

ITEM No ...4.....

REPORT TO: POLICY AND RESOURCES COMMITTEE – 26 APRIL 2021
REPORT ON: MAINSTREAMING EQUALITIES REPORT 2021-2025
REPORT BY: CHIEF EXECUTIVE
REPORT NO: 122-2021

1.0 PURPOSE OF REPORT

This report presents the Mainstreaming Equalities Report 2021-25 for approval.

2.0 RECOMMENDATIONS

It is recommended that Committee approves:

- (i) Dundee City Council's Mainstreaming Equality and Equality Outcomes Progress Report 2021-25 (from page 12)
- (ii) Children and Families Service's (Education Authority) Mainstreaming Equality and Equality Outcomes Progress Report 2021-25 (from page 20)
- (iii) Notes the Employee Equality Monitoring information and data gathered for our employees (from page 28)
- (iii) Remits the Head of Chief Executive's Services to produce a full action plan and associated measures to track progress by end October 2021.

3.0 FINANCIAL IMPLICATIONS

None.

4.0 BACKGROUND

4.1 The Equality Act 2010 (the Act), came into force in 5 April 2011. The Act placed a general equality duty on public authorities to pay due regard to the need to;

- Eliminate discrimination;
- Advance equality; and
- Foster good relations across the range of protected characteristics.

4.2 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 placed a duty on Dundee City Council and Dundee's Education Authority to publish Mainstreaming Equality reports by 30 April 2013 and to report every two years after that on progress and, every four years, publish a new Mainstreaming Equality report. The report must contain:

- A mainstreaming report.
- A report on progress made towards achieving equality outcomes.
- Annual employee information together with details of the progress made in gathering and using the information to better meet the duty.
- Updated gender pay gap information.

4.3 From April 2018, the Fairer Scotland Duty, under Part 1 of the Equality Act 2010, came into force across Scotland, placing a duty on certain public bodies to 'pay due regard' to how they can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions. Public bodies are also be required to publish written assessments showing how they have fulfilled the duty.

- 4.4 In October 2017, Committee approved the Equality Outcomes for 2017 – 2021 and in accordance with the regulations, a bi-annual progress report was subsequently approved in April 2019 (Article VIII of the meeting of the Policy and Resources Committee of 22 April 2019, Report No. 117-2019 refers).
- 4.5 The Mainstreaming Equality Report 2021-2125 (Appendix 1) describes the progress made in the last two years. Highlights delivered by the Council and the partnerships they support include:
- **Chief Executive’s Services & Learning & Organisational Development** - A new Equalities and Fairness Framework for Elected Member has been developed, consisting of self-learning resource that includes a Human Rights overview, the Equality Act 2010, the Public Sector Equality Duty, Fairer Scotland Duty, and strategic drivers underpinning equality & fairness across the city. To build on this, participative workshops have been developed and dates agreed. It is envisioned that this framework will be further revised for use with senior managers to help ensure that equalities awareness is embedded at all strategic levels across the Council.
 - **Customer Services Teams & City Development** – Staff are acutely aware of the need to foster good relations between people. To facilitate positive contact with those with protected characteristics, particularly those with disabilities, a range of supports are in place, including the availability of the Contact Scotland BSL app on the tablet at Dundee House reception. This enables BSL Users to have their query dealt with at the first point of contact. Dundee House is designated as a ‘Keep Safe’ building which creates a safe place for disabled people to go to if they are lost, scared or if they are victims of crime
 - **Children & Families Service** – Continues to promote equalities and fairness for those with protected characteristics for their staff as well as the services they deliver. For example, they utilise a new reporting system to monitor violent incidents involving members of staff. The system allows reports to be run which identify if the incident was motivated by a protected characteristic. Consultation and involvement are an ongoing process for the service. This allows them to promote dialogue and stimulates change through network groups with parent and partner groups. Focus groups, parental/pupil/staff surveys, school reviews, and staff professional development & review processes are all examples of methodology used on an ongoing basis as a means of consulting and involving others. Consultation with communities formed part of the wider consultation for establishing their new Education Equality Outcomes; along with developing the Supporting Learners Policy Framework
 - **Human Resources** - A new case management system has been created to record all employee disciplinary and grievances allowing the Council to report on the equality information held in Resourcelink (HR/Payroll System) in relation to these processes
 - **Dundee Violence Against Women Partnership** - A new website was launched in January 2021 to help professionals and victims of gender-based violence and abuse. This new resource contains information for people experiencing gender-based violence and abuse, including adults, children & young people, and anyone who has a concern about someone experiencing these issues. In addition, the website details relevant legislation, advice and support and protocols for professionals
 - **Safe & Together programme** - Is making an impact in Dundee. A practitioner forum has worked to develop skills and confidence in delivering the programme. Partners include the Dundee Community Justice Service who have been working to map the experience of women when going through the court process with a perpetrator in order to identify where this experience could be improved
 - **Dundee Community Transport Forum** - Alongside influencing available routes, DCC campaigned with bus companies for the introduction of a multi-operator travel ticket, and in 2016 the ‘Dundee ABC’ scheme was launched. Pre-pandemic this was being used for around 32,000 passenger journeys per month.

5.0 NEW MAINSTREAMING EQUALITIES OUTCOMES FOR 2021-2025

5.1 As set out in the Specific Duties, all public authorities have a legal requirement to publish equality outcomes and report on progress. In developing the over-arching equality outcomes set out in this report consideration has been given to the advice and guidance documents published by the Equality and Human Rights Commission (Scotland), and information & evidence available at a local and national level across the functions of the Dundee City Council. The following information and evidence have also been considered:

- Existing evidence and data available or not available through the reporting of the 2017-21 equality outcomes
- Data on the local profile of equalities and protected groups (Census; Scottish Index of Multiple Deprivation; Health and Wellbeing profiles)
- Community Planning Partnership strategies and plans
- Dundee City Council corporate strategies and plans
- HR policies
- Integrated Impact Assessments
- Employee monitoring information
- Gender Pay Gap information

5.2 In addition to the above, these new outcomes have also been developed to reflect the lived experience of people in Dundee from protected groups, the impact of Covid-19 and the evolving national policy landscape. These will enable the Council to embed our equality and diversity work within the overall vision for Dundee and develop an action plan to improve outcomes, reduce inequality and increase diversity simultaneously. These outcomes also blend the strategic priorities of the Dundee Partnership and Dundee City Council with the recommendations of the Equality and Human Rights Commission (EHRC).

Equality Outcome 1: Ensure that the equality and human rights of residents and employees from protected groups are safeguarded and promoted

Further intermediate outcomes and actions will address: access to Dundee City Council services; capacity building of elected members, staff and communities; representation of protected groups in city-wide and local community planning; Integrated Impact Assessments; Gypsy/Traveller experience and Balmuir Wood site; asylum seeker and refugee experiences.

Equality Outcome 2: Increase opportunities for protected groups to secure Fair Work

Further intermediate outcomes and actions will address: Youth participation, the Young Person Guarantee and Developing the Young Workforce; employability initiatives to specifically support lone parents, BAME groups, and people with disabilities; Discover Work Partnership focus on those with physical and mental health conditions; employment support services; the Parental Employment Support Fund.

Equality Outcome 3: Implement community justice services that increase access and protection for people from protected groups

Further intermediate outcomes and actions will address: young people at risk of entering the community justice system; hate incidents; violence against women; the Female Community Custody Unit; the Safe and Together programme.

Equality Outcome 4: Close the gap in educational attainment experienced by young people from protected groups

Further intermediate outcomes and actions will address: discrimination, harassment and victimisation in educational establishments; emotional health & wellbeing, and adverse childhood experiences; closing the equity gap and providing community support for children and young people who are care experienced and those with complex and enduring needs.

Equality Outcome 5: Improve access and transportation to places in Dundee

Further intermediate outcomes and actions will address: access to buildings, facilities and events; accessible transportation for older people and people with physical disabilities; demand responsive transportation.

Equality Outcome 6: Improve health outcomes by promoting access and equality of service for people with protected characteristics

Further intermediate outcomes and actions will address: mental and physical health inequalities; personalised health and social care provision; substance use.

Equality Outcome 7: Reduce the additional social inequalities experienced by people in poverty and in protected groups

Further intermediate outcomes and actions will address: child poverty; stigma; communities experiencing multiple deprivation; income and benefit maximisation; the Dundee Fairness Commission.

5.3 In making this ambitious shift, the Council will need a new action plan to cover all of the issues identified above including Covid and recovery, emerging legislation, and engagement to hear and build on the lived experience of people from protected groups in Dundee. As a result, in the course of the next year, lockdown allowing, officers aim to:

- Undertake a second phase of community engagement
- Identify a number of indicators to measure progress across our strategic outcomes
- Prepare a new equality and diversity action plan to be approved by Dundee City Council and shared with community planning partners
- Present and discuss progress on all of this at a community conference to be held at the end of 2021/22, circumstances allowing

6.0 POLICY IMPLICATIONS

6.1 This report has been subject to an assessment of any impacts on Equality and Diversity, Fairness and Poverty, Environment and Corporate Risk. A copy of the Integrated Impact Assessment is available on the Council's website at www.dundee.gov.uk/ija.

7.0 CONSULTATIONS

The Council Management Team and third sector partners have been consulted in the preparation of this report.

8.0 BACKGROUND PAPERS

None

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CHIEF EXECUTIVE

16 APRIL 2021

Dundee

Mainstreaming
Equality
Report

April 2021

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DUNDEE MAINSTREAMING EQUALITY REPORT - APRIL 2021

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1. INTRODUCING THE MAINSTREAMING EQUALITY PROGRESS REPORT - APRIL 2021

Dundee is a city in which many inequalities are evident, and Dundee City Council (DCC), along with its partners is committed to tackling these. Work to recognise the situation of those with protected characteristics is paramount amongst this, with our mainstreaming equalities agenda seeking to then tackle the most significant issues.

DCC has made a priority of tackling our equalities duties throughout our work and policies. The council continually seeks to improve, and equalities mainstreaming activity is part of our strategic and departmental delivery priorities, in order to provide the best service that we can for the diverse population of the city.

This report includes the following sections;

- **The Legal and National Policy Context** for Mainstreaming Equality Reporting
- **Dundee's Vision and approach to equality mainstreaming**
- **Understanding Equality and Diversity in Dundee**; a profile of the relevant information on protected characteristics / demographics in Dundee; identification of groups in Dundee at particular risk from responses to COVID-19, focussing on those with protected characteristics,
- **Equality Outcomes for 2017-2021**; Reporting on progress on mainstreaming equalities; examples of the day to day work being carried out across DCC to help meet our Public Sector Equality Duty, together with the ongoing challenges and recommendations to overcome these
- **New Equality Outcomes for 2021-25**: specifying key areas of equalities work for the next four years, including how progress will be measured and actions that will be taken to achieve this
- **Education Service Mainstreaming Equality Report**; showing the range of information required from each Education Service on mainstreaming equalities
- **Employee Equality Monitoring**; including gender, disability, and ethnicity pay gaps, and occupational segregation. This provides a breakdown of the annual information available, gathered from our employees, analysis of this, and details of the progress made in using this information to enable us to better meet the general equality duty

2. THE PUBLIC SECTOR EQUALITY DUTY

The public sector Equality Duty was created by the Equality Act 2010, and replaces race, disability and gender equality duties. The Act aims to give people protection against discrimination and sets out the responsibilities placed on listed authorities.

The Act aims to 'integrate considerations of the advancement of equality into the day to-day business of all bodies subject to the duty'. The Public Sector Equality Duty, also known as the General Duty, has three parts which must be complied with. It requires public bodies to have due regard, in the exercise of our functions, to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act because of any of the protected characteristics;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

Everyone is protected by the Act. Every person has one or more of the protected characteristics, so the Act aims to protect everyone against unfair treatment.

The 9 protected characteristics contained in the Act are;

Disability	Age	Pregnancy and Maternity
Race	Religion or belief	Sex
Sexual Orientation	Gender Reassignment	Marriage/Civil partnership

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 The Scottish Government has introduced a set of specific equality duties to support the better performance of the general duty by public bodies. These specific duties came into force in May 2012. These duties include requirements to:

- Publish a set of equality outcomes every 4 years (Mainstream Report) from 2017 and with the next required not later than 30th April 2021;
- Report on progress made to achieve previous outcomes set out in the Mainstream Report every 2 years with the next required no later than 30th April 2021 and thereafter 30th April 2023.

Listed public bodies are also required to;

- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish an equal pay statement
- Consider award criteria and conditions in relation to public procurement.

3. NATIONAL CONTEXT AND IMPACTS ON EQUALITIES

This is a fascinating and crucial time for equality and diversity issues. The tumultuous past year has highlighted the challenges faced by people with protected characteristics and the necessity of addressing these effectively now and in the future.

Impact of the Covid-19 Pandemic

While inequalities in life circumstances are a long-standing feature of life in Dundee, the Covid-19 pandemic has accentuated and often exacerbated the vulnerabilities and injustices experienced by people from protected groups. Greater social and physical isolation, deteriorating mental health, economic pressures, insecure work and rising unemployment and the stress associated with home schooling are all a real part of daily life for people in the city. We are already seeing the effects that these are having on the population as a whole and we are particularly sensitive to the impact they will have on equalities groups.

There is already ample evidence that the pandemic has disproportionately affected protected groups. It has disrupted the availability of support and services and education, increased exposure to domestic abuse, placed additional pressures on carers and, perhaps most cruelly, has led to some protected groups having a higher risk of catching and dying from Covid-19.

So, because the pandemic has had a greater impact on protected groups in many ways, it is vital that this is acknowledged and addressed in our recovery planning. Across all of the strategic outcomes and services delivered by the council and its partners, we need to build back better and fairer and that will only be achieved if we make decisions from a fully informed equality and diversity perspective.

An Evolving National Policy Landscape

The development of public policy and public opinion on equalities issues has become a central plank on discussions about the shape of our society and the lives we lead. In recent months, the Scottish Parliament has shown decisive leadership in strengthening legislation in this area. Scotland has become the first country in the UK to adopt the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill. This forward-looking rights-based approach will make it unlawful for public authorities to act incompatibly with UNCRC requirements, and empower children young people and their representatives. The Scottish Parliament has also taken steps to further protect victims and communities targeted by hate crime by passing the Hate Crime and Public Order (Scotland) Bill.

Over the next period, the council and its partners will consider the practical implications of both of these bills and, in time the results of the working group the Scottish Government has established to consider how the criminal justice system deals with misogynistic harassment.

Lived Experience and Engagement

Lockdown conditions have limited the extent to which the council has been able to engage directly with equalities groups in the development of our new outcomes. While we have found pragmatic ways to reach out to individuals, groups and projects to incorporate their lived experience, these have not been as expansive or detailed as we would usually undertake in preparing a document as important as this. Instead, as soon as lockdown restrictions are lifted and people are in a position to meet and share their views, we are committing to a fuller, second phase of engagement with stakeholders on the collective action we will plan to deliver on these outcomes over the forthcoming four-year period.

