

2017



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East Dunbartonshire Council

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East Dunbartonshire Council, Education Authority and Licensing Board

Equality Outcomes and Mainstreaming: Progress Report 2017

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Introduction

Listed public bodies including Councils, Education Authorities and Licensing Boards are required to comply with the Equality Act 2010. The Act brought about a General Equality Duty (hereinafter referred to as the 'General Duty') which requires organisations, in the course of their day to day business, to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act
- Advance equality of opportunity between persons who share a relevant characteristic and persons who do not
- Foster good relations between people who share a protected characteristic and those who do not

Individuals can be protected by the Equality Act on the grounds of: age; disability; gender reassignment (i.e. transgender identity); marriage and civil partnership; pregnancy and maternity; race (including nationality, skin colour, ethnic origin and language spoken), religion and belief (including non-belief); sex and sexual orientation.

To help achieve the General Duty, secondary legislation, the Equality Act 2010 (Specific Duties) (Scotland) Regulations were put in place. These are designed to help public bodies in Scotland deliver on the General Duty. The Specific Duties require public bodies to:

- Report progress on mainstreaming the General Duty
- Publish equality outcomes and report progress
- Assess and review policies and practices
- Gather and use employee information
- Publish statements on equal pay
- Consider award criteria and conditions in relation to public procurement
- Publish in a manner that is accessible.

Purpose of this Report

This report describes how East Dunbartonshire Council, East Dunbartonshire Education Authority, and East Dunbartonshire Licensing Board are fulfilling their duties required by equality legislation. This report an interim progress update at the mid-way point of a four year cycle of the 'Equality Outcomes and Mainstreaming Plan' (2015-2019) which was approved by Council in 2015. It should be noted that the Education Authority and Licensing Board are fully resourced and administered by the Council.

Mainstreaming

This report highlights the progress the Council, has made in embedding an understanding of inequalities and discrimination into its core functions as follows:

- Leadership
- Business Planning and Improvement

Equality Report 2017

- Involvement with Communities
- Policy and Practices
- Procurement
- Working in Partnership

Separate mainstreaming reports which cover the specific functions of the Licensing Board and the Education Authority are provided at **Appendices 1 and 2** respectively.

Equality Outcomes

In 2015 the Council set six new equality outcomes in order to enhance its commitment to embedding the General Duty. This report sets out two years of progress in realising these outcomes at **Appendix 3**.

Employee Demographics, Equal Pay and Occupational Segregation

The Specific Duties require listed public bodies to: gather, present and use employee composition data; publish their gender pay gap; publish an equal pay policy statement and provide occupational segregation data. The functions of the Education Authority and Licensing Board are fully administered and supported by employees of the Council, and so only Council employee information has been provided at **Appendix 4**.

National Context

As a service provider, the Council must plan and deliver services which take account of new legislative and policy changes for Scotland. The Council is continually held to account for the delivery of these national ambitions and so these drivers are factored in to the way we mainstream the General Duty. A key change in Scotland since our 2015 equality report has been the passing of the Community Empowerment (Scotland) Act 2015. The Community Empowerment Act provides a legislative entitlement for communities to get involved in the decisions that affect them. When we map our equality duties on to this, the Community Empowerment Act gives our Council new opportunities to consider the needs and aspirations of people who share a protected characteristic.

A Note on Health and Social Care

Health and social care services are now integrated in East Dunbartonshire and are provided by the East Dunbartonshire Health and Social Care Partnership (HSCP). This includes Adult and Children Social Work services, Criminal Justice Services, Community and Primary Care services e.g. Community Nursing, Rehabilitation, Occupational Therapy and Health Promotion, some services provided in hospital (such as the medical care of older people and aids and adaptations for daily living).

The HSCP is a Body Corporate, a separate legal entity from either the Council or the Health Board, and responsibility for its governance rests with an Integration Joint Board (IJB).

The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 required the Health and Social Care Partnership to publish a set of equality outcomes and a mainstreaming Equalities Report by 30 April 2016. This legislation brings Health and Social Care Partnerships across Scotland in line with other listed public bodies. Across 2015 and 2016 Council and Health Board Officers have worked together to ensure the Health and Social Care Partnership fulfils its equality duties. Information about equality within the HSCP can be accessed through the Council Website.

Mainstreaming Equality in East Dunbartonshire Council

Mainstreaming equality is about embedding an equitable approach into all aspects of the day-to-day business. When equality is mainstreamed, the Council's business should inherently take account of varying needs and inequalities experienced by different groups in our local communities and our Council workforce. This means taking into account the need to remove unintended discrimination, to improve equality of opportunity and to promote good relations.

