improve accessibility.

The last few years have seen many by-elections for Community Councils and at present the membership take up is 83.4 %. 78.2% of Community Councils have more than 70% membership. There are very few contested by elections (2 by elections contested out of 32 Participating) (6.25%), and the next review of the scheme in summer 2017 will contemplate what can be done to address this. 88.2% turnout.

IHR/Community Planning

The membership of the Council's Equality Forum is being redesigned in early 2017. In addition to welcoming membership from across the Council's employee base, representatives from each Directorate are being recruited to better facilitate the two-way flow of information between the Forum and the Directorate. The representatives will be tasked with taking messages back to the Directorate's services and ensuring equalities' considerations are incorporated into activities, and with reporting back to the Forum on progress. The Forum is also recruiting a Modern Apprentice representative and a Young Person's representative from the Council's workforce.

media to promote the activities of, and engagement with, the Planning Service for over 12 months.

There is a permanent online customer satisfaction survey in place.

Planning are now hosting an online LDP with new interactive Apps which allow the LDP to be viewed by phone or mobile device.

There is an online footpath website which is receiving 1000 hits per quarter.

The Scottish Government Place Standard Tool is being utilized to undertake consultation for the Main Issues Report for LDP2.

Community and Culture

The e-book service has been successfully promoted to assist housebound clients and rural communities. 1,506 e-books were issued in 2015/16.

Inclusive & extensive consultation was carried out in 2015/16 on the next local housing strategy and a degree of co-production achieved. This was recognised in the positive feedback from the Scottish Government Peer Review process on the final LHS. A full EqIA was completed for the LHS and the equalities peer review criteria also positively approved.

The Council has monitored and encouraged regular engagement with equalities groups, including with Gypsy/Travellers, to inform housing service improvement. Focus groups have been held and a Baseline Satisfaction Survey has been established in 2017 (Gypsy/Traveller satisfaction is being monitored via an ACHA annual survey). Detailed evidence and analysis was presented in the HNDA which was formally approved as “robust & credible” by the CHMA in 2016. Subsequently, the results of the Gypsy/Traveller engagement fed into the finalised LHS.

We have engaged with over 30 clients who are affected by learning disabilities, including consulting with parents, carers and support workers utilizing focus groups. The results of the engagement with this client group was highlighted in the approved HNDA in 2016 and informed the finalised LHS. Work is ongoing to inform the SHIP process.

We have rolled out a Community Sports Hubs Programme across Argyll and Bute, with local delivery plans based on the needs of communities. Currently, there are 4 active hubs, with 2 more planned in 2017-2018.

We have utilised feedback from parent surveys to shape future football provision, with the programme amended based on demand.

Equality Outcome 3 - The needs of individuals who provide unpaid care and support are recognised including young carers

Duty - Advance equality of opportunity; Foster good relations

Protected Characteristic - Age, Gender, Disability

Contributing Services

Adult Care

Children and Families

Community and Culture

Education.

Education

Active schools, youth work, social work and the third sector participation figures show an increase in participation levels of young carers.

There has been an increase in opportunities for young carers to develop skills for learning, life and work, and to improve their life chances.

Young carers are recording wider achievement in their P7 and S3 profiles.

Ongoing work is in progress in accurately identifying young carers on the Educational Risk Matrix.

Ongoing work is in progress in supporting the attainment of young carers, by ensuring that they have a plan that supports their learning and achievement. There is an expectation now that progress of looked after children towards their education outcomes is now included as part of regular tracking and monitoring dialogue between class teachers and schools senior management.

Specific actions have now been identified by Education Services to further improve the educational outcomes of looked after children.

Young carers have a plan that supports their learning and achievement.

Ongoing work is in progress with services which support help young people and their families to achieve positive outcomes, with transitions procedures being followed and an increase in sustained positive destinations.

There has been an improvement in the number of young carers leaving school and moving into a sustained place in education, training or employment, with an increased number of activity agreements, and positive and sustained destinations reported.

Equality Outcome 4 - The individual

Equality Outcome 5 - The gap in educational attainment between protected characteristics has been reduced

Duty - Advance equality of opportunity

Protected Characteristic - Age, Disability, Gender, Race

Contributing Services

Education

Education

Education has been working to increase the % of ASN pupils achieving qualifications and increase % of qualifications attained. An evaluation of Examination results expected in August 2017 will be subject to review by members of the Education Management Team

100% of establishments now routinely discuss and report specifically on the attainment of boys and pupils who are looked after.