A Revised Set of Mainstreaming Equalities Outcomes for Dundee

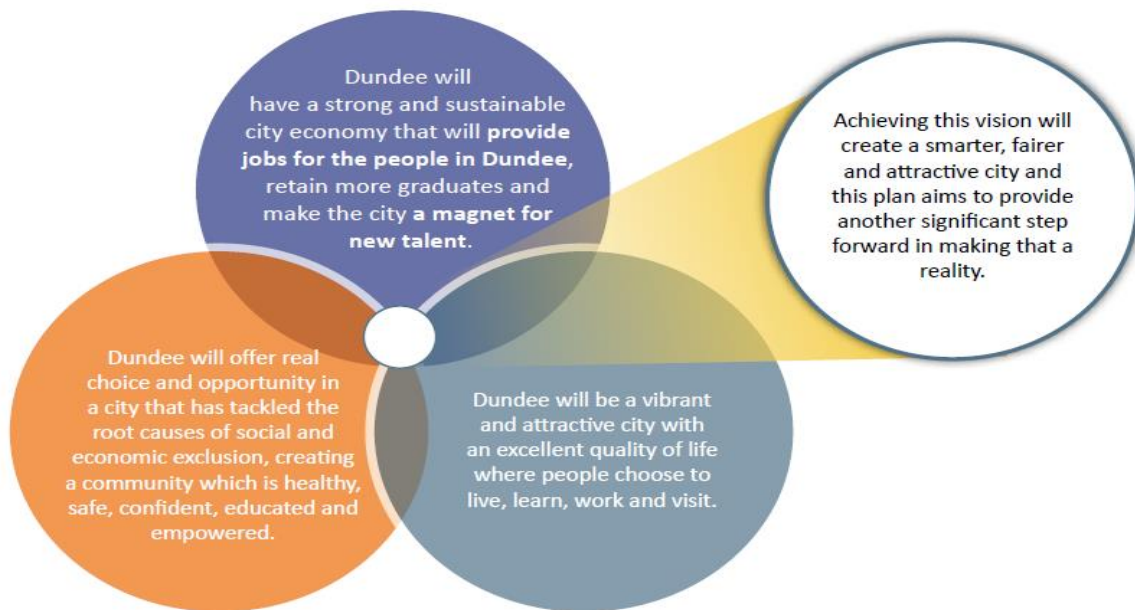
Each four years, the council has an opportunity to revise its equality outcomes. At this time, we are choosing to review our outcomes for two reasons.

In a briefing for the Scottish Government published in November 2020, the Equality and Human Rights Commission (EHRC) presented a comprehensive suite of policies which can shape equality outcomes across the complete strategic territory covered by the council. Adopting outcomes for Dundee based

on these will reflect the level of ambition we must have and the scope of our reach into the lives of our people.

This approach also dovetails with the second compelling reason to adopt new outcomes. To increase positive outcomes for protected groups, we must ensure that our efforts to reduce inequality and exclusion encompass all aspects of life in Dundee. On its own and in collaboration with other members of the Dundee Partnership, the council has defined its own strategic priorities. It is no coincidence that these align very closely with those identified by the EHRC. We believe this offer an ideal opportunity to properly embed our equality and diversity work within the overall vision for Dundee. Our goal in developing our equality and diversity action plan will be to identify the ways we can improve outcomes, reduce inequality and increase diversity simultaneously.

4. DUNDEE'S VISION



The council's vision for the city requires the promotion of fairness and equality to be at the core of everything that is done. In order to make the desired difference, there is a need to be flexible, and to engage and include people in the decision making that shapes the future of Dundee and its communities.

There is a clear role within achieving this vision for action to mainstream equalities, in order that our residents with protected characteristics are able to experience the same benefits as everyone else; choice, opportunity, empowerment, jobs, and an excellent quality of life.

Dundee City Council is committed to tackling discrimination; advancing equality of opportunity; and promoting good relations within our workforce and our communities. Mainstreaming equality, diversity and human rights is the process by which we will work towards achieving this as an organisation for all residents, visitors and business of the City.

By considering and integrating equalities into the daily work and discharging of duties required by the Dundee City Council, we will take equalities into account in the way we go about our business when acting as:

- an Employer;
- a Policy Maker;
- a Service Provider;
- a Decision Maker;
- a Buyer of Goods and services;
- and an Education Authority

Mainstreaming Our Equalities Duties

The process of mainstreaming the equality duty requires Dundee City Council to give due regard to equality and diversity in all the day to day activities which the authority is involved in. This means taking equality into account when conducting business as an employer, as a service provider and as a community partner. By integrating equality considerations into our day to day work we can improve the way in which we conduct business as an employer and when planning and delivering services. Everyone working for, or with Dundee City Council has a responsibility to promote equality of opportunity and build positive relationships between different groups.

As one of the largest employers in the Dundee, it is recognised that Equality and Diversity is key to the work which Dundee City Council is both responsible for and involved in. As an employer and service provider Dundee City Council aims to eliminate discrimination, harassment and victimization; advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and foster good relations between people who share a protected characteristic and those who do not.

It is essential that Dundee City Council employees and elected members are aware of the general duty as set out in the Equality Act to ensure that it is considered appropriately in the work which is being completed.

Successful advancement of the equality agenda will involve partnership working between Dundee City Council, the Community and other partners. Essentially this will involve:

Elected Members

Councillors are elected by the public to serve and represent the individuals within the local area. Councillors have the opportunity to engage with the local community to identify the needs of constituents. They can provide leadership direction and support to compliance with equality duties and provide a scrutiny role regarding the decision-making process.

Council Management Team

Council Management Team, chaired by the Chief Executive, consists of all Directors who have the responsibility for progressing equality within their individual portfolio.

Heads of Service

It is the Heads of Service in each strategic service area who take a lead role in progressing equalities within the service areas across their portfolio.

Equalities Lead

This is located within Chief Executive's Services with responsibility for ensuring the co-ordination and mainstreaming of the equalities agenda across council services.

Equality and Diversity Steering Group

This group brings together officers with the strategic lead for Equality and Diversity from all Council services. The group meets quarterly and focuses on the implementation of the action plan associated with our mainstreaming equality outcomes.

Policy and Resources Committee

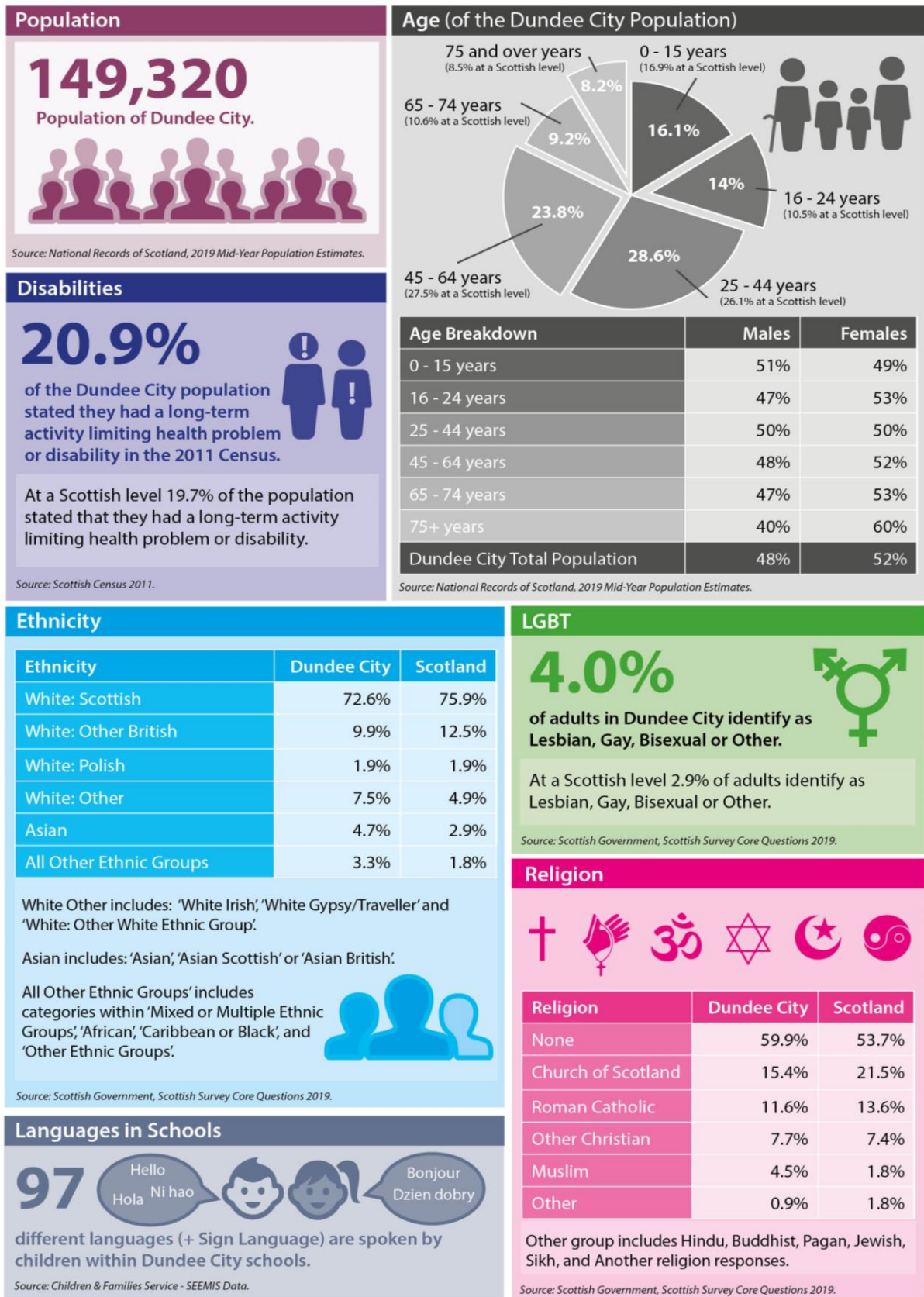
The Policy and Resources Committee, chaired by the Leader, has the lead responsibility for Equalities. The Chair ensures, through the Chief Executive, that inclusion and diversity is central to Dundee City Council's performance and service delivery agenda.

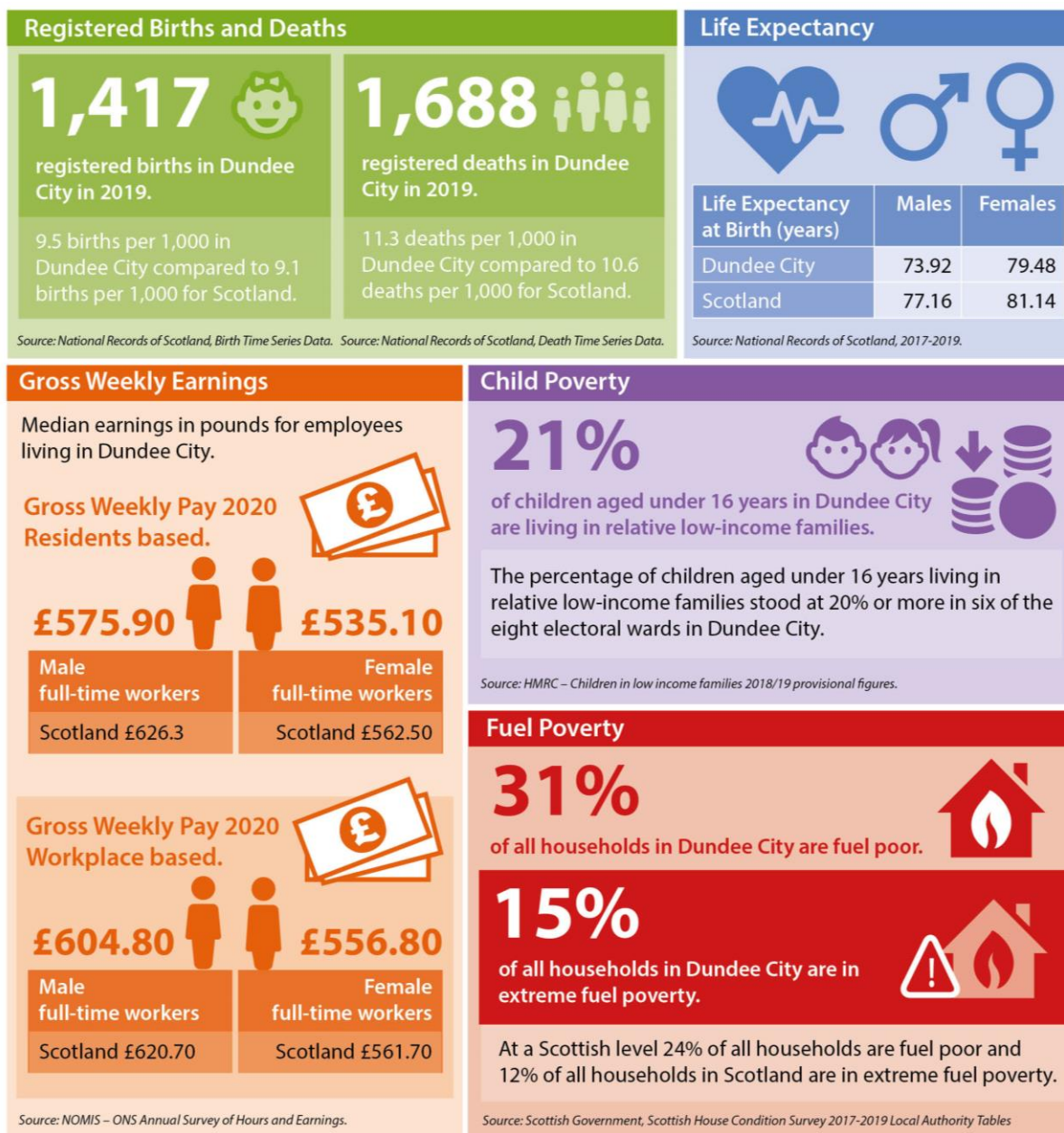
The Community Planning Partnership

Dundee City Council is a key stakeholder in the Dundee Partnership (Community Planning Partnership) and leads on key priorities for the Dundee City Council. Community Planning is about public sector organisations working together to improve and deliver better public services for the authority area. The Dundee Partnership Management Group, Forum and Executive Boards will keep inclusion and diversity key to how partners deliver on the City Plan and improve outcomes for all.

5. UNDERSTANDING EQUALITY & DIVERSITY IN DUNDEE

a. Profiling Equality and Diversity





b. Poverty-related Impact of Covid-19 Pandemic on Equalities Groups

A rapid review by Glasgow Centre for Population Health (May 2020) has highlighted the risks of the ongoing pandemic for disadvantaged communities particularly by perpetuating poor mental and physical health, social isolation, job insecurity & unemployment, and in reduced access to information, advice & health services.

Dundee has a high proportion of the groups identified as being at particular risk from responses to COVID-19 (Douglas et al, BMJ, April 2020). Focussing on those with protected characteristics, this includes;

- Older people - highest direct risk of severe COVID-19, more likely to live alone, less likely to use online communications, at risk of social isolation
- Young people - affected by disrupted education at critical time; in longer-term most at risk of poor employment and associated health outcomes in economic downturn
- Women - more likely to be carers, likely to lose income if need to provide childcare during school closures, potential for increase in family violence for some

- People with a disability - affected by disrupted support services
- People with reduced communication abilities (e.g., learning disabilities, or BAME groups with limited literacy or English language ability) - may not receive key governmental communications

The Social Renewal Advisory Board report '[If Not Now, When?](#)' published in January 2021 also highlights the disproportionate impact of covid-19 on minority groups including disabled people, minority ethnic communities, those on lower incomes, older people, younger people and women. It makes twenty calls to action based around three key principles;

- Money and work – everyone should have a basic level of income from employment and social security
- People, rights and advancing equality – everyone should see their rights realised and have access to a range of basic rights, goods and services
- Communities and collective endeavour – we need to work together to deliver a fairer society and we need to give more power to people and communities and empower frontline teams

Of these calls to action, fully half of them focus on people, rights and advancing equality.

6. REPORTING PROGRESS ON OUR MAINSTREAMING EQUALITY OUTCOMES FOR 2017-2021

a. Areas of Significant Progress

The 2019 Mainstreaming Equalities Progress Report highlighted the high level of work in 2017-18 around raising awareness of **British Sign Language (BSL)** in partnership with NHS Tayside, Angus Council, Perth & Kinross Council and the Dundee Health and Social Care Partnership. The Dundee City Council BSL Plan was published in 2018 and it will be regularly reviewed and updated where appropriate. The plan will develop over time as actions are delivered and projects mature. A review of implementation of the BSL plan will be prepared in 2020. Our action on BSL has become a catalyst for close ongoing work with BSL users and projects. This led to our local development of sustainable opportunities for training and employment of BSL users who are often marginalised from the world of work.