Mainstreaming equality can be carried out at a strategic and operational level. As a Council we carry out certain activities as a service provider and as an employer, which actively mainstream equality.

Leadership

Effective leadership and accountability is essential to ensure the General Duty is mainstreamed into our day-to-day business. Responsibility for compliance with the Equality Act (2010) sits with our Chief Executive. Our Council Services are split into two portfolios '*Place, Neighbourhood and Corporate Assets Directorate*' and '*Education, People and Business*'. Across both of these we have eleven Strategic Groups comprising several teams. Our '*Place and Community Planning*' Strategic Group holds the remit for equality policy and ensures the Council has effective policies and practices in place for creating change towards greater equality and monitoring that progress.

Monitoring of Equality Outcomes has been led by the Community Planning and Partnerships team, by supporting the equality impact assessment process and helping to build dialogue in communities with people who share protected characteristics. The implementation of the outcome plan is the responsibility of each service area in the Council.

Case Study

Over recent years the on-going humanitarian crisis that has been created as a result of conflicts in the Middle East has resulted in a large number of refugees and asylum seekers being displaced across Europe. In 2016 the Council entered into the Home Office Syrian Vulnerable Person Resettlement (SVPR) Programme and the Unaccompanied Asylum Seeking Children (UASC) Programme.

In the pursuit of fostering good relations and promoting integration, the Council held a community information evening in March 2017 for those who wanted to know about the Syrian Vulnerable Persons Resettlement programme, and also for those who feel they have a role in supporting the new arrivals to East Dunbartonshire. The Council has also been an active member of national networks and working groups for Refugees/Asylum Seekers which has enabled us to ensure our approaches to resettlement and integration in to the community follows best practice across Scotland.

Involvement with Communities

Feedback about the needs and experiences of communities contributes significantly to improving the quality and delivery of services from the Council. Across 2016 and into 2017 the Council, in Partnership with other public bodies, has been carrying out a significant engagement exercise to redefine the strategic priorities for East Dunbartonshire, specifically focussing on our geographic communities which experience more inequality compared to East Dunbartonshire as a whole.

Local public bodies, including the Council, agreed to adopt the Place Standard Tool to carry out engagement with local people and enable them to steer decisions about the priorities for East Dunbartonshire public services. The Place Standard Tool is designed to ask question about 14 different themes including streets and spaces, social interaction, access and facilities. Adaptions of the tool have been made for people with learning disabilities and people of all ages, from primary school pupils through to older adults.

In order to create a picture of *who* we were working with, the Council included an equality monitoring survey along with Place Standard Tool documents. In addition to *knowing* who we were working with, we devised a variety of approaches to target people who are normally underrepresented in engagement. This included speaking to people ‘in situ’ and during existing meetings, rather than creating new events which may be difficult or inconvenient for some.

Employees from a variety of Council Services participated in Place Standard Tool training. A combination of focus groups, on-line surveys, one to one discussions, schools work and open consultation events have been held reaching around 800 individuals across East Dunbartonshire. Table 1 indicates some of the groups of people who have been involved.

Table 1: Place Standard Tool Engagement

Group Recovery Aftercare Community Enterprise (an Adult Community Peer Recovery Support Group)	Riverside Church Group
Little Explorers Nurture Day (Parents of children in Early Years Provision)	St. Flannan’s Church Group
Literacies/English as a Second or Other Language (ESOL) Learners	Local Seniors Forum
Primary School Groups – Children aged between 8-11 from 4 local Primary Schools	Positive Achievements (School Leavers Group 15 – 18 years old)
Friday Club (Adults with Additional Support Needs)	Positive Achievements (Young Adults aged between 19 – 30 with additional support needs)
Merkland Former Pupils Group (Young Adults with Additional Support Needs)	LGBT Youth Group (12 – 25 years old)
Kirkintilloch Town Centre Champions, and Harestanes Parent & Toddler Group	

Business Planning and Improvement

The Council has robust processes for strategically planning and improving its business. The ‘Business and Improvement Planning’ (BIP) Framework enables each of our Strategic Groups to set out priorities and demonstrate how they are mainstreaming the General Duty. We refreshed our BIP Guidance in 2015 and again in 2016. We are continuing to explore new ways to develop the BIP framework to ensure our equality outcomes are being considered and progressed at the business planning stage.