Equality Outcome 6 - Bullying of young people in schools is reduced

Duty - Foster good relations

Protected Characteristic - Disability, Gender, Race, Religion or Belief, Sexual Orientation

Contributing Services

Education

Education

There is a 20% improvement in the number of young people in our establishments who say that their school is good at dealing with bullying.

All establishments have updated anti-bullying statements, quality assured by Health and Wellbeing Group, to promote good behaviour and prevent bullying.

All schools have undertaken training of all staff in the Respect Me methodology which emphasises all protected characteristics.

All Head Teachers are knowledgeable of protected characteristics and the impact of bullying, and there is an enhanced understanding amongst staff of protected characteristics and the impact of bullying.

Equality Outcome 7 - We have improved engagement with protected groups

Duty - Foster good relations

Protected Characteristic - All

Contributing Services

Education

All Services

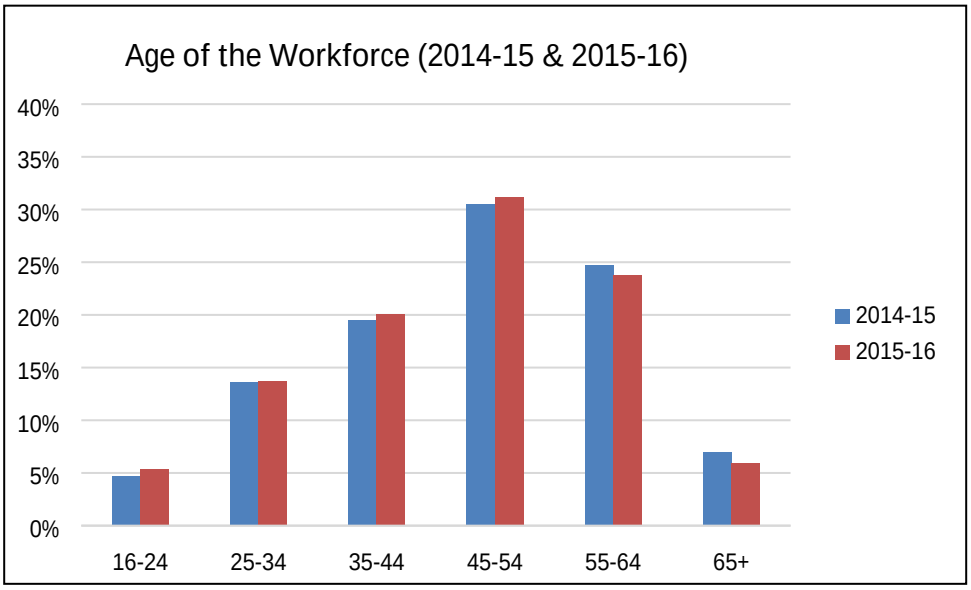
Education

HR and OD

The Dignity at Work Policy has been updated to become the Bullying and Harassment Policy, and now includes guidance on bullying/harassment by clients; contractors. Our policy reflects the policy used by the NHS, c

area for further and higher education and work.

There has been a slight decrease in the number of 55 – 64 year olds, and those aged 65+, within the Council workforce, which likely reflects the numbers taking Voluntary Retirement and Early Retirement. However, the figures within the Council workforce are not reflective of the Argyll and Bute population as a whole, which has a significantly higher number of residents of age 65 and above, 24.5%, compared to the Scottish average of 18.3% and the UK average of 17.9%, though many in this age bracket will not actively be seeking employment.



Workforce Profile - Sexual Orientation

Applications for Employment – Race

Race	2014/15	2015/16
White Other	3.84%	3.61%
White Total	94.77%	87.12%
Prefer not to answer	1.23%	1.71%
Unknown	1.39%	7.68%

'Other' reflects the increase in applications from ethnic minorities.

Applications for Employment - Marital Status

Marital Status	2015/16
Divorced	4.66%
Living with partner	12.88%
Married/Civil Partnership	31.71%
Prefer not to answer	1.47%
Separated	3.00%
Single	37.87%
Unknown	7.58%
Widowed	0.83%

Single has continued to be the most significant group, though this is representative of census statistics, it is perhaps indicative of younger people and people who are more mobile to move to the area.

