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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

3.2 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 directly supported by the corporate outcome “We work with our partners to tackle discrimination” and is key to the approach taken by services in delivering their outcomes.

Services focus on promoting equality in every aspect of their work and this is reflected in their service plans.

3.3 Alignment with Key Documents

The concept of equality underpins the Council’s Corporate Plan 2015-17. It is recognised that as we continue to transform the Council we have to continue to deliver services which meet the needs of our customers.

Our Priorities are clear. We are committed to
Making Argyll and Bute a place people choose to live
Making Argyll and Bute a place people choose to learn
Making Argyll and Bute a place people choose to work and do business

We will make all of this happen by

Ensuring our culture, structure and systems make our Council a high performing and improving organisation that people choose to work for

Managing our resources robustly and sharing resources, buildings and facilities where appropriate

Ensuring our workforce has the skills, knowledge and behaviours that support our vision

Growing excellent leaders in our officers and elected members

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 committed to

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

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

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

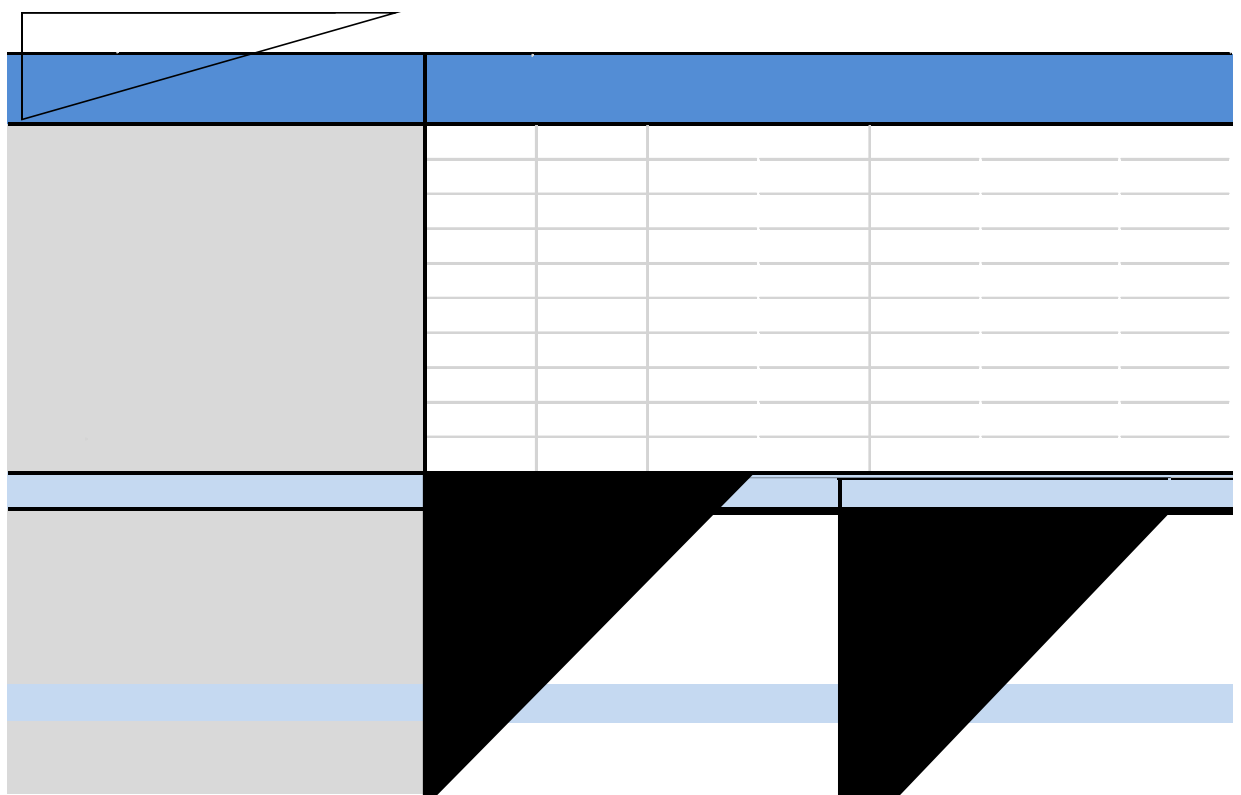
Education

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



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.