We continue to promote equality in the city through **cultural activity** involving people with protected characteristics, such as the Dundee Disability & Age Action Group (DAAG) contributing to the design of access features for the V&A Dundee and new railway station, and the hosting of the first Dundee Pride event in 2018 which showed that Dundee is an open and welcoming city.

Integrated Impact Assessment (IIA) processes are currently under review (to be completed September 2021) in order to make them more effective. This will include implementing training for responsible senior staff in order that their signing off of completed IIAs takes all the appropriate factors into consideration. The Dundee Health & Social Care Partnership also use the DCC process for their IIAs and so this review is likely to also positively affect the HSCP process.

An **Equalities & Fairness Framework for Elected Members** has been developed in late 2020 / early 2021 by Learning & Organisational Development (L&OD) along with staff from the Chief Executive's Services. The Framework consists of a self-learning resource that includes a Human Rights overview, the Equality Act 2010, the Public Sector Equality Duty, Fairer Scotland Duty, and strategic drivers underpinning equality & fairness across the city. This provides good preparation for the second part of the programme in which councillors are able to take part in a participative workshop facilitated by L&OD and Chief Executive's Services staff that will explore attitudes and experiences. The initial set of workshops is planned for April / May 2021. The final part of the framework involves self-directed supplementary reading and access of other learning resources highlighted as part of stages one and two. Consideration is also being given to adapting the Framework for use with senior managers to help ensure that equalities awareness is embedded at all strategic levels within DCC.

DCC's **Customer Services** Teams are acutely aware of the need to foster positive contact with those with protected characteristics, particularly those with disabilities. To facilitate this, a range of supports are in place, including;

- Availability of the Contact Scotland BSL app on the tablet at Dundee House reception. This enables BSL Users to have their query dealt with at the first point of contact
- Dundee House is designated as a 'Keep Safe' building which creates a safe place for disabled people to go to if they are lost, scared or if they are victims of crime
- Staff at Dundee House also have access to the WelcoMe app by Neatebox. This allows staff to manage, understand and assists disabled customers when they want to attend at Dundee House in relation to DCC services

A **Gypsy Traveller Liaison Officer** is in post, and continues to progress a range of work with this group. This work has now been mainstreamed within DCC day to day activities.

DCC continues to make use of a strong evidence base for its equalities work, through consultation with protected characteristic communities in the city, use of published research and the strategic priorities set out in the Dundee City Council Plan, Dundee Partnership City Plan, and departmental service plans. This creates a direct link between our mainstreaming equality duty and our day to day functions as a local authority in a way that is measurable and transparent.

The **Hate Incident Multi Agency Partnership** (HIMAP) has provided ongoing liaison between agencies to monitor, tackle and reduce hate incidents in the city through implementing systems based on best practice.

The **Dundee Violence Against Women Partnership** launched a [new website](#) in January 2021 to help professionals and victims of gender-based violence and abuse. This new resource contains information for people experiencing gender-based violence and abuse, including adults, children & young people, and anyone who has a concern about someone experiencing these issues. In addition, the website details relevant legislation, advice and support and protocols for professionals.

The **Safe & Together programme** is making an impact in Dundee. A practitioner forum has worked to develop skills and confidence in delivering the programme. Partners including the Dundee Community Justice Service have been working to map the experience of women when going through the court process with a perpetrator in order to identify where this experience could be improved. The council also employs a preventative Domestic Abuse Resource Worker who operates a voluntary programme for men who have not been convicted but agree that they want to address their own behaviour. Referrals to this come from Children's Services and stems from men beginning to understand that their behaviour is problematic and having a negative impact on their children.

Transportation is a key area of work in particular for older people and those with disabilities. Primarily there is a need to influence public transport so that the routes that exist serve as many of these groups as possible. Alongside influencing available routes, DCC campaigned bus companies for the introduction of a multi-operator travel ticket and in 2016, the 'Dundee ABC' scheme was launched. Pre-pandemic this was being used for around 32,000 passenger journeys per month.

To help ensure that key venues within Dundee are accessible, the **Dundee Access Group** (DAG) and the **Disability & Age Group** (DAAG) are routinely involved in discussing plans for major capital works across the city. These have included projects such as the V&A Dundee, the Regional Performance Centre at Caird Park, and the new Urban Beach being created at Dundee Waterfront. Through involving these groups, the needs of older people and those with disabilities have been incorporated into designs for these and other capital projects. Further engagement is already planned in relation to the Broughty Ferry and Monifieth Active Travel Improvements programme, scheduled for completion in 2024

Our [Fairness Action Plan](#) is a regularly reviewed strategic plan that makes specific mention of tackling social inequalities. Our actions to date include;

- *Measuring levels of poverty, to ensure that we are aware of what needs to change.* Data is incorporated into a [poverty profile](#) for the city to better facilitate action. This poverty profile includes information on ethnic minorities, single parent households, educational attainment of school leavers, the drivers of child poverty, and employment rates for those with disabilities
- *Taking into account the work and recommendations of the first two Dundee Fairness Commissions and incorporating these into relevant strategic plans.* The recommendations from the Third Commission due in May 2021 will be given similar high priority. These will address mental health and employability; food and fuel poverty; and accessing benefits for people with physical disabilities.

b. General Progress on the 2017 - 21 Equality Outcomes

Equality Outcome 1: Increase the level of disclosure of equality information.

Intermediate Outcomes:

1.1 Better awareness and understanding of the positive impact of equality data gathering and monitoring

The Society of Personnel and Development Scotland have produced revised diversity data descriptions which are being taken forward on a national basis. As implementation of these is undertaken, DCC will make use of the updated descriptions within its monitoring and reporting, as well as any actions stemming from these.

1.2 Engage with relevant staff/community groups/trade unions to better understand any barriers to improving completion of equality information

As the diversity data descriptions have now been agreed an action plan for implementation has been developed including engaging with staff.

1.3 Changed policies and practices, as appropriate, following a review of best practice on improving equality data gathering and monitoring

Engagement with staff is a priority for the period of the next plan.

Equality Outcome 2: Dundee City Council's Gypsy/Travellers' sites are well maintained and managed, and meet the minimum site standards set in Scottish Government guidance. As a result, residents at the Balmuir Wood site do not experience social exclusion.

Intermediate Outcomes

2.1 Engage with Gypsy/Traveller communities at the Balmuir Wood site to raise awareness of Scottish Government guidance on standards for traveller sites.

DCC consulted with tenants throughout 2017-18 regarding the minimum site standards set out by the Scottish Government. This consultation work was verified by Scottish Government representatives in December 2017. Issues around site standards and comment on them included;

- There is good quality lighting on common parts of the site following work completed in August 2018
- The council is continuing to work with tenants regarding road safety measures and awareness
- Repairs are carried out in line with timescales set locally for repairs for social housing tenants and the council continues to work proactively with all stakeholders
- There are adequate and good quality drainage arrangements to allow rainwater to drain safely off the site - Topographical surveys to include locations of water and drain pipes were produced in October 2018 and the Council has since completed work on all drainage systems across Balmuir Wood.
- Work on replacing the sewage infrastructure is due to be completed by March 2021
- DCC produced an action plan to address areas where tenants felt Balmuir Wood could improve and DCC continues to work with all tenants on further improvements. All seven standards in the original plan were met by June 2018

2.2 Remove current barriers and review existing practices for accessing local amenities and services.

The Gypsy Traveller Liaison Officer (GTLO);

- Maintains a strong working relationship with the local Primary School, Additional Support Needs teacher and Named Persons in both Dundee and Angus local authorities
- Maintains good working relationship between site residents, NHS and other medical services, and supports residents to register with local GP or access a community nurse if necessary
- Supports residents to register with local dental practice. An NHS dental van also visits Balmuir Wood every three months
- Engages with residents to facilitate links to welfare / finance services, housing, and roadside encampment support
- Supports residents to access local amenities as well as building positive working relationships

In addition, DCC provides a dedicated Gypsy Traveller access line that is staffed 24 hours a day in order to provide advice, information and support as and when required. Additional support was put in place during the highest covid-related restrictions;

- Several large encampments were provided with showering and toilet facilities, refuse collections, and weekly deliveries of food parcels and
- Daily welfare visits took place at both the large encampments and the Balmuir Wood site. At the latter, a need for assistance with electricity top-ups was identified as community members were unable to work at the time

2.3 Empower tenants to take part in landlord's decision-making process regarding improvements to the site.

- DCC Carries out an annual site management survey at Balmuir Wood, which also gives residents further opportunity to raise any concerns they have. This was most recently conducted in November 2020
- Scottish Government funding was used by DCC to consult with the Gypsy Traveller community currently and previously resident at the Balmuir Wood site. This identified the fencing of individual pitches as the most desired improvement followed by erecting a structure on site to be used as a community centre. Work on the fencing went out to tender in January 2021 with a view to completing works by the end of the financial year (covid permitting)

2.4 Include specific actions to address this outcome in a review of the Balmuir Wood site Action Plan.

- Seven improvements were identified in the original plan, with work on these completed by June 2018
- Ongoing engagement with Balmuir Wood residents has continued to identify further improvements (see 2.5 below)

2.5 Undertake further consultation with Gypsy/Traveller communities to discuss environmental improvements.

Extensive consultations on improvements to the site between October 2016 to present have been carried out. The improvements made since 2019 include:

- Installation of a new fire alarm system – complete December 2019
- Upgrading of all drainage systems - complete 2019/2020
- Removal of plug-in power points and replacement with power posts on each pitch – due for completion January 2021
- Replacement of site's sewage infrastructure – due for completion March 2021

Equality Outcome 3: Protected characteristic communities and those living in poverty are actively involved in community planning to ensure that policies and practices reflect their needs.

Intermediate Outcomes

3.1 Establish base line equality monitoring of current membership of CPP's.

This action is being taken forward as a mainstream action of the CLD strategy group supported by Communities Officers who directly support Local Community Planning Partnerships.

3.2 Develop engagement strategy and calendar of events to promote and facilitate engagement with community organisations.

This action has been mainstreamed as part of the work of the CLD Strategy group, with a timetable of consultations put in place for 2020-21. Due to disruption caused by Covid-19, capacity issues have forestalled compilation of a calendar for 2021-21 at the time of writing. It is planned to put together a calendar of high-level engagement activity as soon as is feasible. An updated engagement strategy has been drafted (January 2021) and will be consulted on imminently.

3.3 Briefing to elected members to engage their support in engaging with equality groups

Elected members continue to express interest in maintaining their awareness of equalities issues. Officers within Learning & Organisational Development and the Chief Executive's Service developed a learning framework for elected members in early 2021. This focused on Equality & Fairness and included self-study modules and an interactive workshop for elected members.

An internal review of the design and use of Integrated Impact Assessments was started in late 2019 but put on hold as a result of the covid-19 pandemic. Work has since restarted in late 2020, with the review to be fully implemented by September 2021. The Council's administration group appointed a DCC's

Fairness and Equalities spokesperson and Cllr. Short has raised the profile of this agenda and has taken the meaningful step of joining the Board of Dundee Pride.

3.4 Strengthen links to CPP processes with equality groups

A recommendation was made to take forward this action as part of the mainstream work of the CLD Strategy Group, and it will be built in as part of the review of community engagement taking place in early 2021.

Equality Outcome 4: Communities in the City and in particular adults with disabilities/mobility related issues, have accessible and sustainable transport solutions.

Intermediate Outcomes

4.1 Understanding what users like/dislike about the services to ensure that future solutions meet the most important needs for target user groups.

A survey carried out identified that the most basic travel needs of passengers were often not being met and that the priority was for journeys within local communities (to shops, doctors, hairdressers) before 'fun' outings were considered.

Through better deployment of vehicles and drivers, additional passenger services were established in 2018. These minibus services operated in areas with high levels of older residents enabling access to local services, better links with the main bus routes, and an opportunity to get out and about more easily. Dundee Community Transport organised group outings to places around the city such as Jessies Kitchen, the V&A Dundee and Speckled Hen coffee shop (Tealing).

The Dundee Transport Forum has been consulted on changes to bus service routes across the city, though this has only met once during the past year (December 2020) due to covid-19 restrictions. The Dundee Transport Forum offers an opportunity for Council staff and community and Third Sector representatives to meet, share news and discuss general issues about local transport.

4.2 Develop sustainable transport solutions

From November 2018, Dundee Community Transport (DCT) were given access to a council minibus and driver each weekday between 0930 and 1430. DCT put together a programme of outings and publicised these within local communities. Trips were free. Numbers of passenger using this service grew steadily with around 8-10 passengers on each outing.

Co-design of transport solutions to the connectivity problems identified by local communities can be taken forward through the Dundee Transport Forum, though this has been on a hiatus during the period of coronavirus restrictions.

4.3 Ongoing monitoring of the impact of current and future accessible transport solutions.

DCC had been monitored passenger data and the numbers of trips being made on the different minibus services on offer. When pandemic restrictions were introduced in March 2020, the minibus services were suspended but it is hoped that their operation can be re-established in late 2021 and that passenger numbers will increase.

c. Summary of Progress

As a result of the work achieved and described above, the equality outcomes that have provided the focus for our work between 2017 and 2021 are to be incorporated into the new outcomes set out in the following section. This reflects a desire to mainstream these areas and build them into a broader, more strategic and contemporary articulation of the gains we have to achieve to promote greater equality.

7. NEW EQUALITY OUTCOMES FOR 2021-25 (INCLUDING ENGAGEMENT)

Dundee City Council welcomes this opportunity to present our new Equality Outcomes for 2021 to 2025. This is a fascinating and crucial time for equality and diversity issues. The tumultuous past year has highlighted the challenges faced by people with protected characteristics and the necessity of addressing these effectively now and in the future.

a. Engaging with Communities

While the work of the Dundee Fairness Commission has been maintained over the course of the past year, lockdown conditions have limited the extent to which the council has been able to engage directly with equalities groups in the development of our new outcomes. While we have found pragmatic ways to reach out to individuals, groups and projects to incorporate their lived experience, these have not been as expansive or detailed as we would usually undertake in preparing a document as important as this.

During the second half of 2020, a number of online discussions were held with local third sector agencies whose main client groups include a majority of people with one or more protected characteristic. These included;

- Deaf Links
- Dundee International Women's Centre
- Dundee Pensioners Forum
- Dundee Volunteer & Voluntary Action (Gendered Services Group)
- Dundee Volunteer & Voluntary Action (Older People's Services)
- Faith in Community Dundee
- LGBT Youth Scotland
- Scottish Youth Parliament (the Convener of the SYP Equalities & Human Rights Committee)
- Terrence Higgins Trust

On the basis of existing knowledge and the above conversations, four consultation questions were developed to gather views from people with protected characteristics living in the city. These were put out to the above groups and others in late 2020, with responses sent back in to us by late January 2021. We indicated that we were happy to receive responses collated by agencies from their clients and/or responses from the agency staff themselves based on their expertise in their particular client groups. We also agreed to take direct responses from individuals where they felt that this was the best avenue for them to take. The results are summarised in the table below.

