

Equality Mainstreaming Report 2021-2025

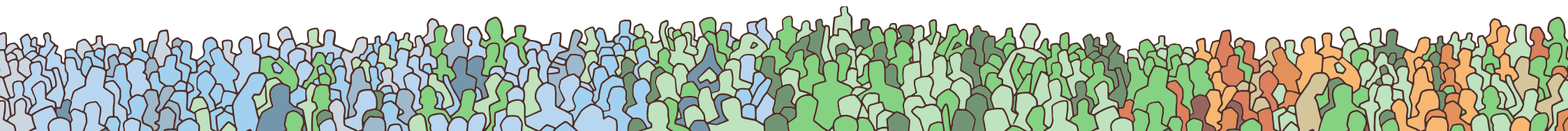


everyone PKoffer
has something to offer

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Equality
is at the *heart* of
what we do



Introduction

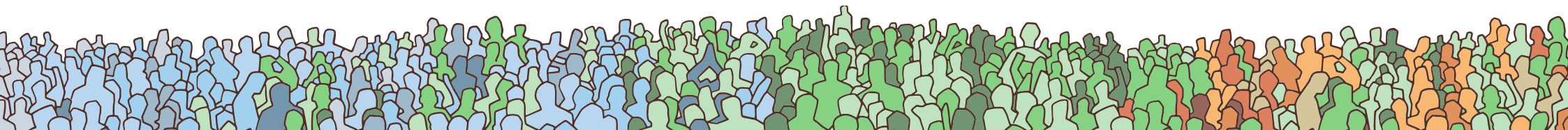
Equality is at the heart of what we do and our revised equality aims and outcomes for 2021-25 reflect this by making our intentions clear and setting measurable actions for meeting our commitments. We also want our aims and outcomes reflected in our everyday deeds and actions - how we work with our communities to consider equalities and equity of opportunity in all that we do.

To ensure we are clear about how to meet the needs of our employees, communities, residents, businesses and visitors in relation to equality, we need to know what is important to them. We have undertaken extensive engagement and consultation over the past year to hear what matters to these groups and have committed to progressing these actions within Perth and Kinross. Our equality aims and outcomes, set for the next four years, reflect their lived experiences, ideas and suggestions.

As the work of Perth and Kinross Council, the Perth and Kinross Education Authority and Licensing Board is so significantly and interdependently linked, we have combined our mainstreaming reports. This will ensure consistency of purpose and a partnership approach in doing all we can to even the playing field across all of our areas of responsibility.

Perth and Kinross Council and its Education Authority and Licensing Board continue to make progress in mainstreaming equality activities.

Our Equality Mainstreaming Report is a four year plan with clear aims and outcomes for how we will deliver on our legal responsibilities and work with our communities and partners to continue to develop and improve in this area. This plan has been reviewed in September 2023 with some minor changes to reflect our new Corporate Plan and key priorities. A new Mainstreaming Report is due in 2025 and will be developed in consultation and engagement with our communities.



Our Corporate Plan 2022-27 - Vision and priorities

A new five year Corporate Plan for the Council was approved in December 2022. It set out a vision for “a Perth and Kinross where everyone can live life free from poverty and inequality” and seven key priorities were identified to support the vision as below.



It also asks everyone in Perth and Kinross to play their part in making this a fairer place for all. We know that this will mean different things to different people; volunteering in a local group, getting involved in community work or finding a new way of working to help individuals, communities and businesses to share their ideas, skills and connections. We want everyone in our active and diverse communities, every person, every group, and every organisation, from our independent retailers to our Bloom Groups, our schools to the amazing Third Sector Groups to get involved in helping us shape the future of Perth and Kinross.

This work had already started before the pandemic and highlighted the talent of our communities with a wealth of local knowledge and connections. We want to see this increase while keeping in mind that ‘one size does not fit all’ and what is appropriate for one group of people may not be the right thing to do for another.

We will continue to make sure that when we are designing our services, we work in partnership with our communities. Involving people in areas of service delivery that affect them will lead to making better decisions and getting better results will help to make Perth and Kinross an even better place to live and work for all.



Our population

Considering the population of Perth and Kinross and identifying equality-related opportunities, challenges and barriers is key to our proactive approach to working without communities and meeting our commitments.

There are some areas to note in terms of the population of Perth and Kinross.