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%

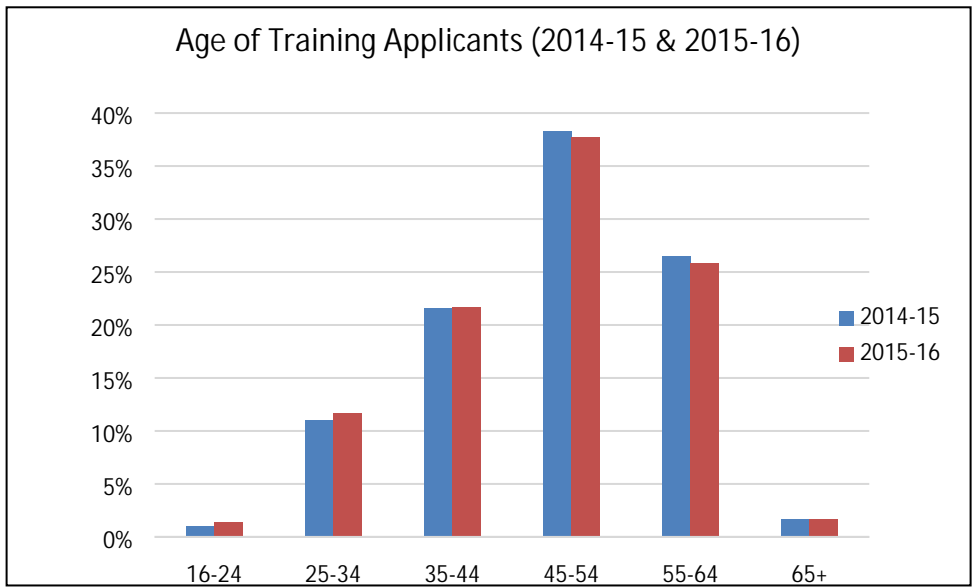
There has been a slight decrease in young people (16-24) applying for promotion, with the 25-34 age group continuing to apply for the most promotions. There has been an increase in all age groups applying for promotions, activity linked to the Council's Personal Development Plan Process ensuring staff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

Applications for Promotion - Pregnancy / Maternity

Data not recorded after December 2014

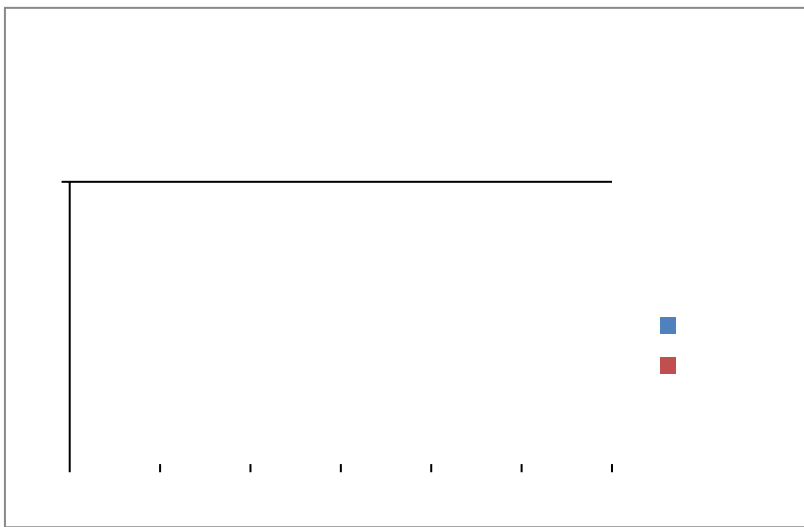
Applications for Promotion - Marriage / Civil Partnership

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 45-54 year olds are applying for training, possibly to

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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.



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