1	<p>What are the challenges you continue to have on an ongoing basis?</p> <ul style="list-style-type: none"> • Communication Barriers – relating to British Sign Language (BSL), sight impairment and other language barriers • Staff lack of awareness of diversity • Reliance of council on Third Sector to assist with access, coupled with low levels of funding support for this • Poverty & inequality • Digital exclusion (OP) • Inadequate Health & Social Care Services • Voices not being heard • Transportation – reductions in bus services, lack of demand responsive transport and barriers to Active Travel
2	<p>What improvements or changes have you seen taking place in Dundee in recent years?</p> <ul style="list-style-type: none"> • Small increase in BSL information on DCC website • Some parts of DCC have engaged with regard to understanding diversity and have become very supportive • Violence Against Women partnership is stronger • Many improvements made in the Waterfront area

	<ul style="list-style-type: none"> • Disabled people have been part of the ongoing dialogue in relation to key projects in Dundee
3	<p>Are there any new challenges that you have now because of covid-19 that you want to tell us about?</p>
	<ul style="list-style-type: none"> • Increased barriers to accessing information and reliance on digital technology • Increased social isolation and exclusion • Harder to communicate due to use of face masks (e.g. no lipreading) • Increased poor mental health • Fewer opportunities to influence policies and events due to focus on online engagement • Increased heating costs due to being at home more • Outdoor space has become an important commodity and easy access to it for all needs to be in place (D) • Insufficient path gritting • DCC need to protect communities and properly resource the services that will do this
4	<p>How do you think these challenges and experiences could be tackled to improve the lives of people in Dundee?</p>
	<ul style="list-style-type: none"> • More accessible information & services for deaf, hard of hearing and sensory impairments • Need to increase communication channels beyond digital, especially with vulnerable groups, so information reaches everyone • Increase eligibility for digital technology support for BAME women • Staff and councillors need to be more proactive in tackling isolation • Involve people with lived experience in decision making processes • Increased need for covered shelter in outdoor spaces, particularly due to inclement Scottish weather (needs to be considered alongside issues of personal security and vandalism though)

As soon as lockdown restrictions are lifted and people are in a position to meet and share their views, we are committing to a fuller, second phase of engagement with stakeholders on the collective action we will plan to deliver on these outcomes over the forthcoming four-year period.

b. A New Set of Mainstreaming Equalities Outcomes for Dundee 2021-2025

As explained in section 2 above, due to the complex relationship between equalities and other strategic goals, the new rights-based approach promoted by the EHRC, new and evolving national legislation and guidance and the seismic impact of the Covid-19 pandemic, the council has decided to revise our equality outcomes for the next four years. We believe this will enable us to embed our equality and diversity work within the overall vision for Dundee and develop an action plan to improve outcomes, reduce inequality and increase diversity simultaneously.

These outcomes blend the strategic priorities of the Dundee Partnership and Dundee City Council with the recommendations of the Equality and Human Rights Commission (EHRC). They also take account of the outcomes that have already been agreed by Dundee Integration Joint Board and draft outcomes currently being developed by NHS Tayside. Alignment between Council, NHS Tayside and IJB outcomes is important because many people who use services delivered by the Council will also use services and supports delivered by NHS Tayside and Dundee Health and Social Care Partnership. Through the Dundee Partnership we will work together to progress achievement of our equality outcomes in areas such as improving health outcomes and reducing social inequalities.

Equality Outcome 1: Ensure that the equality and human rights of residents and employees from protected groups are safeguarded and promoted

Intermediate outcomes and actions will address: access to Dundee City Council services; capacity building of elected members, staff and communities; representation of protected groups in city-wide and local community planning; Integrated Impact Assessments; Gypsy/Traveller experience and Balmuir Wood site; asylum seeker and refugee experience.

Equality Outcome 2: Increase opportunities for protected groups to secure Fair Work

Intermediate outcomes and actions will address: Youth participation, the Young Person Guarantee and Developing the Young Workforce; employability initiatives to specifically support lone parents, BAME, and people with disabilities; Discover Work Partnership focus on those with physical and mental health conditions; employment support services; the Parental Employment Support Fund.

Equality Outcome 3: Implement community justice services that increase access and protection for people from protected groups

Intermediate outcomes and actions will address: young people at risk of entering the community justice system; hate incidents; violence against women; the Female Community Custody Unit; the Safe and Together programme.

Equality Outcome 4: Close the gap in educational attainment experienced by young people from protected groups

Intermediate outcomes and actions will address: discrimination, harassment and victimisation in educational establishments; emotional health and wellbeing and adverse childhood experiences; closing the equity gap and providing community support for children and young people who are care experienced and those with complex and enduring needs.

Equality Outcome 5: Improve access and transportation to places in Dundee

Intermediate outcomes and actions will address: access to buildings, facilities and events; accessible transportation for older people and people with physical disabilities; demand responsive transportation.

Equality Outcome 6: Improve health outcomes by promoting access and equality of service for people with protected characteristics

Intermediate outcomes and actions will address: mental and physical health inequalities; personalised health and social care provision; substance use.

Equality Outcome 7: Reduce the additional social inequalities experienced by people in poverty and in protected groups

Intermediate outcomes and actions will address: child poverty; stigma; communities experiencing multiple deprivation; income and benefit maximisation; the Dundee Fairness Commission.

c. Our Next Steps

Every Mainstreaming Equality progress report we publish is an important step forward in tracing the incremental change we have delivered having this subjected to scrutiny by all of our stakeholders. This report aims to do this and more. By setting out a new suite of outcomes, we intend to embark upon a new cycle of determined effort to integrate equality and diversity work across the scope of the council.

We are aware, however, that in making this ambitious shift, we need to rethink our action plan to cover all of the issues identified above including Covid and recovery, emerging legislation, and engagement to hear and build on the lived experience of people in Dundee from protected groups.

In the course of the next year, lockdown allowing, we aim to:

- Undertake a second phase of community engagement
- Identify a number of indicators to measure progress across our strategic outcomes
- Prepare a new equality and diversity action plan to be approved by Dundee City Council and shared with community planning partners
- Present and discuss progress on all of this at a community conference to be held at the end of 2021/22 circumstances allowing

8. Mainstreaming Equality Report and Equality Outcomes 2021-25 for Children and Families Service (Education),

Introduction

The Education Equality Outcomes identified for 2021-2025 have all arisen from the improvement planning processes associated with the Dundee City Plan (Children & Families Service including Poverty-related Attainment gap)) and where relevant the Tayside Plan for Children and Young People. In particular, the strategy/delivery groups with responsibility for Health and Wellbeing; Supporting Learners; and the Corporate Parenting Strategy Group. These groups address the priorities, actions and measures which aim to have a positive impact on protected characteristic groups. More detailed outcomes and actions which relate to nurseries and schools are contained within the 'Supporting Learners Policy Framework'. <http://www.dundee.gov.uk/publication/supporting-learners-policy-framework>

'Our children and young people who experience particular inequalities and disadvantage will achieve health, wellbeing and educational outcomes comparable with all other children and young people.'

The forthcoming UNCRC Bill regarding children's rights has also been taken into account and will be incorporated into wider planning in the Children and Families Service in relation to the provision, protection and participation of children and young people.

This report also reflects the impact which Covid-19 has had on progress since the update provided in 2019. The new Equality Outcomes have therefore taken into account any recovery measures related to the pandemic.

Equality Outcomes in Education

The Equality Outcomes which have been agreed in 2021 form the basis of planning for Equalities and Accessibility in the Children and Families Service. Each Equality Outcome, and the associated tasks follow.

1. Children and young people will not experience discrimination, harassment or victimisation in our education establishments

1.1 Ensure there is a reduction in the number/rate of bullying incidents which are perceived to be motivated by a protected characteristic

The Equality Mainstreaming progress report (April 2019) provided an analysis and baseline measure of bullying incidents which were perceived to be motivated by a protected characteristic. Use of this data, along with implementation of the service's Anti-Bullying Guidance, forms part of schools' self-evaluation and improvement planning under 'Equalities, Wellbeing & Inclusion' (QI 3.1). Analysis of this data over the past 2 years indicates that the overall number of bullying incidents which are perceived to be motivated by a protected characteristic have remained relatively low and stable across sectors and protected characteristics.

The service will continue to monitor incidents and feedback to schools where there are trends or patterns which need to be addressed. The following outcomes and associated actions will also contribute to implementation of the anti-bullying policy.

1.2 Implement policy and practice which supports the development of young people's emotional health and wellbeing and addresses adverse childhood experiences

- All nurseries and schools will continue to implement the national Nurture Approaches Framework which provides a range of actions and self-evaluation measures related to the central place of relationships in promoting children and young people's wellbeing. This will be one feature of the Council's implementation of the Trauma Informed Workforce programme. Our enhanced support for primary age children affected by trauma and adverse childhood experiences based at

Longhagh Support Group continues to achieve good outcomes for targeted children and contributes to the poverty-related attainment gap.

- More targeted approaches will continue for specific groups of children and young people. The AIM programme is one which provides access to education and social inclusion for young people who are unable to attend school as a result of mental health and emotional wellbeing needs. AIM has been developed in partnership with young people and in an environment where the young person's emotional need for connection, belonging and to feel success are met in a positive way. AIM is now in place for every secondary school in Dundee and achieves good outcomes in relation to Wellbeing, attendance, attainment and post-school destinations.
- The recent Emotional Wellbeing Strategy (more information [here](#)) addresses the emotional wellbeing needs of all children and young people. Aligned to this strategy is the implementation of Counselling in Schools which will gather information related to those whose mental health is related to them having a shared protected characteristic.
- The Community Mental Health and Wellbeing Supports and Services Framework and associated funding is in its early phase of implementation with partnership between the Children and Families Service, Third Sector Providers and NHS Tayside. The services which have been procured include those who provide direct support to children and families with shared protected characteristics, e.g. LGBT Youth Scotland; Perth Autism Support; Parent-to-Parent.
- Challenges and recommendations for improvement relate to the need for consistent Health and Wellbeing (HWB) measures of impact related to the range of interventions. It was anticipated that this would be addressed with the introduction of the national HWB Census, which Dundee has been involved with in its pilot phase. However, due to Covid, any further roll-out has been postponed and alternative measures are being promoted which include Glasgow's Wellbeing Measures.

1.3 Raise awareness of the value and diversity of specific needs of pupils in our education establishments who have a protected characteristic.

- The Additional Support for Learning Review (2020) recommended that the diversity and achievements of children and young people with Additional Support Needs are celebrated and widely recognised. We will promote and seek evidence from school and nursery improvement reports which reflect the achievements gained, and the valuable contribution made by children and young people with protected characteristics. Analysis of the awards gained in the Senior Phase over the last 3 years indicates that there has been a gradual improvement in attainment for young people with Additional Support Needs. However, transition to positive post-school destinations needs to improve for those with ASN and is being addressed through the Transitions Strategy and improvement work with Arc Scotland.
- In order to raise awareness of the contribution which children and young people who share protected characteristics make to school life, we will continue to deliver the annual e-learning module with all Education staff in August with reflective questions and prompts/examples of good practice to refer to. This is based on indicators from Education Scotland. Awareness of the needs of children and young people with a disability is raised regularly through different strategic and planning networks with schools and partners, such as the Supporting Learners Management Groups. These groups meet termly to monitor and plan for meeting diverse learning needs in their local community.
- Raising awareness and promoting equality of opportunity for young people who are LGBT has been a focus for improvement over the last four years. With the assistance of LGBT Youth Scotland, we will continue to support schools who are working towards gaining the LGBT Chartermark, and work with local partners through the Community Mental Health and Wellbeing Framework.

- Children and young people who care experienced are at greater risk of inequality, particularly those living with a disability. Our Corporate Parenting Strategy is the means by which we plan, monitor and report on their outcomes in relation to education, and through our Promise that they have the very best support, life chances and opportunities possible so they can lead loving, settled and fulfilled lives well into adulthood.

2. Children and young people will experience equality of opportunity when accessing education and gain a diversity of attainment and achievement awards

2.1 Implementation of the National Improvement Framework, with regard to closing the Poverty-related Equity gap for children and young people who experience inequalities, including those who are care experienced and those with complex needs.

- The priorities and measures for this key outcome are addressed mainly through the Children and Families Plan which takes account of the National Improvement Framework. In order to monitor the extent to which the equity gap is reduced for children and young people with a disability or other protected characteristic, data sampling of targeted cohorts will take place on an annual basis.
- Actions include increasing the diversity of attainment and achievement awards gained for those with ASN; ensuring that all schools provide an environment to meet diverse learning and communication needs; and enabling care experienced children and Care Leavers to develop or maintain positive relationships with their family, friends, professionals and other trusted adults.
- All educational establishments are required to report on Equalities through the Quality Improvement framework. School improvement plans monitor and evaluate under the quality indicator 'Wellbeing, Equalities and Inclusion'.
- The triangulation of data from different sources is necessary in order to gain a meaningful picture of how children and young people with protected characteristics are progressing in education. Performance data related to the National Improvement Framework, such as CfE levels and standardised assessments will continue to be triangulated with sampled data from Seemis (ASN Census); Mosaic (Wellbeing information); and data such as qualifications in other languages and ESOL for those who are bilingual.

2.2 All schools will provide an accessible environment to meet diverse learning and communication needs

- We will continue to make reasonable adjustments for children and young people who share protected characteristics, including those with disabilities and who have EAL (English as an Additional Language). Along with our Allied Health Professional partners we will ensure that appropriate equipment is in place in schools and nurseries for children who have barriers to learning and participation, e.g. specialist Augmentative & Alternative Communication resources; use of BSL and community language interpreters.

The Accessibility and Inclusion Service provides support to children and families across Dundee school/nursery communities in the following ways:

Over the last two years:

- 150 children and young people who are Deaf have been supported to access both remote and in-person learning with either BSL or other interpretation and adaptations
- Similarly, children and young people with a visual impairment have received technological and teaching support in order to access learning
- 189 nursery and pre-nursery children and their families have been supported by our Autism/social communication team. Work has centred around supporting parents to meet their children's social communication and emotional regulation needs; supporting the transition of children into early

learning settings/school and gathering and sharing the necessary information for Early Years managers to ensure children are placed in the most appropriate setting.

- 108 children and young people with autism in our primary and secondary schools have benefitted from additional specialist teaching support. Our teachers have also worked in collaboration with mainstream staff to embed strong universal provision for all pupils and to meet the needs of those children/young people who require additional, targeted support. Staff also work alongside the child's family to support them with strategies they can use at home.
- Enhanced Support Areas (ESAs) have been established in identified schools in every local community. Using the coaching from the AIS along with the ABLe framework (www.ableschools.org.uk) as a basis for universal inclusive classrooms, schools will be validated where they meet the standards for Enhanced Support Areas. This includes practice which meets diverse social and communication needs and is Autism-friendly.

Across all education settings in Dundee there are 2197 bilingual children and young people using a total of 82 unique languages. In the last two years:

- Over 300 bilingual children and young people have benefitted from support from the EAL team, with all pupils making very good progress through the stages of language acquisition. Strong progress has been recorded in both oral and written literacy.
- 36 young people have gained SQA National 5/Higher ESOL qualifications, with 20 further young people currently studying for these qualifications
- 96% of our bilingual young people attained literacy and numeracy at SCQF Level 4 or better last year. 100% went on to a positive destination after leaving school.
- 71 Refugee children/ young people have been supported to acquire both spoken and written English
- Due to the team being able to support in both English and mother tongue the team have provided an essential role in enabling regular communication between home and school during the Covid pandemic.
- Traveller education: in Dundee schools, 20 children and young people identify their ethnicity as Gypsy/Traveller. Where needed, the AIS provide direct teaching support, advice and guidance to schools and act as liaison between home and school. Additionally, AIS deliver direct teaching to the children of Travelling Show people, who arrive biannually with travelling carnivals and funfairs.

Almost all of our schools provide an accessible environment, other than a few Victorian buildings. Regular overview with City Development and Children & families Service monitors the need for any work required to adapt schools for specific accessibility needs. Officers in the service work closely with Principal Teachers in schools to implement Good Practice checklists which focus on the accessibility of Communication and Curriculum. This includes ensuring that classrooms and changing/toilet facilities are physically accessible; use of ICT and technology to facilitate communication; sound systems and BSL interpreters for Deaf pupils; and use of Braille and assisted technology for those with a visual impairment. For those sitting SQA assessments/exams, arrangements are put in place for reader, scribe and use of ICT.