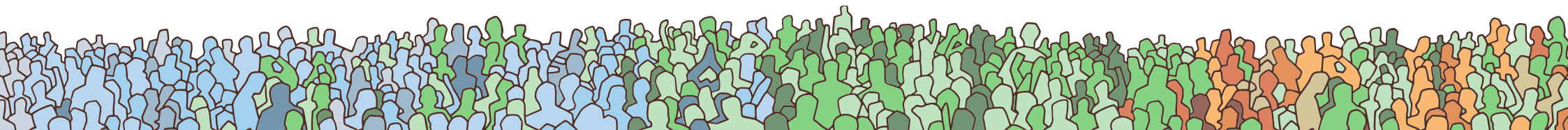
We have responded to the significant changes which have affected Perth and Kinross in recent years in relation to an increase in migration.

Migrant populations include a combination of seasonal migrant workers, new migrants and settled communities from different minority ethnic communities. They are working in critical sectors of employment which for us locally is agriculture, tourism, hospitality, food processing and the care sector for example, and in many cases are self-employed businesses and employers themselves or they may have been studying here.

97.97% of the population of Perth and Kinross categorised themselves as 'White' (slightly above the national average of 96.02%) in the 2011 census. At the time of publication figures from the 2021 Census are not published.

However, this figure included some 2,482 people categorised as 'White Polish' (1.69% above the national average of 1.16% and the 4th highest local authority population in Scotland), 3,130 categorised as 'Other White' which would include other Eastern European countries of origin (2.13% of the total population above the national average of 1.93%) The EU Settlement Scheme officially closed for application on 30 June 2021 (although remains open for late applications) At that point there had been 11,260 applications from this area (the 8th highest local authority area in Scotland in terms of applications and highest of the 3 Tayside Authorities) Our 3 main applicant countries of origin in this area are Poland (3,870), Romania (2,500) and Bulgaria (1,410).

Figures for our longer-established minority ethnic communities in Perth and Kinross totalled 1,852 at the 2011 census (1.26% of the total population below the national average of 2.66%)



Although proportionately small this population has grown – this figure includes 585 Indian, 461 Chinese and 331 Pakistani. Similar figures at the 2001 Census were 135 Indian, 310 Chinese and 135 Pakistani.

Perth and Kinross is also home to the highest individual local authority Gypsy/Traveller population according to the 2011 Census with 415 people classifying themselves as Gypsy/Travellers. Locally we have developed a Gypsy/Traveller Action Plan linked to the Local Housing Strategy.

More recently the area has welcomed people seeking asylum and refuge and we have worked closely with the UK and Scottish Government resettlement programmes.

The changing demographics within Perth and Kinross will also require to be considered in relation to our growing older population and decreasing younger one. According to the National Records of Scotland 2019 Mid-year Population Estimates data, the population is estimated to be 151,950. The population of Scotland is predicted to increase by 2.5% between 2018 and 2043. Over the same period, the population of Perth and Kinross is expected to decrease by 1%. The number of people aged 65 years and over will increase from approximately 35,200 to around 48,300 an increase of 37%. An increasing older population will

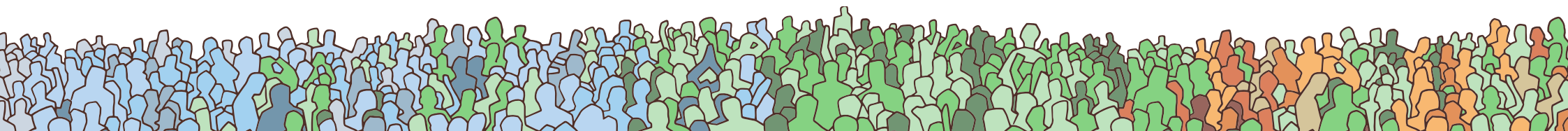
place additional demand on many of our services and across the Health and Social Care Partnership.

Equality Legislation and our Reporting Duties

As well as it being the right this to do, as a local authority in Scotland, we have legislative requirements in relation to equality.

The Equality Act (2010) introduced a positive general duty on public bodies in Scotland which requires them to give due regard to the need to:

- Foster good relations between communities by tackling prejudice and promoting understanding.
- Advance equality of opportunity
- Eliminate discrimination, harassment, and victimisation.



We are also responsible for meeting specific duties under the Equality Act which include reporting progress on how we mainstream the general duty in our work. Our latest biannual Equalities Performance Report 2021 - 23 can be found on our [website](#) along with the other Annual Equalities Performance Reports for the preceding years.

Our Mainstreaming Report 2021-25 and review of our existing Equality Outcomes were published in line with our responsibilities by 30 April 2021. These documents are intended to be flexible and agile to meet the needs of our communities and are reviewed and updated every 2 years.

The work undertaken is regularly reported to the Perth and Kinross Equalities Strategic Forum, chaired by the Council's Equality and Diversity Lead. The Mainstreaming Report reflects the requirements of the General Duty and sets out our aims and outcomes for the next four years.

Our Equality Aims and Outcomes

Our 4 Equality Aims 2021-2025:

- We will keep our community informed and engage with them about our service, opportunities and support available to them.
- Perth and Kinross is a safe, welcoming and accessible area.
- Perth and Kinross visibly celebrate equality and diversity.
- We will increase people's awareness of equality and diversity.

As a result of our consultation and engagement exercise, undertaken in late 2020, we have agreed equality aims and outcomes that we will work towards. Our aims are intended to be aspirational for both ourselves and the wider area of Perth and Kinross. We will ensure that these aims are visible in all that we do and continue to meet the needs of our diverse individuals and communities.



Further to our aims, we have set 16 specific equality outcomes, set out later in this report. These are more specific and set actions for how we will meet our aims, what areas we will work on to demonstrate that we are making progress and how we will increase awareness of equality and diversity more generally.

Having specific outcomes will allow us to report annually in a more measured and efficient way. There are a number of workstreams and projects already in place that support the advancement of our equality aims and provide tangible evidence of our achievements within the Council, Education Authority and Licensing Board.

Mainstreaming Equalities

We report annually on the progress we make in relation to meeting our equalities aims and outcomes through our Annual Equality Performance Report (outlined in Section 4 previously). We also have a number of ways in which we evidence partnership working, ensure

governance measures are in place and allow for reporting of our equalities workstreams on an ongoing basis as follows.

Equalities Team

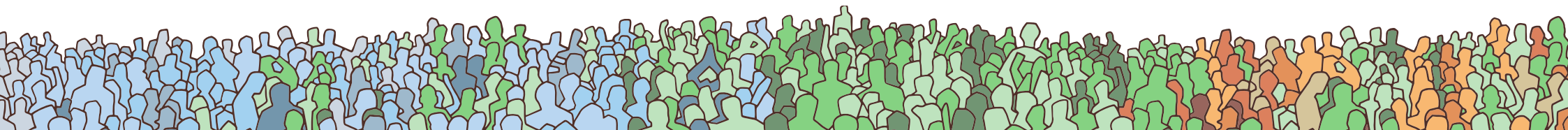
Our dedicated Equalities Team ensure that the Council maintains progress in the fulfilment of its statutory equality responsibilities working closely with local communities, partner organisations and Council services to do so.

Service Equality Contacts

Individual Council services have their own equality contacts at an officer level whose day to-day work links into our equalities workstreams and who are responsible for ensuring their team or service provides evidence of actions which meet our Equality Outcomes.

Equalities Strategic Forum

On an ongoing basis the equality governance arrangements are overseen by our Equalities Strategic Forum which has representation from partner organisations, equality community and Third Sector



organisations. It is chaired by the Council's Equality and Diversity Lead. This group meets every 2 months.

Equalities Operational Group

The Equalities Operational Group is in place for Service Equality Contacts to meet bi-monthly to share good practice and raise awareness of key topics and learning and development opportunities. These innovative approaches work well in ensuring that services have access to staff who can advise on a wide range of Equalities issues and assist in ensuring the mainstreaming of an effective Equality approach across all Council services (including the Education Authority and Licensing Board). These staff also have access to an online equalities shared document site for sharing good practice information.

Community Equality Advisory Group (CEAG)

Relationships with the wider community continue to be positive and the local CEAG which comprises of a wide range of equality community interest groups, individuals drawn from the Community Planning Partnership and local and national organisations. It meets 3 times per annum and is chaired by the Council's Equality and Diversity lead. The group have been involved once again in contributing to the review of

our Equality Outcomes for 2021 and has continued to meet 'virtually' during the coronavirus pandemic.

In addition, our equality aims and outcomes will be linked to the relevant Local Outcomes Improvement Plan (LOIP) priority areas to ensure a mainstreamed approach and considered by the Community Planning Partnership. When reviewing our Equality Outcomes in 2021 we have also taken account of the Perth and Kinross Offer and considered the impacts of coronavirus on equality protected groups. We continue to update our information relating to Equality and Diversity on the Council's website www.pkc.gov.uk/equality and our intranet site for staff.



Group) and minority ethnic community members (Minority Ethnic Community Groups Forum).

Partnership Working

One of our key priorities is to work in partnership with our communities and we continue to expand and improve our work with a range of different partner organisations and community groups to support the delivery of our equalities programme. Many of those organisations are experts in a specific area of equalities and it is vital that we can learn from their expertise to ensure our services remain inclusive and fair for all.

This partnership approach has helped us to continue to foster good relations between communities and ensured a cohesive approach for different groups wishing to access and find out about services appropriate to their needs. It has also helped the wider community learn more about our diverse communities and the contribution they make to our local community. We want everyone living here regardless of their background to feel safe, welcome, and included.

We also have regular meetings with third sector and community groups which support LGBT+ community members (LGBT+ Development



Equalities Policy and Assessment of Impact

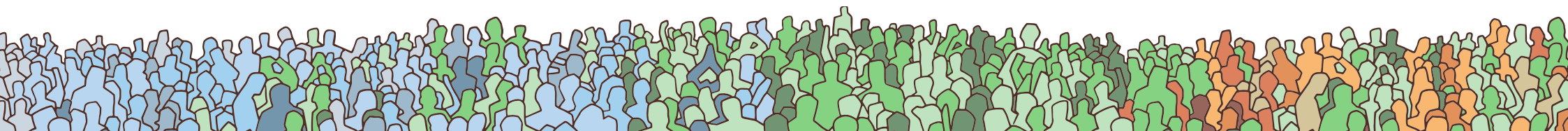
Prior to the review of Equality Outcomes, we undertook a review of our existing Corporate Equality Policy. The review ensured that the policy remains readable, relevant and compliant with relevant regulations. All Council services (including the Education Authority and Licensing Board) participated in the review and the policy was widely discussed in all parts of the authority. This brought a range of information contained within the policy to the attention of a wide range of employees and further advanced mainstreaming in our organisation.

We also reviewed our learning and development opportunities for staff in relation to different areas of equality. This included our face-to-face and e-learning opportunities. A programme of staff learning sessions in relation to equality is in place with additional new opportunities available and our e-learning module has been updated. Specific awareness-raising sessions have also been undertaken with Elected Members as part of their development sessions. Equality learning and

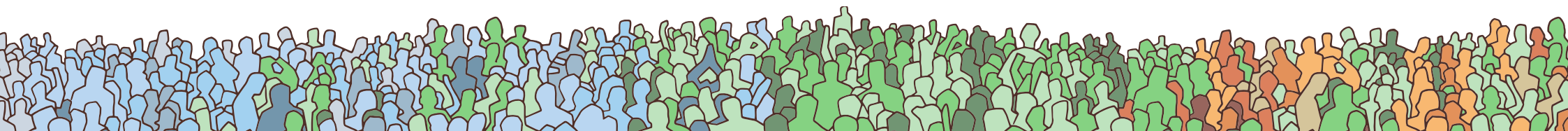
development sessions continue to be provided after being provided virtually during coronavirus restrictions.

We have recently updated our Impact and Value tool (insert link) to allow all aspects of Impact Assessment to be readily considered using an online approach through the Intranet. This integrated approach has produced a more accessible, electronic tool which allows an assessment of impact more widely from conception to implementation of policies and allows the equality impact to be measured at the same time and in the same way as other areas being considered. We are currently reviewing our existing Equality and Fairness Impact Assessment document to ensure it remains relevant and user-friendly.

This approach to reviewing our Equalities Policy and Impact Assessment process has allowed us to advance equality of opportunity for all staff involved and effectively mainstream expertise across services.



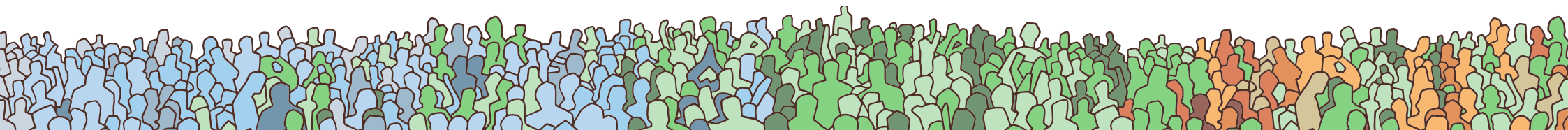
Equality Aim	Equality Outcome	What Will We Use to Evidence Progress on These Outcomes and Who Will Contribute to This Process?	Equality Protected Characteristic	Lead Service
<p>Perth and Kinross is a Safe, Welcoming and Accessible Area</p> <p>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</p>	<ol style="list-style-type: none"> 1. People from Equality protected groups will be made welcome and respected in the area 2. Staff from equality-protected groups will be made welcome and respected in the Council workplace 3. Reduce and remove physical barriers for those with disabilities to access public spaces 4. People from equality-protected groups have increased confidence to report hate crime and/or bullying incidents 	<ul style="list-style-type: none"> - Equality Calendar (campaigns) - Keep Safe Scheme - Staff Network - Brexit Working Group - CEAG/Equality Strategic Forum -Equality and Fairness Impact Assessments (EFIA) -Care Group Strategies -Local Statistics - Campaigns - Third Party Reporting Sites - Equally Safe Programme 	<p>All</p> <p>Disability</p> <p>All</p>	<p>All</p> <p>Communities</p> <p>Communities</p> <p>Education and Children’s Services</p> <p>Corporate and Democratic Services</p>



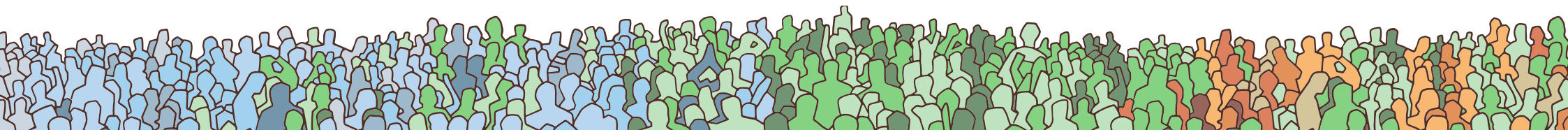
	<p>5. Support is provided to those at risk of or who are survivors of gender based violence.</p> <p>6. Pupils from equality-protected groups will have a positive school experience and will feel safe and respected in school when online</p>	<ul style="list-style-type: none"> - Violence Against Women Partnership - Campaigns - Show Racism the Red Card - Anne Frank Trust - EAL Support - ASN Support - Online Safety 	<p>Sex</p> <p>All</p>	<p>All</p> <p>Education and Children’s Services</p>
<p>Perth and Kinross visibly celebrates equality and diversity (LOIP Strategic Priority Link – Mental and Physical Wellbeing)</p>	<p>7. Multi-cultural and equality-related events (including virtual ones) and key dates in the calendar will be visibly celebrated and promoted</p>	<ul style="list-style-type: none"> -Equality Calendar (events) - Perth Bridge Lighting Programme 	<p>All</p>	<p>Communities</p>



<p>Perth and Kinross Council will keep our community informed and engage with them about our services, opportunities and support available to them (LOIP Strategic Priority Links - Poverty; Mental and Physical Wellbeing; Employability; Digital Participation)</p>	<p>8. 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</p>	<ul style="list-style-type: none"> - Equality and Fairness Impact Assessments (EFIAs) - BSL Plan 	<p>All</p>	<p>All</p>
	<p>9. People from equality-protected groups will be supported to digitally participate</p>	<ul style="list-style-type: none"> - Digital Participation Working Group 	<p>All</p>	<p>Corporate and Democratic Services</p>
	<p>10. People from equality-protected groups are supported to access employment opportunities</p>	<ul style="list-style-type: none"> - Employment Support Team - Employability initiatives - Recruitment options, e.g. MA Scheme 	<p>All</p>	<p>All</p>
	<p>11. People from equality groups will be supported to participate in equality conversations around the Perth and Kinross Offer</p>	<ul style="list-style-type: none"> - Employment Monitoring Data - Conversations results 		<p>Communities</p>



	<p>12. People from equality protected groups with lived experience of inequalities will be involved in shaping our policies to tackle poverty and social exclusion</p> <p>13. A staff learning and development programme for equality and diversity will be delivered and will be extended to partner organisations</p> <p>14. Our school curriculum will include equality and diversity topics</p> <p>15. Our employment policies will reflect that we are a fair and inclusive employer</p>	<ul style="list-style-type: none"> - Child Poverty Working Group - Homeless Voice - CEAG - Food Share Network - Annual equalities learning and development programme - School Curriculum - Employment Policies - Staff Networks - Trade Union - Equalities Strategic Forum - Contracts/Service Level agreements 	<p>All</p> <p>All</p> <p>All</p> <p>All</p> <p>All</p>	<p>All</p> <p>Communities</p> <p>Education and Children’s Services</p> <p>Corporate and Democratic Services</p>
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	<p>16. 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</p>	<ul style="list-style-type: none"> - Licensing board - Community Planning Partnership 	<p>All</p>	<p>All</p>
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EAL – English as an Additional Language

ASN – Additional Support Needs

MA - Modern Apprentices

JCC – Joint Consultative Committee

ALEOs – Arm’s Length External Organisations

CEAG – Community Equalities Advisory Group

EFIA – Equality and Fairness Impact Assessment

BSL – British Sign Language



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

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