Applications for Employment – Religion and Belief

Religion and Belief	2014/15	2015/16	2015/16 adjusted*	2011 Census
Buddhist	0.46%	0.38%	0.42%	0.24%
Church of England	0.01%	0.12%	0.13%	
Church of Scotland	24.35%	22.80%	24.98%	40.04%
Hindu	0.18%	0.26%	0.28%	0.06%
Humanist	0.38%	0.31%	0.34%	
Jewish	0.08%	0.05%	0.05%	0.05%
Muslim	0.45%	0.36%	0.39%	0.21%
Pagan	0.27%	0.00%	0.00%	
Roman Catholic	12.76%	10.96%	12.01%	11.3%
Sikh	0.04%	0.12%	0.13%	0.01%
Other	2.44%	1.24%	1.36%	0.36%
Other Christian	9.30%	8.75%	9.58%	7.69%
None	38.38%	38.10%	41.74%	32.04%
Prefer not to answer	8.18%	7.84%		
Unknown	2.71%	8.72%		

* = Unknowns removed

The Church of Scotland percentages is significantly below the census results whereas no religion is significantly higher than the census results.

2016. This accreditation. which is awarded by The Department for Work and Pensions, demonstrates the Council's commitment to support positive action for disabled applicants and to employ, keep and develop the abilities of disabled people. As part of this commitment, the Council operates a guaranteed interview scheme for disabled applicants who meet the essential criteria for a vacant post. Argyll and Bute Council is now working towards becoming a 'Disability Confident Leader' which will set the standards within the community and assist other organisations to achieve 'Disability Confident Employer' status. The slight drop in applicants declaring a disability will be reviewed to ensure that this is not a trend.

Applications for Employment – Age

Age Group	2014/15	2015/16
16 - 24	20.17%	18.49%
25 - 34	27.44%	25.15%
35 - 44	18.95%	18.49%
45 - 54	22.16%	19.73%
55 - 64	9.02%	9.29%
65+	0.22%	0.24%
Unknown	2.05%	8.60%

Applications for Promotion - Disability

Disabilities	2013/14	2015/16
Yes	4.22%	2.62%
No	94.20%	95.92%
Prefer not to answer/ and Unknown	1.58%	0.00%

There has been a reduction in those achieving promotion who identify themselves as disabled, although the number declaring remains higher than the statistics for disabled individuals in the workforce as a whole. This is a disappointing trend, though as highlighted previously it is felt that many staff with disabilities do not identify themselves as disabled.

Applications for Promotion - Age

Age	2013/14	2015/16
16-24	13.19%	10.79%
25-34	26.83%	27.11%
35-44	20.09%	22.74%
45-54	29.33%	24.78%
55-64	9.73%	13.41%
65+	0.83%	1.17%

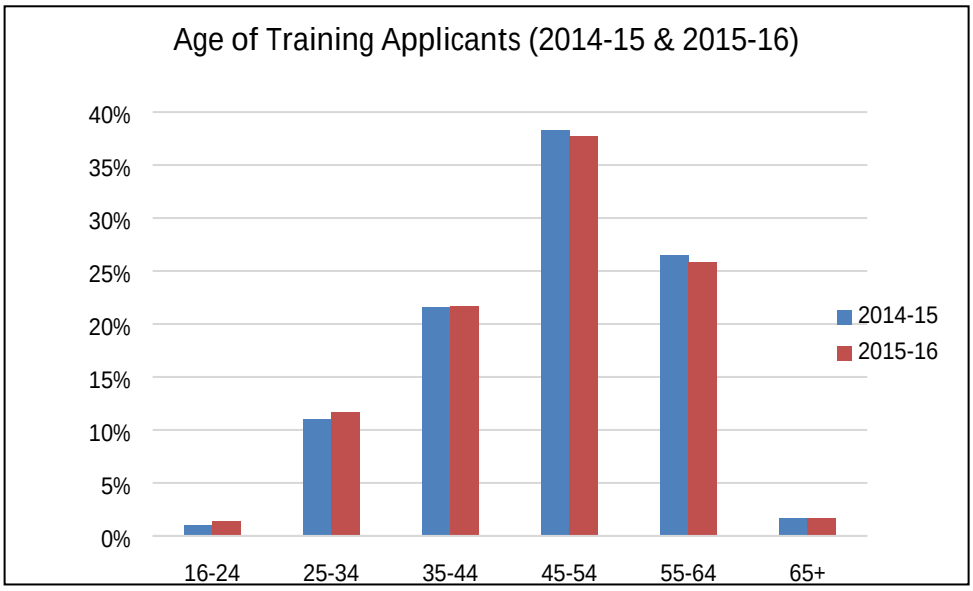
There has been a slight decrease in young people (16-24) applying for promotion, with the 25-34 age group continuing to apply for the most promotions. There has been an increase in all age groups applying for promotions, activity linked to the Council's Personal Development Plan Process ensuring staff receive relevant training and development.

