

Equality and Diversity in Employment

April 2020 - March 2021

everyone PKoffer
has something to offer



PERTH &
KINROSS
COUNCIL

Perth & Kinross Council's commitment to equality in employment, including compliance with the **Equality Act 2010**, is reflected in our Corporate Equalities Policy and our Equal Pay Policy which provide the frameworks within which we work.

Our organisational vision is of a confident and ambitious Perth and Kinross, to which everyone can contribute, and all can share. A key element of The **Perth & Kinross Offer** is to enable everyone in Perth and Kinross to play their part in making this a fairer place for all - where everyone can live life well.

We are committed to ensuring equalities is intrinsic in the way we work; the way decisions are made, the way people behave, how we perform and improve our services. We use tools such as the **Equality and Fairness Impact Assessment** (EFIA) to ensure that equalities is a key component of our work and not an afterthought.

The Council's latest **Equal Pay Statement**, as at January 2021, also sets out our commitment to the principle of equal pay for all our employees and to reducing occupational segregation in our workforce.

This report provides:

- *an overview of progress and our achievements in progressing equality and diversity in employment between April 2020 and March 2021;*
- *the results of our equal pay audit (April 2020 - March 2021);*
- *sets out our plans for further embedding equalities into the services we provide and as an employer, ensuring equalities is at the heart of everything we do.*

It is recognised that during the period covered by this report, the Council was responding to the Covid-19 pandemic as a Category 1 Responder and required to rapidly adapt to provide essential operational services. It is also acknowledged that whilst everyone has been affected, Covid-19 has exacerbated inequalities that exist and has had a disproportionate impact on many who already face disadvantage and discrimination.

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Employment monitoring provides a focus on workplace equality issues when carrying out policy review and development. Analysis of the data collated revealed no new significant trends emerging in any of the protected characteristics. More detailed information is available, on request, from Human Resources.

During April 2020 to March 2021, Perth & Kinross Council carried out a wide range of work that challenged discrimination, valued diversity and advanced equality of opportunity in employment. Highlighted below are some of our key achievements and progression during this period.

COVID-19

During the pandemic, a key priority for the Council has been supporting our employee health and wellbeing, particularly during periods of significant restrictions and with new ways of working, whilst continuing to apply Fair Work principles. Support has included:

- *staff asked to follow health protection advice to protect their health and safety;*
- *provision of relevant personal protective equipment (PPE) and continued risk assessment to ensure safe systems of work, in a rapidly changing situation;*
- *staff required to shield or self-isolate provided with, where possible, alternative work or arrangements to homework;*
- *increased flexibility for employee's home working to balance caring responsibilities, home-life issues and work, with managers having greater discretion to agree individual flexible working arrangements. Refreshed Homeworking Guidance published to ensure staff at home were working safely along with online DSE assessment and provision of the correct equipment;*
- *individuals did not experience any financial detriment if unable to fulfil their normal contractual obligations due to circumstances arising as a result of the pandemic. This was in accordance with our national terms and conditions. COVID-19 absences were not recorded as sickness;*
- *a wide-ranging health and wellbeing programme, aligned to the 4 pillars of wellbeing, which are physical, emotional and social, financial and workplace.*

Numerous events, communication and signposting to sources of support both internal and external to the Council and in collaboration with partners, eg NHS, tailored to specific issues highlighted during the pandemic such as domestic violence, gambling drugs and alcohol. Examples include virtual wellbeing conferences with external speakers (recorded for employees unable to attend), weekly podcasts, opportunities for socialisation eg, lockdown lounge, regular newsletters and monthly cascade of key wellbeing messages to employees;

- *additional guidance to support managers, eg managing remotely, conducting online interviews, virtual induction etc;*
- *introduction of measures to enable staff who required office accommodation for health and wellbeing reasons to be allocated workspace as soon as restrictions allowed;*
- *all guidance, including FAQs, published on the external staff site to allow staff to access content from any device.*

In addition to the above measures as a direct result of the pandemic, the following examples of progressing equalities in our workplace were implemented during this time period and span a range of protected characteristics:

- *the Council's **employment policies, guidance and information** moved to the PKC website, increasing accessibility for all employees;*
- *introduction of regular **equalities** newsletters promoting awareness of key issues, initiatives, campaigns and calendar dates;*
- *positive action in recruitment by promoting our apprenticeship employment opportunities to equality protected groups;*
- *a variety of online **Learning Opportunities** to raise awareness and increase knowledge across our workforce including Understanding HIV; Show Racism the Red Card; Trans Awareness, Deaf and British Sign Language, Wearing the Hijab;*
- *PKC DisABILITY and LGBTI staff networks moved online due to the pandemic and continue to meet virtually monthly. A new staff network, BELONG, was created following Black History month, see overleaf;*

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- regular engagement with our workforce, using a range of virtual engagement methods such as pulse surveys, sounding boards, giving employees an opportunity to participate in topics which are of most interest to them; provide a space to influence practice; and share their creativity to improve our support for employees;
- In December 2020, the Council commissioned unconscious bias training for 15 employees with a view to this being developed into learning for all employees.

Age

Young People

The percentage of our workforce aged between 16 and 24 years has decreased from 5.3% to 4.9%. This is mainly due to:

- a reduced number of opportunities offered, particularly modern apprenticeships, in the last year due to the pandemic and the challenges around supporting a new employee, particularly in a virtual environment and prioritising supporting existing employees; and
- a significant increase in the number of young people, under the age of 25, with permanent contracts, choosing to resign. Further analysis of the cohort of leavers will be carried out and an action plan developed during 2021-22.

Employment Opportunities

Period	Number of MA Opportunities	Cumulative Total	Number of Professional Trainee Opportunities	Cumulative Total
2014/15	71	185	5	20
2016/17	58	329	13	43
2018/19	57	444	0	47
2020/21	40	535	0	48

Achievement rates of our modern apprenticeship programme has increased in 2020/21 with 92.5% of young people completing the MA programme and achieving a positive destination, contributing to a pipeline of future talent to both the Council and the local area. Our National Training Provider recognised the Council's continued provision in its recent report, stating:

- "Work-based learning is meeting the needs of employers with employers saying they would recommend the provider and give a 5 out of 5 for support, advice and guidance overall";

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- “They work collaboratively with all stakeholders and senior managers to ensure the offering is fit for purpose for both learners and employers with a focus on long term opportunity beyond the end of the MA learning journey. This enables a strong and robust programme to be in place to set the learner up for success”;
- “Particularly handled COVID well with contact via teams for learners to be able continue to be supported and motivated.”

Despite the challenges of the past year, we have continued to work in partnership with Perth Youth Services. Support moved online to include virtual presentations to groups and on a one-to-one basis, across the range of protected characteristics, to ensure young people are aware of options and support available within our Modern Apprenticeship Programme.

Professional Trainees

In 2012, the Council committed funding to create employment opportunities for young people in the area; this included professional trainee roles whereby a graduate would complete a postgraduate qualification to become qualified in a profession or alternatively a young person would undertake a relevant technical qualification, creating a pipeline of future talent. Whilst no new professional trainee opportunities have been created in recent years, other routes, such as graduate apprenticeships, are being explored to continue to invest in our young workforce and contribute to our future workforce planning needs.

Graduate Apprenticeships

Four young people have continued to make good progress on the Graduate Apprenticeship qualification in Social Services and Healthcare (Children and Young People) throughout 2020/21, despite the difficult circumstances and are on track to complete next year.

Graduate Work Experience

Four Service funded Graduate Work Experience opportunities have continued to progress within Economic Development, Energy, Transport Planning and Climate Change.

Care Experience

Engagement with our care-experienced young people has continued virtually with ongoing support to apply for modern apprenticeship opportunities, see below. However, the opportunity to provide work experience placements for care experienced young people in Perth and Kinross has been significantly impacted due to the pandemic.

- 13.9% of applicants for MAs stated they were care-experienced
- 10% of vacancies were filled by young people who said they were care-experienced.
- 1.7% - National Average for Care-Experienced MA starts in 2020/21

Apprentice Employer Grant

Skills Development Scotland sought applications for the above grant from employers of apprentices recruited during December 2020-21. Following engagement with local groups, it has been decided the grant will be used during 2021/22 to support young people from disadvantaged cohorts into work, including a new modern apprenticeship in Community Development and football coaching for young refugees/BAME communities.

Kickstart

The Council registered to become an employer for the **Kickstart** scheme, an initiative to support recovery from the pandemic, specifically for young people aged 16-24 years on Universal Credit who are at risk of long-term unemployment. The scheme is due to run until December 2021; during 2020/21, the Council has submitted 28 opportunities with recruitment of new employees ongoing.

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Other Employees

The age profile of the Council's workforce has remained relatively steady, with approximately 67% of our workforce aged over 40 years. 7.7% of our workforce is aged 60-64 years, a slight increase from 7.2% in 2019/20. It was also noted that there was a rise in the number of employees over 60 years exiting the organisation, with over a third of these being teaching staff.

Preparation for Retirement

Three virtual pre-retirement courses (see below) were offered to all employees considering retirement within the next three years. The course is intended to give a positive and realistic approach to a financially secure retirement and aims help individuals make informed choices about retirement.

Date	Course	Number of attendees
25/08/2020	Pre-Retirement	5
25/01/2021	Pre-Retirement	14
31/03/2021	Pre-Retirement (teachers)	31

Disability

The percentage of our workforce who disclose they have a disability continues to gradually increase, with 1.6% considering themselves as having a disability compared with 1.5% in 2019/20. It is understood that many employees who have a disability or medical condition within the meaning of the Equality Act (2010) may not regard themselves as having a disability or choose not to self-declare when they join the Council. Others may acquire a disability or medical condition during their working life and similarly choose not to disclose, update their record or understand what is meant by 'disability' within the meaning of the Equality Act (2020).

In previous years, occupational health has advised that around one in three management referrals were identified as likely to be covered by the Equality Act (2010) which suggests that despite low disclosure rates, the employment rates of Council employees with a disability or health condition covered by the Act may be closer to the figures published by the [House of Commons Library](#) (updated 24 May 2021) which estimates that 20% of the **working** age population have a disability. Around one in four people (ref 1) are estimated to be affected by mental health problems in Scotland in any one year. Approximately one in five (ref 2) of the working age population reported a mental health impairment (21.5%).

Modern Apprentices

In 2020/21, 6% of our Modern Apprentices disclosed they have a disability compared with the national average of 13%. The Annual Participation Measure Report 2020/21 from SDS state a decrease of 2.4% MAs declaring a disability overall, citing the pandemic as a possible reason.

The Council continues to be a Disability Confident leader, supporting disabled people into work through the [Guaranteed Job Interview Scheme](#). Our Occupational Health provider gives advice along with relevant agencies, such as Concept Northern and Access to Work, in order that we can, where possible, reduce the barriers and make adjustments to enable our disabled employees to effectively use their talents and abilities in our workplace, thereby sustaining their employment.

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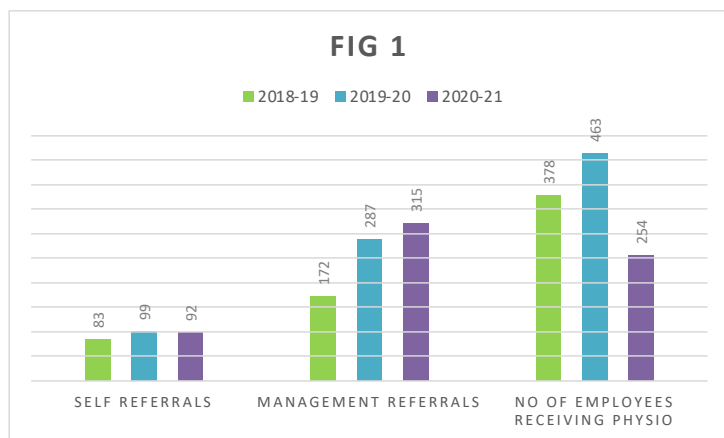
The number of applications received from disabled candidates reduced substantially during the year, however, as a percentage of overall applications received, this increased from 5.4% in 2019/20 to 8.0% in 2020/21. Homeworking, as a result of the pandemic, may make employment more accessible for some disabled people, and contribute to a higher number of applicants as well as future employees.

The number of employees, who have disclosed their disability, who left the organisation reduced by 50% in the past year, which may be an indicator that disabled employees are able to sustain their employment with PKC.

The Scottish Government has set out its ambitions for disabled people in [A Fairer Scotland for Disabled People: delivery plan](#), with one of the five ambitions being 'Decent incomes and fairer working lives'. See Future Actions on our proposals to contribute to these ambitions.

Occupational Health

We have continued to provide occupational health services including physio and counselling, and advice for managers. Counselling (self-referral and management referrals) has continued to see an increase in demand whilst physiotherapy provision has decreased over the past year, see Fig 1 below.



Our highest cause of absence remains mental health issues so the increase in use of our counselling provision is not unexpected. Whilst the number of days lost reduced slightly from 2019/20 by 844 days, the national picture indicates a rise in mental health, stress and anxiety as a direct consequence of COVID-19, through changes in work, finances, managing relationships and caring responsibilities. Some of the wide range of supportive measures introduced during the pandemic to support the wellbeing of our staff are outlined within this report and will continue to be a key priority as part of our recovery.

Whilst the number of musculoskeletal absences in the past year has reduced by almost 50% compared to 2019/20, it continues to be one of the top 3 reasons for absence. Similarly, referrals to physiotherapy have also significantly reduced. COVID-19 may have resulted in delays to hospital treatment or operations relating to this category. All staff who have been working from home during the pandemic were asked to undertake a DSE assessment for their workstation. A new homeworking DSE assessment has been introduced to ensure people's homeworking environments are safe and supports their health and wellbeing.

Healthy Working Lives

During the pandemic, employee wellbeing has been a key priority and focus. As well as the measures outlined elsewhere within this report, other support introduced has included:

- *introduction of a Health and Wellbeing Champion;*
- *implementation of a Health and Wellbeing programme to continue to deliver a range of learning opportunities which promote physical and mental health and wellbeing;*
- *introduced a wide range of guidance and FAQs, covering topics such as annual leave, self-isolation leave, recording COVID-19-related absences and working from home, extension of flexible working arrangements;*
- *maintained Healthy Working Lives Bronze and Silver Awards.*

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Other Developments

- Introduction of guidance for managers on making **mental health reasonable adjustments**.
- **Dyslexia awareness guidance** developed following sessions to raise awareness and hear about colleagues lived experiences. This will enable the building of knowledge and confidence for managers and employees who have dyslexia.
- **Connection Events for Modern Apprentices incorporating relevant National Mental Health First Aid Training** were well attended and received positive feedback. Further learning is planned for 2021/22.
- **Meeting with Scottish Stammering Network** to learn more about the challenges in employment for individuals who stammer.

SEX

Women represent 73.2% of the Council's workforce, which has remained consistent over the past few years. 34.6% of female employees work part-time compared with 3.7% of male employees.

A greater proportion of males (38%) make up our modern apprentices; this is a significantly greater number compared with the number of males in our overall workforce. Contributing factors may include the range of occupational areas available, regular meetings with Skills Development Scotland Careers Coaches and encouraging positive action in predominantly one gender roles, with successes in recruiting a female to an HGV mechanic and males into early years and adult social care apprenticeships.

Equally Safe at Work

To support our work with **Close the Gap**, we continue to work closely with the Perth and Kinross Violence Against Women Partnership to understand the issues and inform our work in supporting employees who experience gender-based violence. Although not directly in the report reference period, work has commenced and will continue on achieving accreditation. Work is also progressing on the development of awareness raising events and learning.

Learn to Programmes

Our Learn to Programmes, in collaboration with local universities, have successfully contributed to the growth of early years and primary teaching recruitment challenges. During 2020-21, the pandemic presented challenges to students' learning with teaching moving online and delayed practical placements. However, 6 Early Childhood Practitioners and 6 Primary Teachers continue to make good progress. We continue to proactively promote these opportunities to males as these roles are traditionally being carried out predominantly by females, promoting gender diversity.

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Race

The majority of Perth & Kinross Council's workforce describe themselves as White Scottish or White Other British with 270 employees (4.7%) from minority ethnic communities.

Modern Apprentices

The number of minority ethnic modern apprentices has decreased significantly in the past year to 5.3% (10.5% in 2019/20) but continues to be higher than the national average of 2.7%. We will continue to build on connections with local groups to promote our vacancies to encourage more young people from ethnic minority groups to apply. The work planned as a result of the Apprentice Employer Grant (see above) will also potentially contribute to increasing applications.

BELONG Staff Network

As part of Black History Month, in October 2020, ethnic minority colleagues were invited to have a conversation about their experiences of working with PKC which led to the set-up of the Belong Staff Network which aims to provide a social and support network to staff who are from ethnic minority groups and any of their allies.

The Network meetings are open to all PKC employees and provides:

- *a space for the safe discussion on issues relating to racism, discrimination and valuing diversity in the workplace;*
- *information about relevant events within and outwith PKC which can raise awareness of race equality, promote anti-racism and highlight positive messages of diversity;*
- *inform PKC policy with respect to race equality and inclusion; and*
- *provide a welcoming environment for all staff.*

Support for EU Nationals

We have continued to issue regular communications to raise awareness of the requirements of our Non-UK EU/EEA employees as a result of Brexit. Since 1 April 2020, 29 one to one appointments have been held with a specialist solicitor from the Ethnic Minorities Law Centre, providing advice and support to employees.

The number of ethnic minority applicants reduced in the last year, which may be as a result of Brexit and reduced travel due to the pandemic. Continued analysis of this group will provide further evidence of this and can be used to contribute to workforce planning.

Teaching in a Diverse Scotland

In response to **Teaching in a Diverse Scotland: Increasing and Retaining Minority Ethnic Teachers**, commitment has been given to supporting this recommendation with actions including further breakdown of our equalities data for teachers and asking our BME teachers if they would be willing to be part of new recruitment materials to encourage others into the profession.

The Scottish Government is determined to show leadership in advancing race equality, tackling racism and addressing the barriers that prevent people from minority ethnic communities from realising their potential, as set out in the **Race Equality Framework for Scotland 2016 to 2030**. In this connection, the Council has committed to undertake a number of actions in response to the Government's Race, Equality, Employment and Skills: Making Progress Report, including:

- *development of an action plan for the Belong Staff Network for 2021;*
- *promote key posts to equality groups (eg Modern Apprenticeships, Kickstart) and monitor uptake;*
- *ensure our race equality work is promoted in a positive manner to employees and potential employees, via our social media channels and on our website, so that we are regarded as an employer of choice who values diversity.*

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Religion or Belief and Sexual Orientation

Since the Council introduced monitoring of religion or belief and sexual orientation in 2014, employee disclosure rates have continued to improve. It is likely that, as employees can update their own employee record, this has led to an increase in disclosure rates. Work to promote awareness and involvement in activities may also have increased confidence in sharing this information.

	31 May 2014	31 May 2016	31 May 2018	31 May 2020
Religion or Belief	6.3%	10.5%	19.3%	34.6%
Sexual Orientation	6.2%	10.6%	19.4%	35.7%

Despite the pandemic, the Council continues to mark events to promote equalities. Examples include:

- during LGBT History Month (February) and due to the pandemic, a virtual programme of events and learning resources, offering staff the opportunity to get involved was made available;
- June Equalities Newsletter highlighted Global Pride month, giving information on the history;
- Rainbow Laces Day was held in December, to celebrate and highlight issues of homophobia. Staff got involved by wearing the laces and sharing photos;
- Perth Bridge was illuminated on 20 November in blue, pink and white to honour Transgender Day of Remembrance.

Support for Veterans

An application for a gold award in recognition of the Council's commitment to supporting defense personnel, reservists, cadet force adult volunteers and their families was submitted in March 2021. Although not within the reference period of this report, it has recently been announced that Perth & Kinross Council are to receive the Defence Employer Recognition Scheme Gold Award for its commitment as an employer to the **Armed Forces Covenant**.

Support for Carers

Due to COVID-19, many more employees have been working from home with local arrangements, such as more flexibility about when they work, in place to support those with caring responsibilities to be able to continue to work.

The pandemic also saw the annual **Carers Connect** event, delivered in partnership with the Perth and Kinross Health and Social Care Partnership, Carers Voice and other stakeholders, move online. The event, held on 26 November 2020, was promoted, to all staff with caring responsibilities who were encouraged to attend.

The Council continue to participate in and hold 'Established Status' under the **Carer Positive Scheme** and are in discussions to progress to the Exemplary level.

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Equal Pay Audit

The Improvement Service introduced a Gender Equality Indicator in 2016/17 which reports on the gender pay gap in Scottish Councils. This is calculated based on average hourly rates of pay.

Scottish Councils Statistics

The 'All Scottish Councils' pay gap for 2020/21 is not yet available, however, the 2019/20 figure was 3.4%.

Comparison with Scottish Statistics

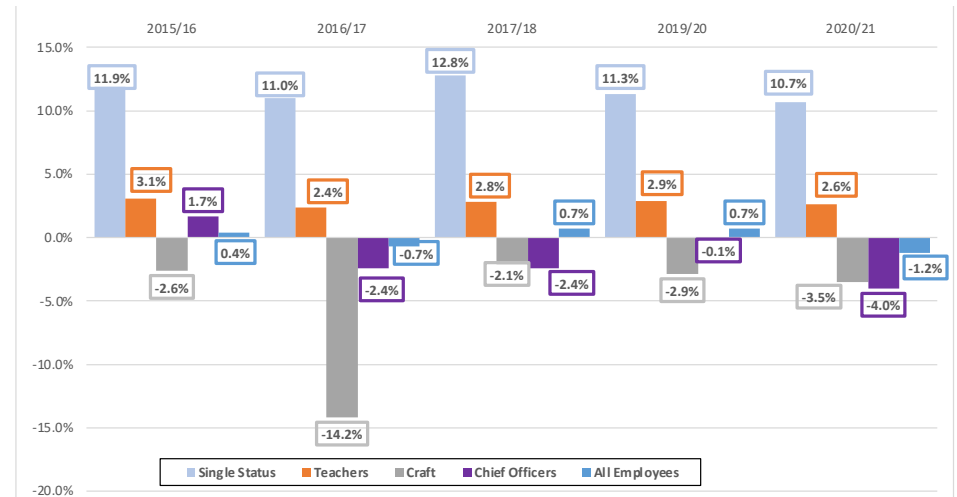
The Annual Survey of Hours and Earnings (ASHE) is the source for calculating the pay gap which is published late autumn every year.

In Scotland, the gender pay gap is now reported using the mean and median figures. The mean is the difference between the average of male and female pay and the median is the difference between the midpoints in the ranges of male and female pay. The mean is the preferred comparator as it takes into account the outliers and reflects the structural inequality between gender, including issues relating to vertical occupational segregation.

	PKC	SCOTLAND (2020 results) ¹
MEAN (Average) Pay	-1.2%	10.4%
MEDIAN	5.8%	10.9%

¹ <https://www.closesthegap.org.uk/content/resources/Working-Paper-22---Gender-Pay-Gap-Statistics-2021.pdf>

Gender Pay Gap - Employee Group Trends



The 2020/21 audit covered all employee groups and included an analysis of the protected characteristics of sex, age, age and sex combined, ethnicity and disability. It is based on the number of contracts which are held by males and females as of 31 March 2021.

Reasons for Reduction in Basic Pay Gap for Single Status

Education & Children's Services has increased the number of Senior Early Childhood Practitioners by 10, Early Childhood Practitioners by 39 and Play Assistants by 12 of which 5 are males.

Following analysis of all pay grades there are no significant other factors which have contributed to the pay gap.

Reason for reduction in Basic Pay for Teachers

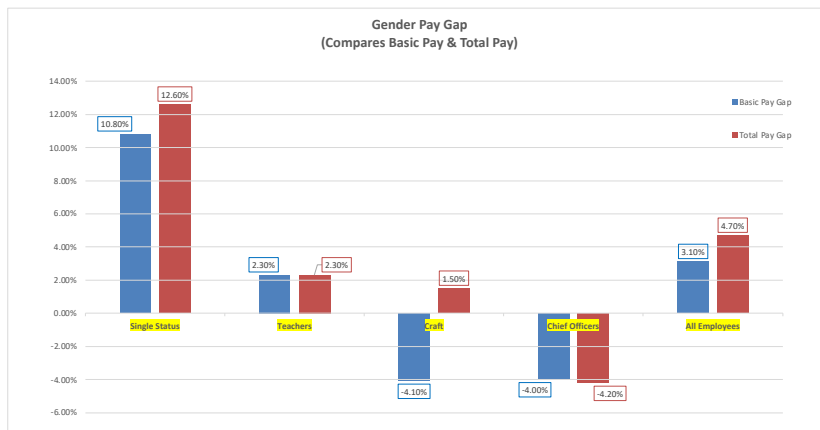
The pay gap narrowed from 2.9% to 2.6% in 2020/21. This was influenced by a change in the gender profile of the top 10 highest paid Headteachers/Depute Headteachers.

Other Employee Group Analysis

There was no cause for concern to the pay gap for Chief Officers and Craft Employees.

Basic Pay Compared to Total Pay

In accordance with the Equality & Human Rights Commission best practice guidance, this audit also compared total pay within each employee group. Total pay is average full-time equivalent salary plus other payments including shift allowance, night allowance, overtime, call-out, premium payments for public holiday working, standby payments and acting up allowances.



Total Pay Gap

The total pay gap is wider than the basic pay gap because of gender differences in the payment of allowances. This is due to overtime working being predominately carried out by male employees.

The reasons for this can be attributed to occupational segregation where custom and practice has evolved and in some parts of the Council overtime working by full-time males is relied upon for service delivery. In addition, societal issues tend to place greater restrictions on the availability of full-time females to work additional hours, where these are offered, as they are more likely to have caring responsibilities.

Occupational Segregation

We are continuing to work with Services to address horizontal and vertical segregation which remains a significant factor in influencing gender pay gaps. However, it should be recognised that occupational segregation is a long-term issue which is difficult to tackle and requires sustained focus and commitment.

Pay Gap Results by Other Protected Characteristics

Analysis is undertaken on all the protected characteristics (age, age/sex, disability and ethnicity). It is noted that the disability pay gap and ethnicity pay gap are higher than the 'all employees' results.

- Disability pay gap is 5.2%. However, meaningful and statistically reliable information can only be produced with more accurate information through employee self-disclosure of disability within the meaning of the Equality Act (2010).
- Ethnicity pay gap is 10.6%. In Single Status, 82% of all ethnic minority employees are in posts within GE & TAS grades. In Teaching, 85% are in Probationer or Main Grade teaching posts.

Equal Pay Audit 2020/21 Conclusion

Overall, the findings of the audit continue to be positive. However, as stated earlier, it should be recognised that occupational segregation is a long-term issue which is difficult to tackle and requires sustained focus and commitment.

Human Resources will continue to work with Service Management Teams as part of Corporate/Service workforce planning activity, to implement positive action strategies to improve employee diversity across all grades/roles and occupational areas, including working towards eliminating occupational segregation.

At PKC, we are proud of our achievements but know that there is more to do in order to foster better relations and advance equality of opportunity. Everyone is protected by the Equality Act and has at least one of the protected characteristics, so the Act protects all of us against unfair treatment. In recognising this, a number of our future actions outlined below incorporate more than one of the protected characteristics, ultimately making the Council a fairer, better place for all to work. These actions will be progressed over the next 12 months and beyond, as it is acknowledged that it will take time for some of these actions to make a difference.

All

- *The health and wellbeing of our workforce will continue to be a key focus as part of our recovery from the pandemic, with the need to ensure our people are resilient and can live life well. This will include continuing to deliver a range of learning opportunities which promote physical, mental and financial wellbeing.*
- *Continue to monitor equalities data and take appropriate actions, with a view to addressing any issues identified. Where appropriate, relevant actions will be incorporated into our corporate workforce planning.*
- *Improve the presentation of equality information on [myjobscotland](#) to encourage greater diversity of applicants.*
- *Implement unconscious bias learning for our workforce and managers to raise awareness of the importance of being aware of unconscious bias and how not to let it affect behaviours or decisions.*
- *Further engagement with staff to understand any barriers particular groups face in trying to progress within PKC as part of our review of internal mobility.*

Age/Sex/Race/Religion or Belief and Sexual Orientation/Disability

- *Integrate actions into the review of recruitment and selection to encourage greater workforce diversity to better reflect our communities.*
- *Review our approach to encouraging employees to disclose sensitive equality information through engagement with our relevant staff groups and trade unions, with a view to continuing to increase the number of staff who are disclosing equality monitoring information by making them aware why it is important and what we will do with the information.*
- *Integrate actions within [Corporate Workforce Plan 2021-2023](#) to proactively identify opportunities to positively influence occupational segregation.*

Age

- *Continue to offer a programme of connection events and opportunities for our young workforce that enhances their equality and diversity awareness.*
- *Provide targeted communications to employees who may be interested in the Shared Cost Additional Voluntary Contributions scheme (LGPS members).*

Disability

- *Covid recovery is anticipated to enable us to develop positive action strategies to attract/retain people with a disability or medical condition within the meaning of the Equality Act (2010), including further opportunities for home working.*
- *In conjunction with Stammering Awareness Day 2021, raise awareness of stammering, the impact on people who stammer and ensure that our recruitment information accurately reflect the skills required in a role and don't exclude potentially excellent candidates. Adopt appropriate recommendations from Scottish Stammering Network to help support employees throughout their employment.*

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Future Actions

Sex

- As part of Equally Safe at Work pilot accreditation scheme, introduce Gender-Based Violence guidance and e-learning module. The aim will be to:
 - raise awareness;
 - help both managers and employees to support an individual who may be experiencing gender-based violence;
 - help employees who may be experiencing gender-based violence; and
 - signpost to sources of support.

Race

- Implement measures from the **Minority Ethnic Recruitment Toolkit** to support recruitment from minority ethnic communities.

Support for Carers

- Encourage employees to identify themselves as an unpaid carer in an aim to establish peer support and to gain feedback on processes for unpaid working carers.
- Explore progressing as a Carer Positive employer to Exemplar level.

Source:

- 1 <https://www.gov.scot/publications/scottish-health-survey-2019-volume-1-main-report/pages/5/> -
- 2 <https://www.ons.gov.uk/generator?uri=/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandemploymentuk/2019/e74605de&format=csv>



Equality
is at the *heart* of
what we do

**For any other information,
please contact:**

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如果你或你的朋友希望得到這文件的其他語言版本或形式 (某些時候，這些文件只會是概要式的翻譯)，請聯絡 Customer Service Centre 01738 475000 來替你安排 -

Jeżeli chciałbyś lub ktoś chciałby uzyskać kopię owego dokumentu w innym języku niż język angielski lub w innym formacie (istnieje możliwość uzyskania streszczenia owego dokumentu w innym języku niż język angielski), Proszę kontaktować się z Customer Service Centre 01738 475000

P ežete-li si Vy, alebo n kdo, koho znáte, kopii této listiny v jiném jazyce anebo jiném formátu (v n kterých p ípadech bude p cložen pouze stru ný obsah listiny) Kontaktujte prosím Customer Service Centre 01738 475000 na vy ízení této požadavky.

Если вам или кому либо кого вы знаете необходима копия этого документа на другом языке или в другом формате, вы можете запросить сокращенную копию документа обратившись Customer Service Centre 01738 475000

Nam bu mhath leat fhéin nó neach eile as aithne dhut leibhreach den pháipear seo ann an cànán nó ann an cruth eile (usaireannan cha bhí ach geàrn-ìomradh den pháipear ri fhaotainn ann an eadar-theangachadh), gabhaidh seo a dhèanamh le fios a dhur gu Ionad Sheirbheis Theachdaichean air 01738 475000.

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

All Council Services can offer a telephone translation facility.

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