



Equality

is at the *heart* of
what we do



Email equalities@pkc.gov.uk

Perth & Kinross Council Equality Outcomes



What is this about?



All councils must have in place Equality Outcomes by law.



We agreed our new outcomes in April 2021 after asking people what they thought.



We believe that 'Equality is at the Heart of What We Do'

What do our Equality Outcomes show about Perth and Kinross?



Welcome

That it is a safe, welcoming and accessible area.



It visibly celebrates equality and diversity.



We keep our community informed and engage with them about our services, opportunities and support available to them.



Perth and Kinross Council will increase people's awareness of equality and diversity.

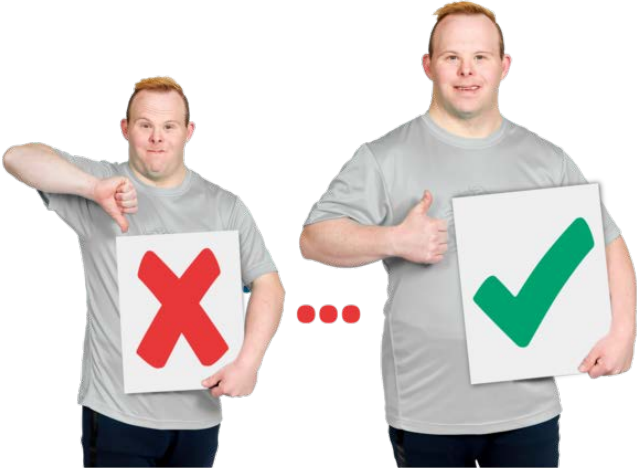
We have now put in place 16 equality outcomes.

16
EQUALITY
OUTCOMES

These will set actions for how we will meet the aims.



We will report each year to show you how we are doing.



EQUALITY AIM 1

***Perth & Kinross is a safe,
welcoming and accessible
area.***



Welcome

People from equality protected groups will be made welcome and respected in the area.

1



Workplace

Staff from equality protected groups will be made welcome and respected in the Council workplace.

2



Reduce and remove physical and social barriers for those with disabilities to access public spaces

3



People from equality protected groups have increased confidence to report hate crime and/or bullying incidents.

4



Support is provided to those at risk or who are survivors of gender-based violence.

5



Pupils from equality protected groups will have a positive school experience and will feel safe and respected in school and when online.

6

EQUALITY AIM 2

Perth & Kinross visibly celebrates equality and diversity.



Multi-cultural and equality related events (including virtual ones) and key dates in the calendar will be visibly celebrated and promoted.

7

EQUALITY AIM 3

Perth & Kinross Council will keep our community informed and engage with them about our services, opportunities and support available to them.



Accessible
Information
Standard

People from equality protected groups are provided with accessible information about the services provided by the Council including crisis support in the event of an emergency.

8



People from equality protected groups will be supported to digitally participate.

9



People from equality protected groups are supported to access employment opportunities.

10



People from equality protected groups will be supported to participate in equality conversations around the Perth and Kinross Offer.

11



People with lived experience of inequalities have a voice in the process of shaping our policies to tackle poverty and social inclusion.

12

EQUALITY AIM 4

Perth & Kinross Council will increase people's awareness of equality and diversity.



A staff learning and development programme for equality and diversity will be delivered and will be extended to partner organisations.

13

Equality & Diversity



Our school curriculum will include equality and diversity topics.

14



Our employment policies will reflect that we are a fair and inclusive employer.

15



People providing externally commissioned, contracted or licensed services on behalf of the Council (including ALEOs) are aware of their responsibilities in relation to equality and diversity.

16

Contact us

If you want to find out more about our outcomes, please email us or ask someone to do that for you.



equalities@pkc.gov.uk



British Sign Language:
BSL Video Relay Interpreting Service
[contactSCOTLAND-BSL](#)

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You can also send us a text message on 07824 498145.

All Council Services can offer a telephone translation facility.

**This easy read document was created by Perth and Kinross HSCP's Employment Support Team.
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