Applications for Promotion - Pregnancy / Maternity

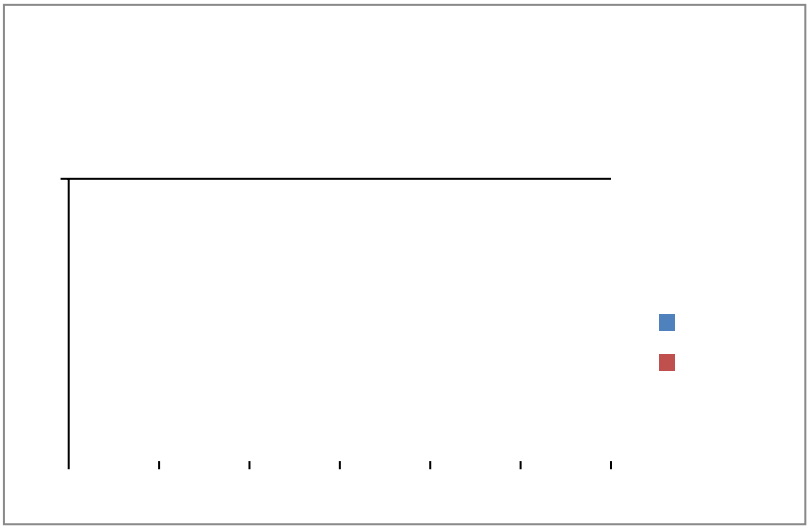
Data not recorded after December 2014

Applications for Promotion - Marriage / Civil Partnership

A higher proportion of staff applying for promoted posts are married or living with a partner than those applying for jobs. This will be explained in part by the age profile reflecting established career development. No significant trends are observed.



The increase in applications for training from young persons accords with the increase in young persons within the workforce, whereas a disproportionately higher percentage of 35-44 year olds and 45-54year olds are applying for training, possibly to



Grievances - Disability

Disabilities	2014/15	2015/16
Yes	3.03%	0%
No	57.57%	40.63%
Unknown	39.39%	59.37%

The disability profile for those involved in grievance procedures is not representative of the workforce profile which is 1.41%, nor is it representative of the current Scottish Government estimate that 19% of people in Scotland are disabled. Though the small number of staff involved in grievances will reduce the probability of low occurrence equality characteristics being identified.

5.7 Employees Leaving the Council

Employees Leaving the Council - Race

RACE	2014/15	2015/16
African - Other	0.19%	0.15%
African (Inc olvyees L		

Employees Leaving the Council - Gender

	Male	Female
2014/15	30.02%	69.98%
2015/16	34.45%	65.55%

There has been a drop in the proportion of females leaving the workforce, and a corresponding increase in the proportion of males leaving the workforce. This is the opposite trend from the workforce composition.