Closely related to business planning, is our ‘Policy Development Framework’. This provides Officers with instruction and guidance for ensuring any Policies, Plans, Programmes or Strategies adhere to requirements including the specific duty to

assess the impact of proposed policies or practices on protected characteristic groups. Across the last two years we have held three capacity building sessions for employees which were well attended by those responsible for leading equality impact assessments.

Case Study

During summer 2015 the Strategic Development and Regeneration Team undertook an equality impact assessment of a proposed Cowgate Street Design project. The project aims were to better integrate the streetscape with its surroundings, enable pedestrians to move more freely, improve footfall within the town centre and encourage 'people based' levels of activity. Undertaking this particular assessment of impact entailed a comprehensive review of statistical data, relevant literature and ongoing feedback and knowledge from a variety of stakeholders. Prior to the concept being taken forward as an approved project, engagement was undertaken from November 2011 to Sept 2014 with:

- Local residents and businesses;*
- School Children;*
- National Federation of the Blind UK;*
- Police Scotland;*
- East Dunbartonshire Access Panel;*
- East Dunbartonshire Equalities Group;*
- Kirkintilloch Town Centre Champions Group;*
- East Dunbartonshire Visually Impaired Peoples Forum;*
- Guide Dog UK; and*
- DeafBlind Scotland.*

Following engagement, an Equality Design Forum for the project was also established to act as an advisory group to refine the project through workshop style meetings. These covered: Kerbing and Pavements; Crossing points; Gateways and Signage; Public Realm; Carriageway; Street Lighting; Transport Movement; and Parking Provision. High contrast images and tactile examples of building materials etc. were utilised where possible.

Prior to the engagement work it was recognised that there may have been negative impacts on some protected characteristics. These have been mitigated in the final project design through a variety of changes which include:

- Within the town centre a speed limit of 20mph.*
- A 'clutter zone' to move obstructive pavement furniture like A-Frames*
- The distances at crossing points reduced to around 6 metres to ensure shorter, safer distances.*

- *Visually impaired users guided to the crossing points by granite tactiles which are tonally and texturally different from the paving materials.*
- *The carriageway being physically narrowed and raised tables implemented enabling slower driving speeds.*
- *Facilitating any retraining for users which Guide Dog UK and DeafBlind Scotland welcomed and offered to support if possible.*

The input of EDF and the wider process of gathering information and assessing impact significantly shaped the output of the project and this is evidenced by the final plans.

Benchmarking

In order to drive improvement, the Council participates in Benchmarking with other Councils. This involves comparing our performance with others and learning from those who are seeing improved results in a particular service area. In 2015 and 106 our Council, together with its comparator Councils, concentrated on employment equalities with a particular focus on recruitment and retention of Black minority ethnic (BME) people and people with disabilities. Trend analysis and sharing of practices created new understandings about disproportionate numbers of BME and disabled employees. The Benchmarking Project also highlighted possible activities for improving: appointment success rates; applications; and equalities monitoring data.

Service Level Policy and Practice

Having appropriate policy in place is an important part of our mainstreaming approach. It is beneficial to adhere to policy, at an organisational level and at a service or 'front-facing' level, as it ensures we have a consistent and clear approach.

Since 2015 we have developed a number of different policies and practices which promote opportunities for social interaction and cohesion, and express commitments to removing disadvantages for protected characteristic groups.

Land Planning and Development

The Council is responsible for the development of the main long-term land use strategy for the area. The 'Local Development plan' was adopted in early 2017 after an extensive range of stakeholder engagement which has informed land use priorities. In April and May 2015 we held 8 events across East Dunbartonshire to allow residents to meet officers in person rather than using the internet, distributed

paper questionnaires and all documents to the 8 libraries. Our Local Development Plan newsletter is also

As part of our work to improve our Town Centres in East Dunbartonshire, we held workshops in late 2016 to speak to stakeholders including a local disability interest group. A separate meeting was held with a local visual impairment forum to discuss the processes involved and receive feedback.

We also kept the community up to date with the Land Planning and Development work through a Local Development Plan Newsletter.

The Council developed a number of sustainability policies in the last two years which have sought to benefit all sections in our communities but to offer particular benefits for those experiencing poorer outcomes in relation to the rest of the local authority area. During the development of the Local Biodiversity Action Plan and the Green Network Strategy, the input of young people was gained at a Youth Council meeting. Within these two Policies, and in the Sustainability and Climate Change Framework commitment is made to the ongoing engagement of young people through school and nursery education.

The Sustainability Policy Team has also commenced development of a District Heating Strategy. Tackling fuel poverty will feature high on the agenda for this strategy and bring benefits for our older adults in East Dunbartonshire who we know are disproportionately experiencing fuel poverty in East Dunbartonshire compared to other types of households.

Case Study

People who live, work and visited places in Lennoxton village centre had the opportunity to meet a design team in March 2016 to help shape solutions to address local issues and priorities.

The process is called a Charrette and it ran for a full four days in an accessible and central venue in Lennoxton.

Significant promotion on and offline through community networks and groups was carried out to advertise the Charrette. The team running the Charrette talked with the community, stakeholders and partner agencies to identify potential actions to help protect and revitalise the area.

The local venue was converted into an open-to-all 'design studio' over the four days - with a team of designers, economists and others there to listen to people's experiences of using the village centre and their ideas.

Evidence and ideas gathered have been informing plans for Lennoxton, which will aim to improve and influence economic development, streetscape design, service delivery, regeneration, and health and social issues in the area.

Place and Community Planning

Several public realm improvement projects have been progressed throughout the last two years including Kirkintilloch Town Centre.

In Kirkintilloch a 'Cowgate Street Design Forum' was created as a reference group for development of the town's main high street. In addition to this an 'Equality Design Forum' was developed to explore what materials, surface treatment, colours and textures could be used to enhance the area for those with disabilities. As the project is to improve the public realm and there were lots of paper plans, the team created tactile models to ensure that the workshops were accessible.

In addition to the Equality Design Forum, the Cowgate Street Design project team undertook walking audits of the existing street with the local visual impairment forum and the Kirkintilloch Town Centre Champions Group. The team also carried out plan based street audits with the local Access Panel and other community groups. Changes were made to the design to reflect information gathered during these exercises which included: a clutter zone where street furniture that can cause obstruction is placed and a clear circulation zone where people can walk freely; strong tonal and textural contrast between materials to delineate the pavement/crossings and carriageway; inclusion of kerbs – 60 millimetres throughout and then 20 millimetres at raised tables; bollards at strategic locations; two controlled pedestrian crossing - one on Catherine Street and one on Kerr Street. Following the

Equality Design Forum the project team undertook a thorough equality impact assessment for the project which showcased the steps taken.

Council Officers regularly liaised with town centre businesses and local community to ensure that any concerns raised about the town centre were dealt with by the relevant Council service. This liaison has had a positive effect on town centre stakeholders by reducing the stress of going through different departments to find the best person. Examples include improving lighting, dealing with obstructions and addressing poor paving.

Roads and Transportation

We commenced work on a Lenzie Street Design Project which will bring changes to Lenzie Railway Station forecourt and village parade. The latest of three advertised community events in March 2017 was held in a local venue where over 180 people viewed and commented on design proposals which have emerged from engagement with local residents and other stakeholders. Proposed improvements centre on making the area more safe and accessible for those on foot, wheels and using public transport. Deaf Blind Scotland representatives were also in attendance to assist with interpretation for people with sensory impairments.

Customer and Digital Services

The community hub team has expanded to deliver full time registration and customer services in Bishopbriggs and in a new Lennoxton Community Hub. The team has undergone intensive training to ensure that a consistent quality of service is available across all hubs. The hub is popular with customers and the team are working well with their library and health service partners to deliver a range of services in Lennoxton. The queuing system in the hubs has been upgraded and customers can now make appointments for registration services.

The Emergency Response Centre continued to provide a critical service to residents of East and West Dunbartonshire. We upgraded technology for the community alarms system which helped achieve service improvements for vulnerable people.

Community Protection

Trading Standards continued to deliver the successful Call Blocking Project to protect elderly and vulnerable residents in East Dunbartonshire that are being targeted by telephone scammers.

The teams also focused on working with other partners on a range of enforcement, early and effective intervention and diversionary activities including:

- Enforcement of penalties for misuse of disabled parking bays and dangerous parking around our primary school estate.
- The KLC629 Project which was regularly attended by 150 young people every Saturday night and Midnight League Football which ran across the Council area.

- Attendance at a number of Community Council and Resident Association meetings responding to concerns/complaints and to give reassurance to local residents.
- Involvement in the annual Tenants Event, Canal Festival, Older Peoples Fayre, Adult Protection Conference and other local events in order to raise awareness of our services to a wider audience.

Housing and Neighbourhood Services

The Housing Service is responsible for meeting the housing needs of all local residents whilst Neighbourhood Services provide our communities with a safe, healthy and sustainable environment which is accessible to all and can help increase physical and mental wellbeing.

Available data for 2015-2016 shows we completed 72 new affordable homes i.e. social rent shared ownership and shared-equity. We also committed to the development of 11 Council owned sites for approximately 244 new affordable homes between 2016 and 2020.

We continued providing our Project 101 Service for young people age 14-25 who are experiencing housing or homelessness issues. Project 101 also received a grade 5/very good from the Care Inspectorate 2015. Services available from Project 101 included budget cookery sessions, a work club, independent living skills courses, bed and breakfast packs, a helpline and one-to-one support.

We are committed to celebrating diversity and promoting good relations amongst our communities. Where we have the opportunity to, we will work together across our services to do this. Notable achievements made by the Council in the last two years are:

- Celebrating LGBT History Month in 2016 by encouraging employees to wear a piece of purple on 'Purple Friday' with Council employees and again in 2017 by raising the rainbow flag with representatives from across services and other Partners.
- Recognising '16 Days of Action Against Gender Based Violence' in 2015 and 2016 by supporting a range of information sessions, learning and training events, presentations and campaign and media initiatives every year from 2012 to 2016 during the months of November and December as a means of

Case Study

Holocaust Memorial Day remembers those who suffered and perished under the Nazi persecutions during World War II, and subsequent genocides across the world including Cambodia, Rwanda, Bosnia and Darfur.

The Council played host to Scotland's national Holocaust Memorial commemorative event in January 2017. We worked in partnership with Interfaith Scotland to bring together a programme of activities during the week beginning 23 January 2017 which culminated in the national event on the evening of 26 January 2017.

The theme for 2017 was 'How can life go on'. The aftermath of the Holocaust and subsequent genocides continues to raise challenging questions for individuals, communities and nations. Through our events in schools and on social media, we encouraged people to consider what happens after genocide and what our own responsibilities in the wake of such a crime are.

Key note speakers were Saskia Tepe who is the daughter of a Holocaust survivor and author of 'Surviving Brigitte's Secrets', which tells of her mother's journey after liberation and Umutesi Stewart, who is a survivor of the Rwandan genocide, now living in Scotland.

Special assemblies were held in each of our three school cluster areas. Young people and guests heard inspiring stories from Saskia Tepe and Umutesi Stewart. Hundreds of young people across East Dunbartonshire interpreted the theme and messages through creative arts, delivering powerful music, spoken word, art drama and drama.

At the national event Provost of East Dunbartonshire, Councillor Una Walker, welcomed guests, who included representatives of a range of faith groups from across Scotland, community organisations, Police Scotland, local schools and community councils, as well as local and national politicians.

East Dunbartonshire Provost Walker said, "I want to pay tribute to everyone involved - particularly Saskia and Umutesi, who delivered incredibly powerful testimonies about the Holocaust and the Rwandan genocide. It was an extremely poignant and thought-provoking event - and a timely reminder of why we must never forget the horrors of the past or our responsibility to act to prevent history repeating itself."

engaging with and promoting the international campaign.

- The Council showed its support at various voluntary sector events across the last two years including the annual Ethnic Minority Forum Cultural Celebration event and the 'Generations Working Together' Intergenerational Summer Gathering.
- The Council and other partners celebrated International Women's Day in 2016 with a free public event in Kirkintilloch Leisure Centre. Talks were given by representatives from the Glasgow Women's Library and the Tails and Trails Arts and Heritage programme in East Dunbartonshire. Information and 'feel good' stalls offering massage therapies and Henna amongst others were available.

Organisational Policy and Practice

Organisational Transformation

Absence support and improvement was a key priority for the teams. The refresh of the Wellbeing at Work Policy and a review of the approach to Occupational Health were conducted. Important policy developments for the wellbeing of all employees included revisions to the Flexible retirement Policy, Expenses Policy and Dignity at Work Policy.

The following organisational policies for employees were updated over the last two years and make references to furthering the needs within equality duties.

- Wellbeing at Work Policy 2016
- Dignity At Work Policy and Procedures 2016
- Equal Pay Policy Statement 2017
- Work life Balance Policy 2015
- Accessible Information Policy 2016
- Recruitment of Ex-Offenders 2015
- Smoking Policy 2015
- Anti-Bribery Policy 2016
- Corporate Fraud and Corruption Policy 2015

We maintained our commitment to supporting employee wellbeing and in conjunction with the 'Wellbeing at Work' policy revision, delivered 'Wellbeing at Work' Days for employees. These events gave employees opportunities to find out more about health and advice services, that are available within and out with the workplace.

Taster sessions and tips from Council Services and external partners to stay healthy at work were offer from:

- Physiotherapy
- Occupational Health
- Health and Safety

- East Dunbartonshire Culture and Leisure
- Breathing Space/Living Life
- Action on Hearing Loss
- Working Well with Arthritis
- Cancer Awareness

Early Career Development Programme

The Council continued to take a pro-active approach to address youth employment issues. Phase 3 of the GRAD + programme started in April 2015 with 6 new underemployed/ unemployed graduates joining the council for a 12 month paid work placement. This programme was successfully completed with all but one participant securing new employment relating to their degree as a result of the programme. Phase 4 GRAD+ programme started in April 2016 with participants nearing completion in April 2017.

The first phase of our Modern Apprenticeship Programme started in August 2013 where 12 new Modern Apprentices started with us. We have employed a total of 35 Apprentices in the Council since August 2013. Of those apprentices who have concluded their Modern Apprenticeship, 100% of them have seen 100% of this total, 5 young people had a declared additional support need, equating to a rate of 14%. 18 have left the organisation. 15 have gone into employment, 9 with EDC. One has secured a university place. 17 are still on programme.

The Early Careers Programme has started to receive national recognition with the council achieving runner up status in the Microsoft apprenticeship employer of the year awards.

Employee Training

The Council's corporate induction training day includes equality and diversity issues and is mandatory for all new employees to undertake. A programme of work in 2017 is underway to revise the content of the corporate induction and provide new equalities focused eLearning opportunities on our online Learning Hub for employees.

In 2016 the council led on a new programme for shared or 'multi-agency' training opportunities. This has seen the collation of a range of training sessions, many of which focuses specifically on working with people who share a protected characteristic, into one more simple calendar for employees. Examples of training sessions which were open to all employees in 2015-2017 were:

- Domestic Abuse in the Family Context
- Children Experiencing Domestic Abuse Recovery
- Human Trafficking

- Children Harmed by Alcohol
- Domestic Abuse and Older Adults
- Applied Suicide Intervention Skills Training
- Supporting Black and Ethnic Minority Women and 'Honour Violence'
- Introduction to Equalities
- Adult Support and Protection
- Child Protection
- FGM
- Mentally Healthy Workplace Training for Managers

Case Study

Allan Campbell, an apprentice electrician, and Paul Don, whose apprenticeship is in Construction Management with the Council, successfully finished as runners-up in a recent APSE Scotland Building & Housing Apprentice of the Year Awards 2017. Allan was previously a runner-up at these same awards in 2015 while Paul won his category at the UK-wide APSE awards in autumn 2016.

Paul said, "I am coming towards the end of the second year of my apprenticeship and the completion of my HNC Construction Management. It really has been a fantastic two years. The project involvement and experience so far has been challenging but absolutely brilliant and I could not have asked for a better team. The awards and achievements I have attained would not have been possible without the support and backup of my team and managers, and I would like to thank them for all their guidance over the last two years."

Allan said, "When I left school I was keen to get straight to work and start learning on the job and I know that I made the right choice in becoming an apprentice electrician. The knowledge and experience my team has shared with me is invaluable, it enables me to learn quickly and put into practice new skills with their expert guidance. I am now coming to the end of the third year of my apprenticeship and to have been shortlisted for the Scottish APSE Awards twice in that time is a real boost. It also reinforces my belief that I have chosen the correct career path. I would thoroughly recommend applying for an apprenticeship with East Dunbartonshire Council to any young person interested in becoming an electrician."

The Council's Skills for Life, Learning & Work Manager said, "We are all extremely proud of Allan and Paul who are not only a credit to the Council, but a credit to themselves and their families. Thanks to their hard work, determination and positive attitudes, their careers have got off to a flying start and they thoroughly deserve all the accolades and awards that they have received. The Council has a great reputation for supporting youth employment and producing first-class apprentices and I am sure that we will be seeing great things from Paul, Allan and many more of our apprentices in the future."

Disability Confident

We are committed to being an employer of choice for people with a disability and in 2016 we became a 'Disability Confident' employer. Disability Confident status is given to employers by Job Centre Plus who agree to take action to meet 5 commitments in the employment, retention, training and career development of disabled employees. All candidates applying for a job vacancy with us who have a disability and meet the essential criteria for a post will be guaranteed an interview.

Because the General Duty requires us to analyse the effect of our organisation's functions on all protected groups, we would not be able to meet the duty unless we have enough information about our employees.

Employee Information, Equal Pay and Occupational Segregation

We are aware that we must engender a culture where our employees are ready to be asked about their sexual orientation, gender identity or religion or belief, and we are taking steps to provide enough relevant information to seek the trust of our employees and gather this kind of information. See **Appendix 4** for the information which we provide as a response to Regulations 6, 7 and 8 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

Working in Partnership

A key function of the Council is to participate in Community Planning. This is the process by which statutory and voluntary partners work together to improve outcomes for a local authority area.

Service planning and delivery carried out in partnership is governed by the East Dunbartonshire Community Planning Partnership Board (CPPB). More information about which is available at eastdunbarton.gov.uk/community-planning-partnership.

In 2015-2017 we have had six outcomes in East Dunbartonshire which gave the strategic direction for all service planning by Partners, including the Council.

1. East Dunbartonshire has an expanding economy with a competitive and diverse business and retail base
2. Our people are equipped with knowledge, skills and training to enable them to progress to employment
3. Our children and young people are safe, healthy and ready to learn
4. East Dunbartonshire is a safe and sustainable environment in which to live, work and visit
5. Our people and communities enjoy increased physical and mental wellbeing and health inequalities are reduced
6. Our older population are supported to enjoy a high quality of life and our more vulnerable citizens, their families and carers benefit from effective care and support services

Over the last two years the council supported the CPPB to develop six thematic multi-agency working groups to focus on planning work which creates progress towards these six outcomes.

Across 2016 four of the groups carried out strategic needs assessment exercises for their thematic area. The output of this was refreshed priorities which saw some protected characteristic groups being prioritised for targeted resources. The Employability Action Group (outcome 2) set out to prioritise skills, training and employment initiatives for:

- young people aged 18 -25 years;
- returners to the labour market such as women who've been raising a family;
- the age 50+ workforce; and
- adults with significant barriers such as people with substance misuse issues and people with a physical, learning or developmental disability.

So too, the Community Safety Partnership (outcome 4) set out to prioritise a number of new strands including 'bogus callers' and 'rogue traders' which were found to be impacting on older and vulnerable adults disproportionately in East Dunbartonshire. The CSP also prioritised preventing 'unintentional injury' as it was found to be particularly concentrated amongst children under 15 and adults over 75 in East Dunbartonshire.

In 2016 the CPPB implemented, for the first time, an equality impact assessment toolkit for partnership policies and practices. These have been used to focus the Community Planning partnership on mainstreaming the General Duty, as opposed to individual partners in East Dunbartonshire pursuing this silos.

Equality Engagement Group

The East Dunbartonshire Equality Engagement Group (EEG) is a multi-agency group of representatives from public and voluntary sector services who work directly or indirectly with people who share protected characteristics. It has been convened since 2008 and seeks to influence local service delivery in East Dunbartonshire by sharing knowledge, good practices and expertise on equality matters.

Across 2015 and 2016 the EEG built on its strong foundations to revise its practices and goals. The EEG prepared a five Strategy in 2016 which sets out the activities it will undertake in line with a new agreed remit.

The membership of the group was also changed to include more service providers with a vested interest in services for particular protected characteristic groups. New members include Scottish Care; the representative organisation for residential, nursing and home care providers in the private sector, and Ceartas Advocacy; an independent advocacy service for people with a range of health needs.

Voluntary Sector

Over the last two years we continued our Strategic Partner Agreements with a small number of voluntary sector organisations which were key for the furtherance of our priorities. These were with:

- East Dunbartonshire Women's Aid
- East Dunbartonshire Citizens Advice Bureau
- East Dunbartonshire Voluntary Action
- Twechar Community Action

Various activities enabled by our Strategic Partner Agreements benefit people who share protected characteristics however key examples are given in table 2 below.

Table 2: Strategic Partner Agreements

Partner	Purpose	Sample Activity	2015-2016	2016-2017
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<p>East Dunbartonshire Women's Aid</p>	<p>To provide a wide range of services to support local women, children and young people affected by domestic abuse including access to refuge and implementation of local and national strategies around Violence against Women.</p>	<ul style="list-style-type: none"> - Office-based information & support services for women - Women, children and young people were informed about what choices and options they have - Events held to increase awareness and understanding of domestic abuse. 	<p>£106,352</p>	<p>£106,352</p>
<p>East Dunbartonshire Citizens Advice Bureau</p>	<p>To provide services for local residents in need of independent advice, support, education or representation in regard to their rights and entitlements. This includes people who have accessibility needs and people from black minority ethnic backgrounds specifically.</p>	<ul style="list-style-type: none"> - Bespoke outreach visits were offered to most vulnerable and socially isolated people. - Drop in and appointment service was available for BME service users. 	<p>£318,109</p>	<p>£318,109</p>

Disabled Go

We continued working with Disabled Go in 2015-2017. DisabledGo is a national online access guide available to everyone for free. There are now over 700 venues and sites in East Dunbartonshire which have been visited by a Disabled Go surveyor and assessed for factual access information. This detailed information is available on their website and on paper on request. In 2016 we added deep links to venue access information from related pages on our Council website e.g. Churches and Places of Worship.

Our East Dunbartonshire venues which have been assessed can be browsed at: disabledgo.com/organisations/east-dunbartonshire-council/main-2

Community Grants Scheme and Newsletter

Over the past two years the Council's Community Grants Scheme has benefited a total of 110 projects in our local communities.

The scoring criteria for the scheme incorporates all the local outcomes and monitoring information shows that projects have benefited an variety of communities of interest and place. Projects are wide and varied and can range from a recovery café for those recovering from addiction to photography clubs. The skilled

community groups leaders who comprise the Grants Advisory Committee (GAC), who assess the grant applications, provide invaluable advice to the Council on projects that should be funded and lend their commensurate skills to the benefit of these community projects on a voluntary basis.

In 2015-16 we funded 60 local projects with a total of £65,880. In 2016-17, the Community grants scheme funded 51 local projects with a total of £66,540. Breakdowns for how some of these benefitted protected characteristic groups are provided in table 3 and table 4 below.

Table 3: 2015-2016 Project Grants where Protected Groups were a 'Main Target Beneficiary'

	Total Funding	Number of Grants
Older People	£15,261	19
Pre-5s	£2,266	2
Special Support Needs	£16,435	10
Young People	£22,459	22

Table 4: 2016-2017 Project Grants where Protected Groups were a 'Main Target Beneficiary'

	Total Funding	Number of Grants
Older People	£6,431	11
Pre-5s	£1,000	2
Special Support Needs	£14,076	6
Young People	£21,685	14

The 'You and Your Community' newsletter was produced and distributed throughout the two years, with the last two editions being done in conjunction with the Equality Engagement Group. The newsletter features a range of case studies, local news, events, policy updates and funding / training opportunities for groups. It is sent to around 200 people and goes on the Council website.

Get Involved and Keep in Touch

The Council regularly provides equalities related updates to employees through internal channels, and to our local residents through news items in local newspapers; on our Council website; resident magazine 'Edlife'; and through various newsletters which are prepared by different Teams within the Council.

Our social media presence has widened in the previous two years. We have active accounts on Twitter, Facebook and YouTube where we post updates on a daily basis.

@EDCouncil

facebook.com/edunbartonshirecouncil

youtube.com/user/EastDunCouncil

Further information about equality in Council policy and practices can be obtained by emailing **equality@eastdunbarton.gov.uk** or phoning **0300 123 4510** extension no. **4050**.

This document can be provided in large print, Braille or on CD and can be translated into other community languages. Please contact the Council's Communications Team at:

East Dunbartonshire
Council
12 Strathkelvin Place
Kirkintilloch
G66 1TJ

corpcommunications@eastdunbarton.gov.uk
0300 123 4510

本文件可按要求翻譯成中文，如有此需要，請電 0300 123 4510。

اس دستاویز کا درخواست کرنے پر (اردو) زبان میں ترجمہ کیا جاسکتا ہے۔ براہ مہربانی فون نمبر 0300 123 4510 پر رابطہ کریں۔

ਇਸ ਦਸਤਾਵੇਜ਼ ਦਾ ਮੰਗ ਕਰਨ ਤੇ ਪੰਜਾਬੀ ਵਿੱਚ ਅਨੁਵਾਦ ਕੀਤਾ ਜਾ ਸਕਦਾ ਹੈ। ਕਿਰਪਾ ਕਰਕੇ 0300 123 4510 ਫੋਨ ਕਰੋ।

Gabhaidh an sgrìobhainn seo cur gu Gàidhlig ma tha sin a dhìth oirbh. Cuiribh fòn gu 0300 123 4510

अनुसोध करने पर यह दस्तावेज हिन्दी में भाषांतरित किया जा सकता है। कृपया 0300 123 4510 पर फ़ोन कीजिए।