3. Children and young people will experience a sense of inclusion, belonging and participation

3.1 Ensure that children and young people with complex and enduring needs experience high quality support within their local community; and that their views are heard

3.2 Partnership working to increase the opportunities for young people to be included in leisure and recreation activities in their local community

Learning and workforce development for support assistants in nurseries and schools over the last 4 years has included joint working with D&A College to deliver a professional development award. We will increase the number of Senior Learning & Care Practitioner posts to build the capacity of support assistants in cluster areas and develop specialisms in intimate health and care needs; communication needs; and social and emotional needs.

The Active Schools programme works in partnership with the Children & Families Service to identify school communities where children with additional support needs can have greater accessibility to sport and leisure facilities. The number of children and young people with a disability accessing sport activities in their local community has been gradually increasing, however Covid-19 has affected participation rates for all pupils during lockdown periods.

The Active Schools team have been able to identify those pupils who are inactive and who may experience a financial barrier to participating in sport and physical activity. A new policy came into effect in April 2020 which will mean that any sport or physical activity opportunity that takes place before school at lunchtimes or directly after school will be free at the point of participation. This has led to a continued increase in participation from pupils who live in SIMD 1 & 2 both in clubs at school and at events throughout the city, prior to lockdown periods.

The introduction of the Assessment & Resource Pathway for Complex ASN (Disabilities) has since been incorporated into the Family Support Framework and is in place to support families including those who share protected characteristics.

Our Equality Duty in regard of Education Staff

We have a duty to apply the General Duty in regard of staff employed by Dundee City Council to work within the Children and Families Service. As such, education staff benefit from the support of corporate policy and procedures for recruitment, retention, absence management, and reasonable adjustments.

The Children and Families Service utilises a reporting system to monitor violent incidents involving members of staff. The system allows reports to be run which identify if the incident was motivated by a protected characteristic.

Employment information, for Education staff, relating to: protected characteristics, equal pay, recruitment, development and retention can be viewed by clicking on the following link <http://www.dundee.gov.uk/equanddiv> to the corporate Equality Outcomes.

Consultation and Involvement

Consultation and involvement are an on-going process which promotes dialogue and stimulates change through network groups with parent and partner groups. Focus groups, parental/pupil/staff surveys, school reviews, staff professional development and review process are all examples of methodology used on an on-going basis as a means of consulting and involving others. Consultation with communities formed part of the wider consultation for establishing the Education Equality Outcomes; along with developing the Supporting Learners Policy Framework.

Dundee City Council Children & Families Service (Education)
 Authority Improvement Plan 2021-25

Project/ Service Improvement Equality Outcomes to eliminate discrimination, advance equality and foster good relations.				
Drivers including Lead Officer	Outcome	Evidence	Intermediate Outcome	Timescale
Children & Families: UNCRC; National ASL Review; Promoting Fairness Delivery Group Plan Supporting Learners Policy Framework How Good Is Our School 4: QI 3.1 Wellbeing, Equalities & Inclusion <i>Protected characteristics: Disability; Gender re- assignment; Race; Religion or belief; Sex; Sexual Orientation</i>	1. Children and young people will not experience discrimination, harassment or victimisation in our education establishments	Equalities Bullying data 2021-23	1.1 Ensure there is a reduction in the number/rate of bullying incidents which are perceived to be motivated by a protected characteristic.	2023
		Inclusion statement as part of the charter in Connected Tayside: An Emotional Health and Wellbeing Strategy for Children and Young People (2020 – 2023)	1.2 Implement policy and practice which supports the development of friendships and support structures for young people including: Nurture Approaches Framework for all nurseries and schools; Emotional Health & Wellbeing Strategy; AIM for Schools provision for young people experiencing anxiety	2023
		Number of schools/nurseries implementing Nurture Framework; de-escalation and physical intervention data	1.3 Raise awareness of the value of the diversity of difference – and specific needs – of pupils in our education establishments who have a protected characteristic	2022
		Number of schools gaining LGBT charter UNCRC self-evaluation framework Implementation of Cost of the School Day action plan Key Performance Indicators identified in C&FS Plan for complex and additional support needs; and LAAC/LAC	1.4 Prevent and challenge discrimination through a planned progressive PSE/HWB programme and IDL. 2.1 Children and young people who may be vulnerable and require reasonable adjustments will have barriers removed to enable their full access to education, e.g. use	2022
UNCRC; National ASL Review; Children & Families Service Plan for Dundee City Council	2. Children and young people will experience equality of opportunity			2021-22

<p>Supporting Learners Policy Framework</p> <p>How Good Is Our School 4: QI 3.1 Wellbeing, Equalities & Inclusion</p> <p>Our Promise 2021-23</p> <p><i>Protected characteristics: Disability; Gender re-assignment; Race; Religion or belief; Sex</i></p> <p>UNCRC; National ASL Review; Children and Families Service Plan for Dundee City Council</p> <p>Supporting Learners Policy Framework</p>	<p>when accessing education</p> <p>3. Children and young people will experience a sense of inclusion, belonging and participation</p>	<p>ASN Census data 2021 - 2025</p> <p>Exam results for young people taking community language qualifications and ESOL; and those taking BSL qualifications</p> <p>Increased uptake of Modern & Graduate Apprenticeship schemes for young people from BAME communities</p> <p>Access and attainment for young people from Gypsy & Traveller Communities</p> <p>QI/SIP evaluations</p> <p>Improved post-school transitions data</p> <p>Number of young people trained and committed to peer support in inclusion groups. No of disabled children attending groups in the locality once established</p> <p>FORT data: number of families accessing support through the</p>	<p>of ICT and specialist equipment; inclusive pedagogy; more diverse senior phase pathways.</p> <p>2.2 Implementation of the National Improvement Framework across all nurseries and schools, with regard to closing the Equity gap for children and young people who experience inequalities, including those who are care experienced and those with complex needs.</p> <p>2.3 All schools will provide an accessible environment to meet diverse learning and communication needs</p> <p>2.4 Implementation of Transitions Strategy with Arc Scotland</p> <p>2.5 Implementation of our Promise and Corporate Parenting Strategy Outcomes</p> <p>3.1 Inclusion for disabled children in local community groups.</p> <p>3.2 Families will be able to access support through the Family Support Framework including support</p>	<p>2021-22</p> <p>2023</p> <p>2021-22</p> <p>2021-23</p> <p>2021-22</p> <p>2021-22</p>
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<p>How Good Is Our School 4: QI 3.1 Wellbeing, Equalities & Inclusion</p> <p><i>Protected characteristics: Disability; Gender re-assignment; Race; Religion or belief; Sex</i></p>		<p>Family Support Framework</p>	<p>services for community mental health and wellbeing</p>	
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9. EQUALITY IN EMPLOYMENT

Equality, diversity and fairness continues to underpin everything the council does. Our People Strategy acknowledges that it is through having an engaged, skilled, motivated and diverse workforce that we will realise our ambitions to provide excellent services and achieve positive outcomes for the city.

The employment information detailed in Appendices 1 and 2 provides a picture of our workforce and, together with local and census data, we will use this information to help us inform and influence our priorities and outcomes over the coming 2 years and meet our legal obligations under the Equality Act 2010 to: -

- eliminate unlawful discrimination, harassment, victimisation and any conduct prohibited by the Act
- advance equality of opportunity between different groups
- foster good relations between different groups

Appendix 1 contains our equal pay statement, gender pay gap, disability pay gap, ethnicity pay gap and occupational segregation information; and Appendix 2 contains employment equality monitoring data.

We will aim to show the actual experiences and life chances of our local people and all our employees - we want them to see real, measurable and positive experiences for all of our communities.

The outcomes below outline our ambitions for the Council as an employer for the next 2 years, which will be developed and measured on an ongoing basis.

- equality and diversity training will be in place for senior leaders.
- achieve recognition for having a Trauma Informed workforce.
- revised data definitions for recording equality data for our employees will be implemented having engaged with employees and TUs.
- leadership and development opportunities will be promoted for our workforce.
- engage with our workforce to develop career progression and promotion in the Council
- revised recruitment and selection of young people will be in place.
- attract candidates from protected characteristics through employability opportunities.
- achieve digital inclusion across the workforce.
- understand racism and barriers to promotion and development in the Council by engaging with our employees and service users.
- our recruitment practice will reflect the Scottish Government's toolkit.
- monitor applicants for job opportunities and take appropriate actions.
- take action to address any issues identified by the published gender, disability and ethnicity pay gaps.

EQUAL PAY STATEMENT

Dundee City Council is committed to ensuring employees are not discriminated against regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Dundee City Council is committed to ensuring that men and women should receive equal pay for the same or broadly similar work, for work related as equivalent and for work of equal value.

Equal Pay Objectives

Dundee City Council is committed to ensuring equal pay structures for all its employees and will:-

- Regularly review pay and rewards systems to eliminate any unfair, unjust or unlawful practices that impact on pay.
- Undertake equal pay audits to monitor the impact of its pay structure and report the findings to the Council Management Team.
- Take appropriate action in response to audits, as required.
- Provide training and guidance for those involved in determining pay.
- Respond to grievances on equal pay in accordance with the Council's Grievance Policy.
- Work in partnership with its recognised trade unions to ensure that the Council provides equal pay.
- Review progress every four years.

Gender Pay Gap Information

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 required Dundee City Council to publish gender pay gap information by 30 April 2013 and every two years thereafter.

The provision of the information for 2021 derives from workforce data gathered from the Councils HR Pay System Resourcelink as of 1 April 2019 to 31 March 2020.

The Council has 4 separate grading structures

- Local Government – Grades 1 to 19 underpinned by job evaluation using the SJC Job Evaluation Scheme for local government employees.
- Teachers – Job sized in accordance with SNCT
- Craft – SJNC Craft Conditions, Craft Apprentices are based on a percentage of these.
- Modern Apprentices – based on grade 4 of the SJC Job Evaluation Scheme for Local Government employees

Revised Pay & Grading Structure

A report (107-2021) to Policy & Resources Committee on 8 March 2021 updated elected members on work undertaken in conjunction with the trade unions, to redesign the Council Pay and Grading structure and to seek agreement to work with the trades unions to implement a revised Pay and Grading structure, which fully embeds the Scottish Local Government Living Wage (SLGLW). (Article II of the minute of meeting of the Policy and Resources Committee of 8th March, 2021 refers)

An Equality Impact Assessment was carried out to assess the gender impact and equality implications on workers in Grades 1 to 5. The outcome of this assessment was that 81.58% of female employees and 67.6% of male employees will receive a pay increase of more than 1.4% from their basic pay when assimilated to the proposed pay and grading structure and there are no 1-5 grades where the pay gap is greater than 2% with the overall pay gap improving from female being paid 98.35% of male pay to 99.14%, which is within the EHRC tolerances. Consideration was also given to Ethnicity, disability, religion, age and sexual orientation and overall in these areas the assessment also showed no negative bias, impact and in most cases showed an improvement in the overall pay gap with no significant issues

on a grade by grade basis. Overall, the proposed pay and grading structure shows a marginally higher percentage increase in salary for female employees 3.42% compared to 2.6% for male employees resulting in a narrowing of the overall gender pay gap in basic pay for grades 1 to 5.

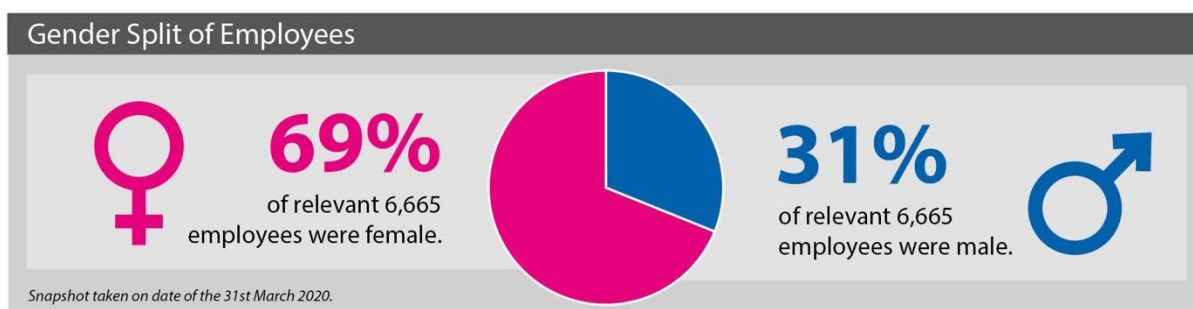
Gender Pay Gap

The gender pay gap is not the same as equal pay, it is the difference in the average hourly wage of all men and women across the workforce whereas, equal pay is the equal payment of men and women for undertaking work of equal value across the organisation.

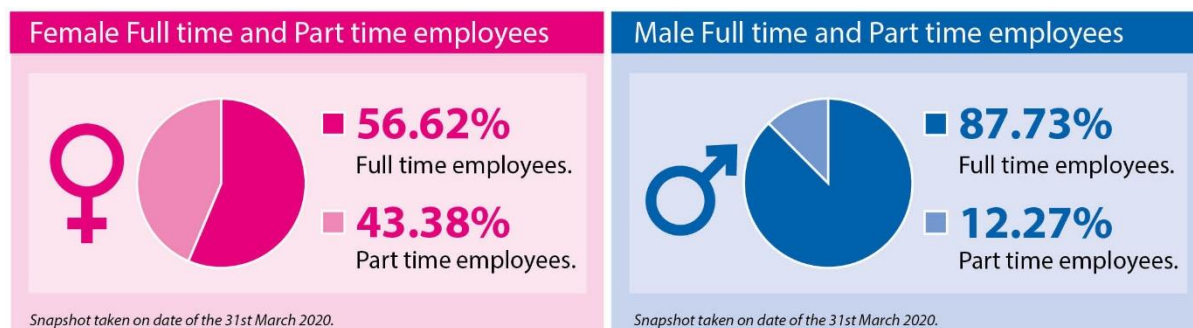
Calculation of the gender pay gap

The gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average pay of all male employees and average pay of all female employees. The calculations are based on the snapshot date of the 31 March 2020 and cover all relevant employees.

The headcount of our relevant employees is 6,665 with a gender split of 69% females and 31% males.



Of the 4571 females 56.62% were full time, 43.38% were part-time. Of the 2094 males 87.73% were full time and 12.27% were part-time.



Our gender split is broadly similar to most other local authorities in having around two thirds of the workforce as female and a larger number of females with part-time posts compared to males.

Mean gender pay gap

The mean of a group of values is the sum of all values added together and divided by the number of values in the set. The mean hourly rate is the average hourly rate across the entire organisation. The mean gender pay gap is a measure of the difference between women's mean hourly rate and men's mean hourly rate. The gender pay gap is arrived at by calculating the average hourly rate, excluding overtime, for two groups and expressing the difference as a percentage.

The mean average gender pay for Dundee City Council is 1.12%. Therefore, for every £1 that a male employee earns, a female employee would earn 98.88 pence.

Mean Male Hourly Rate	Mean Female Hourly Rate	Mean average difference in favour of males
£16.97	£16.78	1.12%

Median gender pay gap

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly rate of the person in the middle; the median gender pay gap is the difference between the women's median paid hourly rate (the middle-paid woman) and men's median hourly rate (the middle-paid man) and expressing the difference as a percentage.

The median average gender pay gap is 12.53% in favour of males. Considering the detail in this way would suggest that for every £1 that a male employee earns, a female employee will earn 87.47 pence. Consideration will be given as to the reasons the differences in the median hourly rates between male and female.

Median Male Hourly Rate	Median Female Hourly Rate	Median average difference in favour of Males
£15.16	£13.26	12.53%

Mean Bonus analysis

The mean average gender pay for bonus is 12.58%. Therefore, for every £1 that a male employee earns, a female employee would earn just 87.42 pence.

Bonus is paid to craft employees within the Construction arm of Neighbourhood Services.

Mean Male Annual Bonus	Mean Female Annual Bonus	Mean average difference in favour of males
£13,320.89	£11,645.28	12.58%

Median Bonus Analysis

The median average gender pay gap for bonus is 4.99% in favour of males. Considering the detail in this way would suggest that for every £1 that a male employee earns in bonus, a female employee will earn 95.01 pence.

Median Male Annual Bonus	Median Female Annual Bonus	Median average difference in favour of males
£12,257.44	£11,645.28	4.99%

Proportions of Employees in receipt of Bonus

There are 288 males (including 7 craft apprentices) in receipt of a bonus and this equates to 13.75% of all males employed, whereas there are 2 females in receipt of a bonus payment and this equates to 0.04% of females employed.

Quartiles

A quartile is one of three points that divide data into four equal parts. The quartiles have been split as closely as possible to contain the same number of employees in each quartile. Where employees with the same hourly rate fall between two quartiles, they have been evenly distributed as male and female to alleviate any bias.

Quartile	Female	Male	No. of Employees	Min Hourly Rate	Max Hourly Rate £
Lower Quartile 1	1174 (70.47%)	492 (29.53%)	1666	£4.20	£11.79
Lower Middle Quartile 2	1232 (73.95%)	434 (26.05%)	1666	£11.79	£14.13
Upper Middle Quartile 3	987 (59.24%)	679 (40.76%)	1666	£14.14	£21.83
Upper Quartile 4	1178 (70.67%)	489 (29.33%)	1667	£21.87	£80.34

The expectation would be that the gender breakdown in each quartile would reflect the overall breakdown of 69% female and 31% male. The quartile analysis shows that quartile 3 is furthest from the overall breakdown. Quartile 3 is made up of a high proportion of traditionally male roles such as construction, Engineers, Clerk of Works, Architects, Mechanics etc. which may account for some of the difference in terms of the overall 69% female, 31% male split.

Disability Pay Gap Information

The mean average disability pay gap is 6.58% in favour of non-disabled. Considering the detail in this way would suggest that for every £1 that a non-disabled employee earns, a disabled employee will earn 93.42 pence.

Mean Disabled Hourly Rate	Mean Non-Disabled Hourly Rate	Mean average difference in favour of non-disabled
£15.76	£16.87	6.58%

The median average disability pay gap is 6.36% in favour of non-disabled. Considering the detail in this way would suggest that for every £1 that a non-disabled employee earns, a disabled employee will earn 93.64 pence.

Median Disabled Hourly Rate	Median Non-Disabled Hourly Rate	Median average difference in favour of non-disabled
£13.26	£14.16	6.36%

Minority Ethnic Group Pay Gap Information

The mean average minority ethnic pay gap is 5.19% in favour of minority ethnic groups. Considering the detail in this way would suggest that for every £1 that a minority ethnic group employee earns, an employee not in a minority ethnic group will earn 94.81 pence.

Mean Minority Ethnic Group Hourly Rate	Mean Not a Minority Ethnic Group Hourly Rate	Mean average difference in favour of minority ethnic group
£17.54	£16.63	5.19%

The median average minority ethnic pay gap is 12.53% in favour of employees not in minority groups. Considering the detail in this way would suggest that for every £1 that an employee not in a minority group earns, a minority group employee will earn 87.47 pence.

Median Minority Ethnic Group Hourly Rate	Median Not a Minority Ethnic Group Hourly Rate	Median average difference in favour of Not a Minority Ethnic Group
£13.26	£15.16	12.53%

Occupational Segregation

The causes and drivers of the gender pay gap are complex and interrelated and include occupational segregation of men and women into different job sectors and industries, more opportunities for flexible working, and increasing the representation of women in senior roles.

The following tables detail:

- A summary of post titles held by 10 or more male employees
- A Summary of post titles held by 10 or more female employees
- A summary of males and females by grade
- A summary of disabled and non-disabled employees by grade
- A summary of employees who are members of minority ethnic groups or not by grade.

SUMMARY OF GENDER BY POSTS (Extract of posts containing 10 or more males)

Post Title	Females	Males
Accounts/Benefits Assistant	25	18
Area Officer	<10	11
Assistant Engineer	<10	18
Clerical Assistant	98	10
Corporate Recovery Officer	19	10
Craftsman's Labourer	0	21
Depute Head Teacher	47	13
Driver	<10	20
Driver (Non-Hgv)	0	36
Electrician	0	17
Electrician (Approved)	0	27
Engineer	<10	11
Environmental Operative	<10	12
Gardener	<10	53
Gardener (Chargehand)	0	14
Grounds Maintenance Operative	0	37
Head Teacher	38	13
Joiner	<10	68
Learning & Care Assistant	244	13
Lgv Driver	0	33
Mechanic	0	11
Music Instructor	<10	19
Painter	<10	40
Parking Attendant	<10	10
Plasterer	0	12
Plumber (Advanced)	0	23
Principal Teacher	102	65
Principal Teacher (Guidance)	28	10
Probationer Teacher Placement	60	18
Project Supervisor (Community Payback)	0	10
Refuse Collector	0	53
Refuse Collector (Chargehand)	0	34

Safety & Alarm Cntr Controller/Responder	0	23
Senior Engineer	0	11
Senior Manager	<10	14
Slater	0	10
Social Care Officer	158	38
Social Care Worker	356	54
Social Worker	161	22
Street Sweeper	0	25
Teacher	815	194
Team Manager	44	14
Technical Services Officer	<10	12

SUMMARY OF GENDER BY POSTS (Extract of posts containing 10 or more females)

Post Title	Females	Males
Accounts/Benefits Assistant	25	18
Administrative Assistant	46	<10
Administrative Officer	45	0
Asn Travel Assistant	23	<10
Assistant Youth Worker	17	<10
Care Manager	27	<10
Clerical Assistant	98	10
Community Learning & Development Worker	56	<10
Cook	12	<10
Corporate Recovery Officer	19	10
Customer Services Adviser	14	<10
Customer Services Advisor	11	0
Depute Head Teacher	47	13
Domestic Assistant	31	<10
Early Years Educator	282	<10
Early Years Practitioner	55	0
Early Years Support Assistant	107	<10
Education Resource Worker (S&Fd)	24	<10
Educational Psychologist	10	0
Family Support Worker	34	<10
Head Teacher	38	13
Health & Wellbeing Assistant	15	<10
Home Care Worker	24	<10
Kitchen Assistant	10	0
Learning & Care Assistant	244	13
Learning & Organisational Dvlpmt Adviser	11	<10
Lettings Officer	10	<10
Modern Apprentice Early Years Educator	20	0
Occupational Therapist	11	<10
Primary Early Years Support Assistant	172	<10
Principal Teacher	102	65
Principal Teacher (Guidance)	28	10
Probationer Teacher Placement	60	18

Pupil Support Assistant	13	<10
Pupil Support Worker	18	<10
Secondary School Support Assistant	40	0
Secretary	15	0
Senior Clerical Assistant	37	<10
Senior Clerical Officer	10	0
Senior Early Years Practitioner	40	<10
Senior Family Support Worker	13	0
Senior Learning & Care Practitioner	11	0
Senior Social Care Officer	25	<10
Senior Social Care Worker	18	<10
Sheltered Housing Auxiliary	12	<10
Sheltered Housing Warden	41	<10
Social Care Officer	158	38
Social Care Organiser	20	<10
Social Care Worker	356	54
Social Worker	161	22
Support Worker	59	<10
Teacher	815	194
Teacher Nursery	26	0
Teacher Of Enhanced Provision	14	<10
Team Manager	44	14

SUMMARY OF GENDER OF EMPLOYEES BY GRADE

Grade	Females	Males
LGE 01	34	<10
LGE 02	33	13
LGE 03	239	132
LGE 04	383	114
LGE 05	220	155
LGE 06	508	272
LGE 07	1037	174
LGE 08	253	119
LGE 09	141	90
LGE 10	129	116
LGE 11	264	117
LGE 12	63	29
LGE 13	18	37
Craft	<10	283
Craft Apprentice	0	36
Depute/Head Teacher	83	29
Education Officer	<10	0
Education Psychologist	12	0
Education Support	<10	0
Modern Apprentice	26	10
Music Instructor	<10	22
Principal Teacher	141	77
Senior Management	29	45
Teacher	874	198
Probationer Teacher	60	18
Grand Total	4571	2094

SUMMARY OF NON-DISABLED AND DISABLED EMPLOYEES BY GRADE

Grade	Non-Disabled	Disabled
LGE 01	38	<10
LGE 02	44	<10
LGE 03	344	27
LGE 04	483	13
LGE 05	360	13
LGE 06	749	31
LGE 07	1164	45
LGE 08	355	17
LGE 09	220	10
LGE 10	229	12
LGE 11	354	20
LGE 12	88	<10
LGE 13	53	<10
Craft	284	<10
Craft Apprentice	35	<10
Depute/Head Teacher	111	<10
Education Officer	<10	0
Education Psychologist	11	<10
Education Support	<10	0
Modern Apprentice	36	0
Music Instructor	27	<10
Principal Teacher	210	<10
Probationer Teacher	77	<10
Senior Management	72	<10
Teacher	1051	21
Grand Total	6410	237

SUMMARY OF MINORITY ETHNIC GROUPS BY GRADE

Grade	Minority Group	Not a Minority Group	Prefer not to Answer
LGE 01	<10	37	<10
LGE 02	<10	39	<10
LGE 03	13	319	39
LGE 04	37	398	62
LGE 05	<10	344	22
LGE 06	37	672	71
LGE 07	38	1059	114
LGE 08	16	336	20
LGE 09	<10	210	13
LGE 10	15	219	11
LGE 11	23	341	17
LGE 12	<10	83	<10
LGE 13	<10	49	<10
Craft	<10	247	36
Craft Apprentice	0	35	<10
Depute/Head Teacher	<10	95	13
Education Officer	0	<10	0
Education Psychologist	<10	<10	<10
Education Support	<10	<10	<10
Modern Apprentice	<10	24	<10
Music Instructor	0	17	12
Principal Teacher	12	159	47
Probationer Teacher	20	40	18
Senior Management	<10	71	<10
Teacher	90	794	188
Grand Total	342	5608	715

Working to Close the Gap

The headline pay gap for this council is very low and well within the acceptable levels. We are committed to introducing measures to reduce our gender pay gap and any inequalities in specific areas. We will undertake further analysis to gain insight into how the overall figure is made up and will concentrate on understanding the reasons for differences.

EMPLOYEE EQUALITY MONITORING

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires all listed public authorities to take steps to gather information on the composition of the authority's workforce and information on recruitment, development and retention of employees relating to the relevant protected characteristics.

The public sector equality duty covers the following characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The purpose of the legislation is to ensure that public authorities: -

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

Information

The information detailed in this report has been compiled from a number of different and independent information systems. These systems are Resourcelink (HR/Payroll System), TalentLink (National Recruitment Portal), MyLearn (Council's corporate training database), Brightwave (Council's e-learning management system) and the Council absence management system.

The Equality Act requires local authorities to report on the composition of their Education Authority separately from the rest of the authority's employees. To that end the employees of the Education Service have been reported separately in the attached Appendices.

In accordance with the Equality and Human Rights Commission guidance, no record of less than ten has been reported in the attached Appendices.

MyView - Self Services System

The Council has a self-service module in Resourcelink called 'MyView'. This module allows employees who have access to computer facilities to update their own records relating to their personal and equality information. This approach has helped improve the accuracy and disclosure levels of existing employees.

A case management system has been created to record all employee disciplinary and grievances allowing the Council to report on the equality information held in Resourcelink (HR/Payroll System) in relation to these processes.

Due to the range of jobs undertaken across the Council, a significant number of employees do not have access to computer facilities, however attention has been given over the last 24 months to roll out the 'MyView' module to employees allowing access from their own personal devices at home, to maintain and update their personal information.

Non-Disclosure of Employee Equality Information

Table 1	Non-Disclosure Rates	
	Education	Council
Race	16.14% (22.1%)	11.22% (13.7%)
Religion or Belief	29.14% (31.2%)	25.20% (26.9%)

The above table details non-disclosure rates for employees who either did not answer the question or chose not to provide their details.

The Council has full disclosure rates for employees with regards to age and gender. Table 1, above details the non-disclosure rates for race and religion or belief. These levels have improved since 2016 with the 2016 figures shown in italics and brackets.

Disability has high disclosure rates with only 0.73% of employees failing to disclose if they have a disability or not. However, of the 252 employees who indicated they have a disability, 41 have chosen not to provide details of their disability resulting in a 16.27% non-disclosure rate.

There is a high non-disclosure rate for Sexual Orientation with 67.03% of employees not disclosing their sexual orientation. A high percentage of the non-disclosure is with existing employees who were employed prior to this information being originally requested. The non-disclosure for Marital Status is 7.29%. Non-disclosure rates continue to drop due to the turnover in employees and the efforts being made to encourage new starts and existing employees to fully disclose their information.

Dundee City Council will update the equality definitions in the Council's HR/Pay System Resourcelink in line with the 2021 Census and following this there will be communication to all employees through existing communication channels and in conjunction with the trade unions to communicate the requirement and merits of disclosing equality information. It is hoped that along with the success of rolling out MyView self-service which resulted in a high number of employees now having access to update their equality information directly into the HR/Pay System, that this approach will help facilitate greater disclosure of information.

New Starts

Following the introduction of the pre-employment new start process in 2018, new employees have been able to enter their equality information directly into the HR/Pay System Resourcelink using 'MyView'. This originally resulted in the new starts non-disclosure rates for religion reducing from 26% in 2016 to 22.05% in 2018 and non-disclosure rates for race reducing from 25% in 2016 to 10.65% in 2018. However, in 2020 the non-disclosure rates for new starts for religion increased to 48.8% and race increased to 17.07%. Efforts will continue to be made to communicate the merits of disclosing equality information in order to keep non-disclosure to a minimum.

Maternity and Pregnancy

133 females returned from maternity leave during 2020, with 9 leaving employment at the end of their maternity leave or soon after their return.

There were 63 females who reduced their hours on return from maternity leave or shortly thereafter. 52 females moved from full time to part time on return from maternity. There were 36 working full time prior to going off on maternity leave and continued to work full time after their return. Currently there is no method of recording employees who failed with their flexible working request as this is done at Service level by the managers.

The average length for maternity leave across the 133 females was just under 9 months with the highest being 12 months and the lowest being two months.

No females who were pregnant or off on maternity leave were subject to disciplinary proceedings or lodged a grievance.

Recruitment

In 2020, the Council recruited on 262 occasions employing 676 people on a permanent, temporary or casual/supply basis. From the information detailed in the attached Appendices, 4.72% of applicants stated that they have a disability, 4.86% of shortlisted candidates advised they have a disability and 3.70% of successful candidates advised that they have a disability. 7.92% of applicants came from a minority ethnic group, 6.32% of shortlisted candidates advised they came from a minority ethnic group, with 6.07% of successful candidates advising that they came from a minority ethnic group. 4.36% of applicants identified themselves with a non-Christian religion or belief, 3.91% of shortlisted candidates identified themselves with a non-Christian religion or belief and 3.11% of successful candidates identifying themselves with a non-Christian religion or belief.

Sexual Orientation

Previously only new starts had the opportunity to provide this information, however since the roll out of 'MyView' employees had the opportunity to update their personal information including sexual orientation.

0.87% employees identify themselves as bisexual, gay, lesbian or other sexual orientation. There is a high level of non-disclosure for sexual orientation and therefore efforts will be made to communicate the requirement and merits of disclosing equality information.

The National Recruitment Portal allows the Council to report on the sexual orientation of all job applicants, shortlisted and successful applicants.

4.50% of applicants identified themselves as bisexual, gay, lesbian or other sexual orientation. 4.59% of shortlisted candidates identified themselves as bisexual, gay, lesbian or other sexual orientation and 3.70% of successful candidates identifying themselves as bisexual, gay, lesbian or other sexual orientation. Sexual orientation for recruitment has a high level of disclosure with only 10.54% of job applicants failing to disclose their sexual orientation.

Gender Reassignment

Currently, no information is recorded where an employee has identified themselves as transgender.

7 job applications were received from individuals who identified themselves as being transgender and 1 of the candidates were successful with their application.

Marital Status

40.87% of employees are in a marriage or civil partnership. Marital status has a high level of disclosure for employees with only 7.29% non-disclosure.

The National "Recruitment Portal allows the Council to report on the marital status of all job applicants, shortlisted applicants and successful applicants.

30.87% of applicants identified themselves as being married or in a civil partnership. 29.35% of shortlisted candidates identified themselves as being married or in a civil partnership and 26.33% of successful candidates identified themselves as being married or in a civil partnership. Marital status has a high level of disclosure with only 8.33% of job applicants failing to disclose their marital status.

Disability Related Absence

The Council developed an absence management system which enables the recording and monitoring of absence which are related to an employee's disability. In 2020, 79 instances of absences were recorded as being related to an employee's disability and accounted for 2856.5 lost working days or 4.36% of the total days (excluding COVID) lost to absence that year.

The average length of an absence related to a disability was 36 days. However, it should be noted that 32 absences were over 36 days in duration accounting for 2447 days lost, averaging 76 days per absence. The remaining 47 absences which were less than or equal to 36 days accounted for 409.5 days lost, averaging 8.71 days per absence.

The average length of an absence in the Council is approximately 12 days. When the absences lasting over 36 days are excluded from the calculation, employees with disabilities compare favourably with the Council's average.

The absence management system ensures that all absences are dealt with in accordance with Council procedure and that support where necessary is provided at an early or appropriate stage.

Management continues to work collaboratively with the Trade Unions on the health and wellbeing agenda, with various actions being taken forward. The Council's Health and Wellbeing Framework has been launched which provides a strategic and holistic approach to health and wellbeing in the workplace and an associated action plan.

A focus on wellbeing is even more relevant now and will be for the foreseeable future, as some employees will feel the wellbeing impact of the ongoing pandemic and beyond. As a direct response to this, the [Employee Wellbeing Support Service – COVID-19](#) was launched in May 2020 to support the health and wellbeing of employees impacted by the ongoing COVID-19 pandemic. The Service uses the Scottish Government's Staff Wellbeing Division's national framework to support and respond to psychosocial and wellbeing needs of all Dundee City Council, Dundee Health & Social Care Partnership employees, and is also available to be used by key partners, carers, volunteers, and community groups. The Service focuses on signposting to self-directed supports, coping strategies and resources, informal peer support, mentoring and coaching, trauma Recovery, trauma-focused peer support, trauma-based Leadership and supporting the well-being and psychological response for employees through all phases of COVID-19 and beyond. The Service continues to liaise directly with those tasked with supporting more general health & wellbeing across the organisation.

The Council introduced a Health & Wellbeing pulse survey in 2020. This has continued at regular intervals, with a focus on wellbeing, and will evolve to support broader approaches to employee engagement throughout 2021 and beyond. The findings and trends over time will be used to support wellbeing and other improvements.

All measures will be monitored with an expectation that, together these will support employees to sustain attendance at work.

Employee Personal Development Review

Dundee City Council offers employees an annual Employee Personal Development Review (EPDR) during which training and development needs are assessed and planned for. Due to the ongoing changes within the Council and our current learning and development system not recording all EPDR's, it has not been possible to fully record all instances where an employee has had an EPDR. As development opportunities are typically agreed at EPDR meetings and over 22,812 occasions of training and development having occurred in 2020 it can be concluded that EPDR's are taking place and Dundee City Council's workforce have benefited from the EPDR process.

Training and Development

In 2020, Dundee City Council employees attended 22,812 individual training or development opportunities underlining the Council's commitment to developing its workforce and providing the best possible services to the people of Dundee.

Equality and Diversity training is available to all employees, irrespective of the duties they undertake, in a bid to ensure that equality and diversity principles are instilled in all Council services. 387 employees attended training or development sessions specifically dealing with equalities issues in 2020.

Modern Apprentice/Young Workforce

Dundee City Council is committed to developing its workforce and providing job opportunities for the young people of Dundee. 56 young people in 2020 were undertaking apprenticeships within the Council ranging from traditional trades apprenticeships to Social Care, Business Administration and Information Technology, graduate apprenticeships etc.

The apprenticeships range in duration from one year to four years and the qualifications range from SVQ to degree level. On the successful completion of the apprenticeship, many of the young people will be placed in the post permanently, subject to a competency-based interview.

Dundee City Council is also committed to supporting the Scottish Government's COVID19 recovery plan and will aim to provide trainee opportunities for 10 young people on Department for Work and Pension's Kickstart Scheme. This will also be further enhanced by the development of additional apprenticeship opportunities funded through the Scottish Government's Young Person Guarantee Scheme

40.34% of Council employees are over the age of 51 and 10.34% are over the age of 61. In order to maintain service delivery, it is essential that the Council has a strategy in place to plan for the aging workforce. Dundee City Council has an ambitious programme of strategic change to ensure we continuously develop and improve services which are sustainable for the future, while taking into

consideration our demographic profiles of our workforce to ensure we factor this into service plans. The council has developed an interactive workforce data tool to assist management in services to examine their current workforce and succession planning and talent management workshops and e-resources have also been developed to support managers in this area. The workforce planning tool is supporting the youth employability service to identify service areas where opportunities for young people, through the Dundee Young Person's Guarantee, can be developed which support succession planning and enhancement of the wider workforce.

Census Information

When comparing Dundee City Council employee information against 2011's census information, it becomes apparent that the Council's workforce is under-represented across many of the equality characteristics.

The minority ethnic groups total 5.85% of all Council employees, whereas these groups comprise of 10.64% of Dundee's population. White British account for 89.36% of Dundee's population and accounts for 82.93% of the Council's workforce. Non-disclosure rates total 11.22% and only when the non-disclosure rates for this characteristic are addressed will accurate comparisons be possible. Since 2016 the percentage of employees from minority ethnic groups has continued to increase from 2.91% in 2016 to 3.82% in 2018 and now to 5.85% in 2020.

There appears to be big difference in the disability stated in the census compared to what has been recorded by Council employees with 31.27% of Dundee's population stating that they have a disability compared to 3.56% of the Council's workforce.

In terms of gender, the Council's workforce is made up of 69.15% female and 30.85% male, this is different from the census information which states that 51.99% are female and 48.01% are male.

The biggest single group within religion or belief in the census was no religion or belief which accounts for 40.85% of Dundee's population, this compares to 33.06% of Council employees. Employees who identified themselves as non-Christian in their belief accounted for 2.06% of staff and the census accounted for 3.85% of Dundee's population. Employees who identified themselves as Christian totalled 39.69% against the census for Dundee which stated 48.76%.

25.20% of Council employees failed to provide their religion or belief and similarly to race accurate comparison can only be made once non-disclosure rates are minimised.

Future Actions

All employees of Dundee City Council will be asked to review their personal information currently held on Resourcelink and update using the self-service module 'MyView' as necessary. The purpose of gathering this information will be communicated to all employees through existing Services communication channels. The Chief Executive will communicate the importance of equality monitoring through the established monthly briefing system linking to our People Strategy and work collaboratively with trade unions to gain support with the disclosure of equality information in order to ensure Dundee City Council can continue to eliminate unlawful discrimination.

Council computer systems will be updated with the new equality definitions in line with the 2021 Census and developed to hold equality information, enabling management information to be obtained in a timely and easily collated manner.

A detailed analysis of the census information and Dundee City Council employee information requires to be undertaken to look into the underlying reasons for the disparity in the information recorded for both.

The equality monitoring information will be discussed by the Equality and Diversity Steering Group and will remit the appropriate Service Equality Groups to develop actions where required.

The Human Resources and Business Support Division will continue to review the current Employee Equality Monitoring systems and procedures to ensure that Dundee City Council meets its obligation under the Equality Act.

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY AGE FOR 2020

Age Bandings	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Up to 20	85	259	108	32	25	<10	18	67	706	No Equality Information Available	0	No Equality Information Available	0	<10	<10	<10
21 - 30	995	1318	659	235	141	21	241	754	3816		45		<10	<10	0	68
31 - 40	1544	978	482	152	114	15	579	965	5310		83		<10	<10	<10	72
41 - 50	1605	730	382	102	70	10	517	1088	5367		<10		<10	<10	<10	49
51 - 60	2126	465	234	46	63	<10	742	1384	6227		0		<10	<10	13	57
61 - 70	710	60	40	14	<10	<10	349	361	1382		0		<10	<10	10	111
71 - 80	23	<10	<10	<10	0	0	18	<10	<10		0		0	0	0	<10
81 and above	0	0	0	0	0	0	0	0	0		0		0	0	0	0
No Entry	0	343	295	94	23	<10	0	0	0		0		0	0	0	0

No Entry/Unspecified - Applicant/Employee chose not to answer this question

The Equality and Human Rights Commissions guidance states that sub-sets of less than 10 should not be published.

The guidance also ensures compliance with the Data Protection Act. Sub-sets of less than 10 are reported as "<10" above.

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY AGE FOR 2020

Age Bandings	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Up to 20	34	100	47	19	11	0	<10	28	454	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
21 - 30	586	629	366	182	69	11	102	484	2909		34		0	0	0	34
31 - 40	801	499	260	108	58	<10	315	486	3328		49		0	<10	<10	42
41 - 50	627	307	171	52	26	<10	206	421	3238		<10		0	<10	<10	30
51 - 60	599	125	62	16	19	<10	232	367	2642		0		0	<10	<10	21
61 - 70	154	20	14	11	<10	<10	101	53	465		0		0	<10	0	25
71 - 80	<10	<10	<10	<10	0	0	<10	<10	0		0		0	0	0	<10
81 and above	0	0	0	0	0	0	0	0	0		0		0	0	0	0
No Entry	0	205	192	72	10	<10	0	0	0		0		0	0	0	0

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY DISABILITY FOR 2020

Disability	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Yes	252	196	107	25	19	<10	104	148	756	No Equality Information available	<10	No Equality Information available	<10	<10	<10	21
Yes - Hearing Impairment	<10	15	<10	<10	<10	0	<10	<10	<10		0		0	0	0	<10
Yes - Learning Disability or Cognitive Impairment	21	78	41	<10	10	<10	13	<10	173		<10		<10	0	0	<10
Yes - Longstanding Illness or Health Condition	85	19	12	<10	<10	0	32	53	145		<10		<10	0	<10	<10
Yes - Mental Health Condition	19	27	15	<10	<10	<10	<10	15	63		<10		<10	<10	<10	<10
Yes - Multiple Disabilities	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Yes - Other	23	0	0	0	0	0	12	11	63		0		0	0	<10	<10
Yes - Physical Impairment	28	19	<10	<10	<10	0	11	17	47		0		0	0	<10	<10
Yes - Sensory Impairment	25	0	0	0	0	0	12	13	41		<10		0	0	<10	0
Yes - Visual Impairment	<10	<10	<10	0	0	0	<10	<10	18		0		0	0	0	0
Yes - Unspecified	31	30	19	<10	<10	<10	14	17	153		<10		<10	0	0	<10
Yes - Prefer not to Answer	10	<10	<10	0	0	0	<10	<10	52		0		0	0	0	<10
No	6784	3606	1788	556	393	52	2345	4439	21890		125		11	22	28	346
Prefer Not to Answer	14	50	24	<10	<10	<10	<10	11	46	0	0	0	0	0		
No Entry	38	304	282	91	22	<10	12	26	120	0	0	0	0	<10		

EDUCATION - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY DISABILITY FOR 2020

Disability	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals		
Yes	67	89	56	16	<10	<10	22	45	188	No Equality Information available	<10	No Equality Information available	0	0	<10	<10		
Yes - Hearing Impairment	0	13	<10	<10	<10	0	0	0	0		0		0	0	0	0	0	0
Yes - Learning Disability or Cognitive Impairment	<10	36	22	<10	<10	<10	<10	<10	11		<10		<10	0	0	0	0	0
Yes - Longstanding Illness or Health Condition	21	<10	<10	0	<10	0	<10	15	43		<10		<10	0	0	0	0	<10
Yes - Mental Health Condition	<10	<10	<10	<10	<10	<10	<10	<10	35		<10		<10	0	0	<10	<10	<10
Yes - Multiple Disabilities	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Yes - Other	<10	0	0	0	0	0	<10	<10	33		0		0	0	0	0	0	0
Yes - Physical Impairment	10	<10	<10	0	0	0	<10	<10	23		0		0	0	0	0	<10	0
Yes - Sensory Impairment	<10	0	0	0	0	0	<10	<10	21		<10		<10	0	0	0	<10	0
Yes - Visual Impairment	<10	<10	<10	0	0	0	0	<10	<10		0		0	0	0	0	0	0
Yes - Unspecified	<10	17	12	<10	<10	0	<10	<10	16		<10		<10	0	0	0	0	0
Yes - Prefer not to Answer	<10	<10	<10	0	0	0	0	<10	<10		0		0	0	0	0	0	<10
No	2718	1589	864	374	176	26	936	1782	12793		79		79	0	<10	<10	<10	150
Prefer Not to Answer	<10	17	<10	<10	<10	0	<10	0	0		0		0	0	0	0	0	0
No Entry	21	191	184	70	11	<10	<10	13	55	0	0	0	0	0	0	0		

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RACE FOR 2020

Ethnic Origin	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
African - (Inc.Scottish/British)	<10	13	<10	<10	0	0	<10	<10	26	No Equality Information Available	0	No Equality Information Available	0	0	0	<10	
African - Other	0	20	<10	<10	<10	0	0	0	0		0		0	0	0	0	0
Arab - Arab (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0
Arab - Other (Inc.Scottish/British)	<10	<10	<10	<10	0	0	<10	<10	14		0		0	0	0	0	0
Asian - Bangladeshi (Inc.Scottish/British)	<10	15	<10	<10	0	0	<10	<10	24		0		0	0	0	0	0
Asian - Chinese (Inc.Scottish/British)	<10	<10	0	0	<10	0	<10	<10	0		0		0	0	0	0	<10
Asian - Indian (Inc.Scottish/British)	16	30	11	<10	<10	0	<10	<10	40		<10		0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	10	10	<10	<10	<10	0	<10	<10	<10		0		0	0	0	0	<10
Asian - Pakistani (Inc.Scottish/British)	16	27	<10	<10	<10	0	<10	<10	72		0		0	0	0	0	<10

Caribbean or Black - Black (Inc.Scottish/British)	<10	<10	<10	0	<10	0	<10	<10	<10	0	0	<10	0	0
Caribbean or Black - Caribbean (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Caribbean or Black - Other	0	<10	0	0	0	0	0	0	0	0	0	0	0	0
Gypsy/Traveller	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mixed or Multiple Ethnic Group	16	21	14	<10	<10	<10	<10	12	46	0	0	0	0	<10
No Entry	106	337	298	97	24	<10	37	69	521	0	0	0	0	<10
Other Ethnic Background	<10	0	0	0	0	0	<10	<10	15	0	0	0	0	0
Prefer Not to Answer	689	26	12	<10	<10	0	264	425	2003	12	<10	<10	<10	38
White - Eastern European	22	53	24	<10	<10	0	<10	15	30	0	0	0	0	0
White - Irish	43	38	19	11	<10	<10	13	30	60	<10	0	0	0	<10
White - Other British	313	250	122	36	29	<10	104	209	786	<10	<10	<10	<10	15
White - Other White Ethnic Group	265	83	31	<10	<10	0	86	179	1061	<10	<10	0	0	18
White - Scottish	5565	3214	1630	499	352	49	1914	3651	18110	109	11	17	27	272

EDUCATION - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RACE FOR 2020

Ethnic Origin	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals		
African - (Inc.Scottish/British)	<10	<10	<10	<10	0	0	0	<10	12	No Equality Information Available	0	No Equality Information Available	0	0	0	0		
African - Other	0	<10	<10	0	<10	0	0	0	0		0		0	0	0	0	0	0
Arab - Arab (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Arab - Other (Inc.Scottish/British)	<10	<10	<10	<10	0	0	<10	0	<10		0		0	0	0	0	0	0
Asian - Bangladeshi(Inc.Scottish/British)	<10	12	<10	<10	0	0	<10	0	22		0		0	0	0	0	0	0
Asian - Chinese (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0	0
Asian - Indian (Inc.Scottish/British)	<10	13	<10	<10	0	0	<10	<10	28		<10		0	0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	<10	<10	<10	<10	0	0	<10	<10	<10		0		0	0	0	0	0	<10
Asian - Pakistani	13	13	<10	<10	<10	0	<10	<10	71		0		0	0	0	0	0	<10
Caribbean or Black - Black (Inc.Scottish/British)	0	5	<10	0	<10	0	0	0	0		0		0	0	0	0	0	0

Caribbean or Black - Caribbean (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Caribbean or Black - Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gypsy/Traveller	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mixed or Multiple Ethnic Group	11	9	<10	<10	<10	<10	<10	10	41	0	0	0	0	0
No Entry	53	206	193	74	10	<10	14	39	305	0	0	0	0	<10
Other Ethnic Background	2	0	0	0	0	0	<10	<10	15	0	0	0	0	0
Prefer Not to Answer	400	<10	<10	<10	<10	0	144	256	1562	10	0	<10	<10	20
White - Eastern European	<10	30	14	<10	<10	0	<10	<10	18	0	0	0	0	0
White - Irish	24	26	12	<10	<10	0	<10	16	43	0	0	0	0	<10
White - Other British	126	104	65	26	10	0	44	82	485	<10	0	<10	<10	<10
White - Other White Ethnic Group	163	50	22	<10	<10	0	43	120	768	<10	0	0	0	11
White - Scottish	1988	1393	770	324	158	26	694	1294	9656	67	0	<10	<10	107

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY GENDER FOR 2020

Gender	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Female	4901	2492	1210	446	280	38	2172	2729	19704	No Equality Information Available	133	No Equality Information Available	10	13	17	252	
Male	2187	1343	699	134	137	17	292	1895	3108		0		<10	10	16	117	
No Entry	0	310	286	94	23	<10	0	0	0		0		0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0		0		0	0	0	0	0
Prefer Not to Answer	0	11	<10	<10	<10	0	0	0	0		0		0	0	0	0	0

EDUCATION - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY GENDER FOR 2020

Gender	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Female	2375	1366	752	325	151	23	907	1468	12363	No Equality Information Available	84	No Equality Information Available	0	<10	<10	132
Male	432	327	175	64	35	<10	60	372	673		0		<10	<10	22	
No Entry	0	192	185	71	10	<10	0	0	0		0		0	0	0	0
Other	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Prefer Not to Answer	0	<10	<10	<10	0	0	0	0	0		0		0	0	0	0

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RELIGION OR BELIEF FOR 2020

Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	<10	<10	<10	0	<10	0	<10	<10	<10	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Church of Scotland	1273	509	267	71	53	<10	464	809	3560		15		<10	<10	<10	77
Hindu	11	23	10	<10	<10	0	<10	<10	13		0		0	0	<10	
Humanist	0	55	28	<10	<10	0	0	0	0		0		0	0	0	
Jewish	<10	<10	<10	0	0	0	<10	<10	33		0		0	0	0	
Muslim	34	63	23	<10	<10	0	15	19	140		<10		0	0	<10	
No Religion or Belief	2343	2195	1049	318	237	32	819	1524	8494		68		<10	<10	<10	115
No Entry	0	355	303	100	25	<10	0	0	0		0		0	0	0	
Other Christian	379	242	126	41	32	<10	144	235	1133		<10		0	<10	<10	31
Other Religion or Belief	90	28	19	<10	<10	<10	29	61	248		<10		<10	0	0	<10
Pagan	0	<10	<10	0	0	0	0	0	0		0		0	0	0	0
Prefer Not to Answer	1082	161	78	26	21	<10	343	739	3045		24		<10	<10	<10	59
Roman Catholic	1161	513	292	99	60	10	419	742	3847		15		<10	<10	<10	55
Sikh	<10	<10	0	0	0	0	<10	<10	<10		0		0	0	0	<10
Unspecified	704	0	0	0	0	0	221	483	2293		<10		<10	<10	<10	23

EDUCATION DEPARTMENT - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY RELIGION OR BELIEF FOR 2020

Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	0	<10	<10	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Church of Scotland	446	199	108	49	12	<10	178	268	1930		11		0	<10	<10	24
Hindu	<10	<10	<10	<10	<10	0	<10	<10	<10		0		0	0	<10	
Humanist	0	22	12	<10	0	0	0	0	0		0		0	0	0	
Jewish	0	0	0	0	0	0	0	0	0		0		0	0	0	
Muslim	24	39	15	<10	<10	0	12	12	131		<10		0	0	<10	
No Religion or Belief	829	929	486	206	102	19	289	540	4500		35		0	<10	<10	51
No Entry	0	214	197	75	13	<10	0	0	0		0		0	0	0	
Other Christian	177	126	68	30	19	<10	63	114	642		<10		0	<10	<10	11
Other Religion or Belief	22	12	<10	<10	0	0	12	10	88		<10		0	0	0	<10
Pagan	0	<10	<10	0	0	0	0	0	0		0		0	0	0	
Prefer Not to Answer	579	61	39	19	13	<10	171	408	2095		19		0	<10	<10	33
Roman Catholic	486	272	172	67	35	<10	163	323	2434		12		0	<10	<10	19
Sikh	<10	0	0	0	0	0	<10	0	<10		0		0	0	0	
Unspecified	239	0	0	0	0	0	75	164	1214		0		0	0	<10	10

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY SEXUAL ORIENTATION FOR 2020

Sexual Orientation	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Bisexual	12	71	38	<10	<10	0	<10	<10	11	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Gay	28	45	25	<10	<10	0	<10	21	35		0		0	<10	<10	
Heterosexual	2275	3531	1854	554	422	61	714	1561	8231		64		<10	10	<10	120
Lesbian	22	60	32	<10	<10	0	<10	17	65		0		<10	0	0	0
No Entry	0	322	185	77	<10	<10	0	0	<10		0		0	0	0	0
Other	0	11	<10	<10	<10	0	0	0	0		0		0	0	0	0
Prefer Not to Answer	188	116	61	20	<10	<10	57	131	517		<10		<10	0	0	11
Unknown	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Unspecified	4563	0	0	0	0	0	1676	2887	13952		63		<10	13	27	233

EDUCATION - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY SEXUAL ORIENTATION FOR 2020

Sexual Orientation	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Bisexual	<10	26	12	<10	<10	0	<10	<10	<10	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Gay	<10	24	13	<10	<10	0	<10	<10	15		0		0	0	<10	
Heterosexual	971	1538	912	363	187	33	275	696	4610		37		0	<10	<10	53
Lesbian	<10	24	12	<10	0	0	<10	<10	15		0		0	0	0	
No Entry	0	224	134	68	<10	0	0	0	0		0		0	0	0	
Other	0	<10	<10	<10	0	0	0	0	0		0		0	0	0	
Prefer Not to Answer	82	49	29	16	<10	<10	21	61	246		<10		0	0	0	<10
Unknown	0	0	0	0	0	0	0	0	0		0		0	0	0	
Unspecified	1730	0	0	0	0	0	665	1065	8145		44		0	<10	<10	91

COUNCIL - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY MARITAL STATUS FOR 2020

Marital Status	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Divorced	250	146	81	23	21	<10	99	151	1268	No Equality Information Available	0	No Equality Information Available	0	0	<10	13	
Living with Partner	0	615	307	94	66	11	0	0	0		0		0	0	0	0	0
Married/Civil Partnership	2897	1283	646	178	143	16	1108	1789	8544		62		<10	<10	13	150	
No Entry	0	316	289	95	22	9	0	0	0		0		0	0	0	0	
Prefer Not to Answer	0	30	12	<10	<10	0	0	0	0		0		0	0	0	0	
Separated	138	99	58	17	<10	<10	39	99	433		0		0	<10	<10	<10	
Single	3246	1644	798	263	174	21	1033	2213	10398		70		<10	10	15	163	
Widowed	40	23	10	<10	<10	<10	24	16	148		0		0	0	0	<10	
Unspecified	517	0	0	0	0	0	161	356	2021		<10		<10	<10	<10	33	

EDUCATION - JOB APPLICANTS AND EXISTING EMPLOYEES BROKEN DOWN BY MARITAL STATUS FOR 2020

Marital Status	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Divorced	85	63	37	13	<10	<10	30	55	555	No Equality Information Available	0	No Equality Information Available	0	0	0	<10	
Living with Partner	0	231	126	54	21	<10	0	0	0		0		0	0	0	0	0
Married/Civil Partnership	1094	606	326	117	69	<10	460	634	4789		39		0	<10	<10	57	
No Entry	0	197	188	72	10	<10	0	0	0		0		0	0	0	0	
Prefer Not to Answer	0	15	<10	<10	<10	0	0	0	0		0		0	0	0	0	
Separated	51	34	23	<10	<10	<10	16	35	291		0		0	<10	0	<10	
Single	1255	731	400	192	80	15	369	886	5839		45		0	<10	<10	74	
Widowed	13	<10	<10	<10	<10	<10	<10	<10	112		0		0	0	0	0	
Unspecified	309	0	0	0	0	0	84	225	1450		0		0	<10	<10	18	

AGE - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Age	Census Information				2020		2018		2016	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Up to 20	1259714	23.79	36359	24.69	85	1.20	119	1.61	77	1.04
21 to 30	703939	13.29	25585	17.37	995	14.04	1045	14.15	1011	13.64
31 to 40	669111	12.64	16712	11.35	1544	21.78	1546	20.93	1504	20.29
41 to 50	807912	15.26	19698	13.38	1605	22.64	1752	23.72	1922	25.93
51 to 60	691867	13.07	17322	11.76	2126	29.99	2276	30.82	2312	31.19
61 to 70	578879	10.93	14566	9.89	710	10.02	626	8.48	575	7.76
71 to 80	383618	7.24	10909	7.41	23	0.32	21	0.28	12	0.16
81 and above	200363	3.78	6117	4.15	0	0.00	0	0.00	0	0.00
Total	5295403		147268		7088		7385		7413	

GENDER - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Gender	Census Information				2020		2018		2016	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Female	2727959	51.52	76562	51.99	4901	69.15	5013	67.88	4942	66.67
Male	2567444	48.48	70706	48.01	2187	30.85	2372	32.12	2471	33.33
Total	5295403		147268		7088		7385		7413	

DISABILITY - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Disability	Census Information				2020		2018		2016	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Yes	1584727	29.93	46054	31.27	252	3.56	183	2.48	137	1.85
Yes - Hearing Impairment	350954	6.63	9864	6.70	<10	0.08	<10	0.07	<10	0.07
Yes - Learning Disability or Cognitive Impairment	164215	3.10	5448	3.70	21	0.30	19	0.26	10	0.13
Yes - Longstanding Illness or Health Condition		0.00		0.00	85	1.20	37	0.50	16	0.22
Yes - Mental Health Condition	232943	4.40	7760	5.27	19	0.27	18	0.24	<10	0.07
Yes - Multiple Disabilities	-		-		0	0.00	0	0.00	0	0.00
Yes - Other	988430	18.67	28232	19.17	23	0.32	22	0.30	21	0.28
Yes - Physical Impairment	355182	6.71	10590	7.19	28	0.40	20	0.27	16	0.22
Yes - Sensory Impairment		0.00		0.00	25	0.35	12	0.16	<10	0.12
Yes - Visual Impairment	125660	2.37	3529	2.40	<10	0.06	<10	0.05	<10	0.08
Yes - Unspecified		0.00		0.00	31	0.44	43	0.58	47	0.63
Yes - Prefer not to Answer		0.00		0.00	10	0.14	<10	0.04	<10	0.03
No	3710676	70.07	101214	47.59	6784	95.71	7191	97.37	7267	98.03
Prefer Not to Answer					14	0.20	0	0.00	<10	0.04
No Entry					38	0.54	11	0.15	<10	0.08
Total	5295403		147268		7088		7385		7413	

ETHNIC BACKGROUND - CENSUS INFORMATION COMPARED WITH DUNDEE CITY COUNCIL

Ethnic Origin	Census Information				2020		2018		2016	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
African - (Inc. Scottish/British)	29186	0.55	1163	0.79	<10	0.13	<10	0.11	<10	0.08
African - Other	452	0.01	7	0.00	0	0.00	0	0.00	0	0.00
Asian – Bangladeshi (Inc. Scottish/British)	3788	0.07	310	0.21	<10	0.07	<10	0.03	<10	0.01
Asian - Chinese (Inc. Scottish/British)	33706	0.63	1274	0.86	<10	0.04	<10	0.05	<10	0.04
Asian - Indian (Inc. Scottish/British)	32706	0.62	1417	0.96	16	0.23	15	0.20	13	0.18
Asian - Other (Inc. Scottish/British)	21097	0.40	790	0.54	10	0.14	11	0.15	11	0.15
Asian - Pakistani	49381	0.93	2047	1.39	16	0.23	12	0.16	12	0.16
Caribbean or Black - Black (Inc. Scottish/British)	2380	0.04	66	0.04	<10	0.03	<10	0.01	<10	0.01
Caribbean or Black - Caribbean (Inc. Scottish/British)	3430	0.06	167	0.11	0	0.00	0	0.00	0	0.00
Caribbean or Black - Other	730	0.01	36	0.02	0	0.00	0	0.00	0	0.00
Gypsy/Traveller	4212	0.08	98	0.07	0	0.00	0	0.00	0	0.00
Mixed or Multiple Ethnic Group	19815	0.37	685	0.47	16	0.23	14	0.19	10	0.13
No Entry		0.00		0.00	106	1.50	75	1.02	49	0.66
Arab - Other (Inc. Scottish/British)	4959	0.09	153	0.10	<10	0.03	0	0.00	<10	0.03
Arab - Arab (Inc. Scottish/British)	9366	0.18	693	0.47	0	0.00	<10	0.03	0	0.00

Other Ethnic Background	14325	0.27	-	-	<10	0.08	<10	0.07	<10	0.05
Prefer Not to Answer		0.00		0.00	689	9.72	824	11.16	968	13.06
White - Eastern European	61201	1.15	1990	1.35	22	0.31	20	0.27	14	0.19
White - Irish	54090	1.02	1369	0.93	43	0.61	37	0.50	36	0.49
White - Other British	417109	7.86	7783	5.28	313	4.42	368	4.98	382	5.15
White - Other White Ethnic Group	102117	1.92	3393	2.30	265	3.74	151	2.04	103	1.39
White - Scottish	4445678	83.73	123827	84.07	5565	78.51	5836	79.03	5798	78.21
Total	5309728		147286		7088		7385		7413	