Employees Leaving the Council - Disabilities

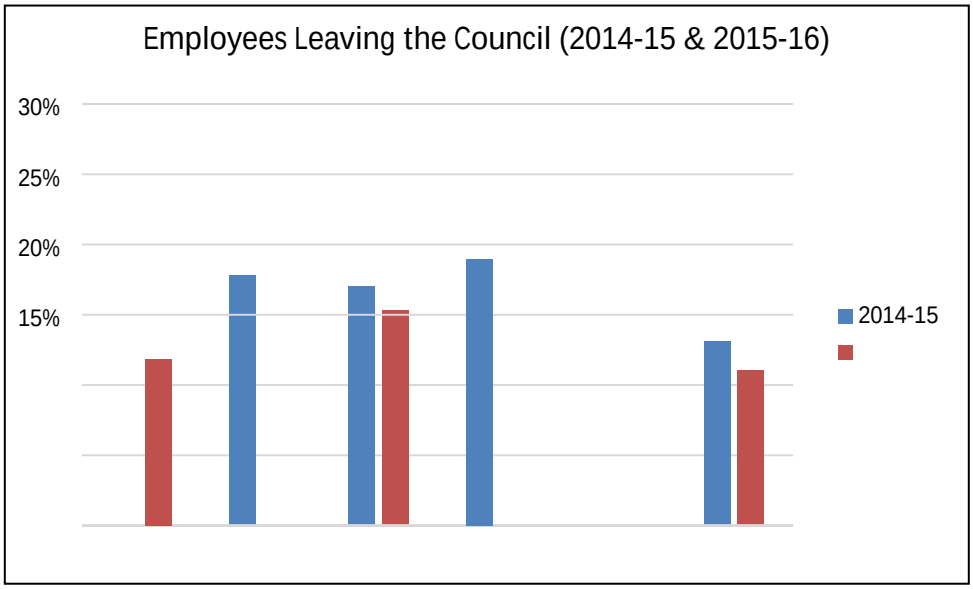
Disabilities	2014/15	2015/16
Yes	2.06%	1.75%
No	42.21%	42.77%
Unknown	55.72%	55.47%

More Leavers are declaring disabilities than are recorded in the workforce.

Employees Leaving the Council - Age

Age	2014/15	2015/16
16-24	5.44%	11.82%
25-34	17.82%	20.15%
35-44	17.07%	15.33%
45-54	18.95%	19.27%
55-64	27.58%	22.34%
65+	13.13%	11.09%

There is a significant increase in young people leaving the Council - both in the 16-24 and 25-34 age groups, and this is a trend which may be worth investigating.



The detailed analysis of occupational segregation is presented in the following tables.

2015/16 Segregation By Grade

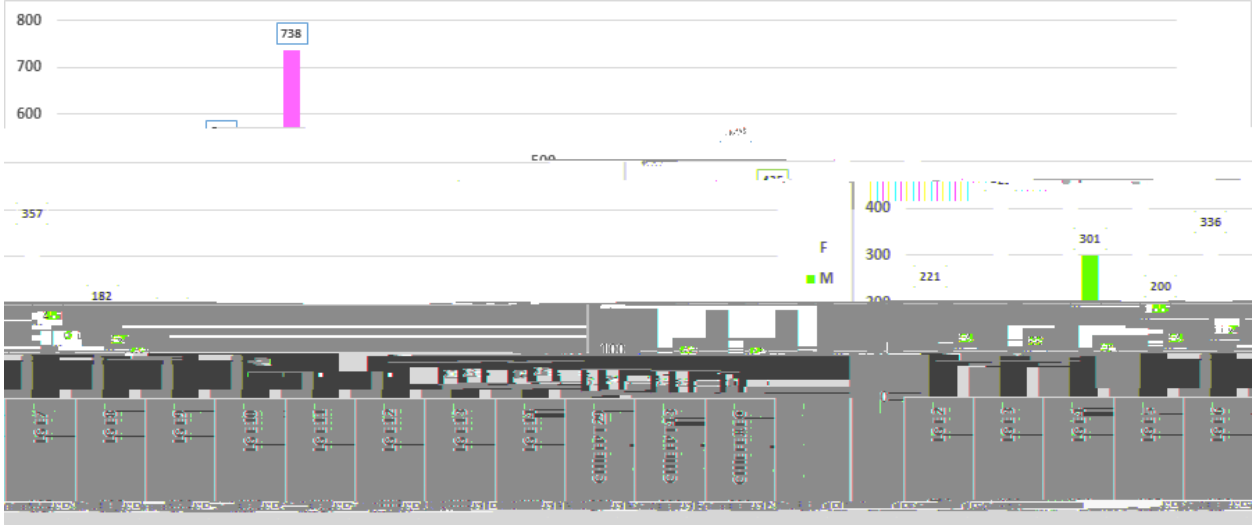


Table2: Occupational Segregation by Gender by Role: