



# **RACE EQUALITY SCHEME**

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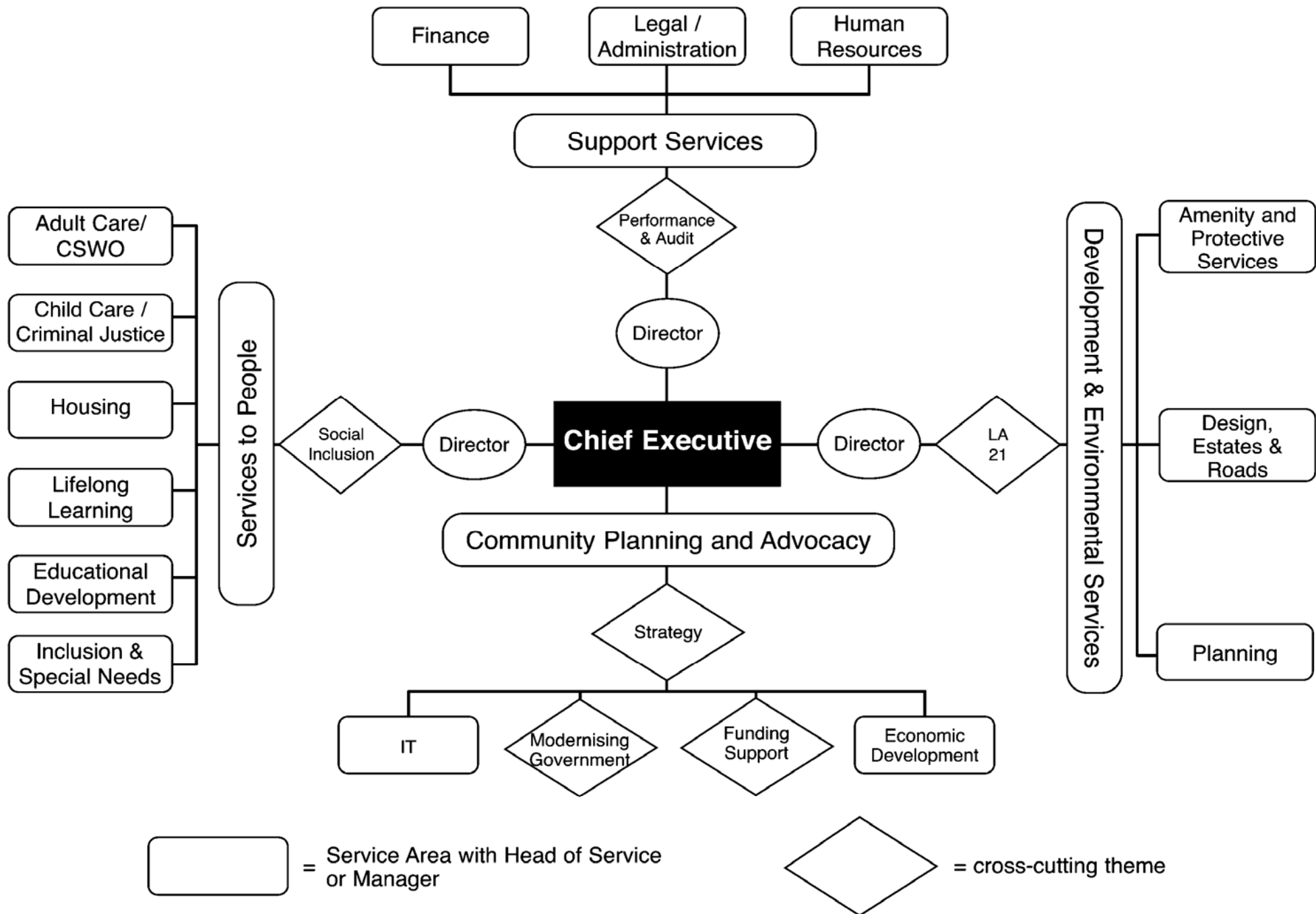






# **Appendix 1**

## **The Council Structure**



# **Appendix 2**

**Impact Assessment - Toolkit**



# **Appendix 3**

**Clackmannanshire Council  
Equal Opportunities Policy**

## **Equal Opportunities Policy Statement**

Clackmannanshire Council believes that equality of opportunity should be a guiding principle in all of its activities. The Council is actively working towards the elimination of Policies and Practices which discriminate. It is opposed to any form of discriminatory practices on grounds including:

- ❖ gender;
- ❖ marital status;
- ❖ religious belief;
- ❖ disability;
- ❖ race;
- ❖ ethnic origin;
- ❖ colour;
- ❖ nationality;
- ❖ political belief;
- ❖ sexual orientation;
- ❖ socio-economic status; and
- ❖ age.

We are actively working towards the elimination of all discriminatory practices and will develop training and monitoring strategies to ensure that the Policy is embedded in all Council services and in the organisations we fund.

### **Legal Framework**

The Council is committed to adhering to the principles of domestic legislation as presented in the following Acts:

Equal Pay Act	1970
Sex Discrimination Act	1975
Race Relations Act	1976
Disability Discrimination Act	1995
Scotland Act	1998

In addition the Council will adhere to European Directives, information on which will be made available on a regular basis.

Clackmannanshire Council will seek to influence policy development and legislation in the field of equality.

# **Appendix 4**

## **Useful Contacts**

## Useful Contacts

### Clackmannanshire Council

Francine Orr  
Policy Officer  
Human Resources  
Corporate Development  
Greenfield House  
Alloa  
FK10 2AD

Tel: 01259 452018

Fax: 01259 452170

E-mail: [forr@clacks.gov.uk](mailto:forr@clacks.gov.uk)

### Commission for Racial Equality

The Tun  
12 Jackson's Entry  
Off Holyrood Road  
Edinburgh

Tel: 0131 524 2000

E-mail: [Scotland@cre.gov.uk](mailto:Scotland@cre.gov.uk)

### Central Scotland Racial Equality Council

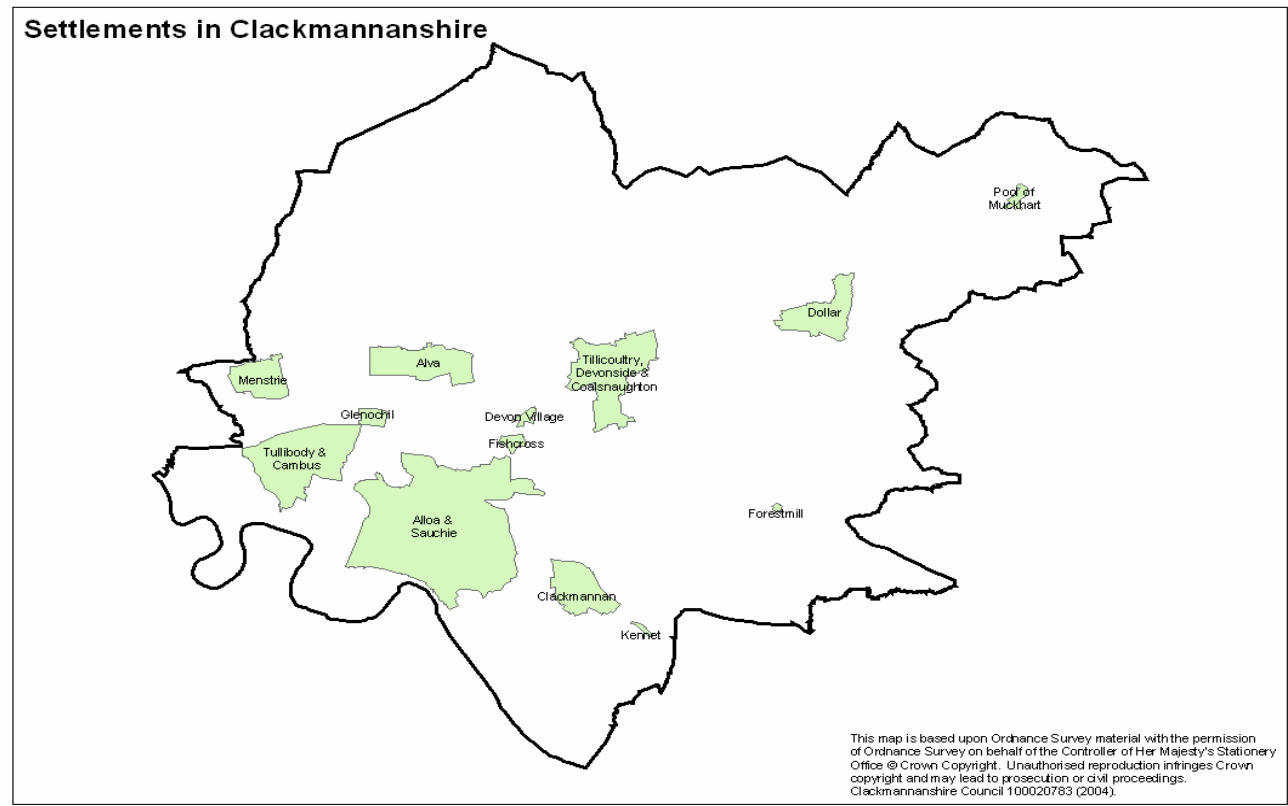
Community Education Centre  
Rooms 8 & 9  
Park Street  
Falkirk  
FK1 1RE

Tel: 01324 610950

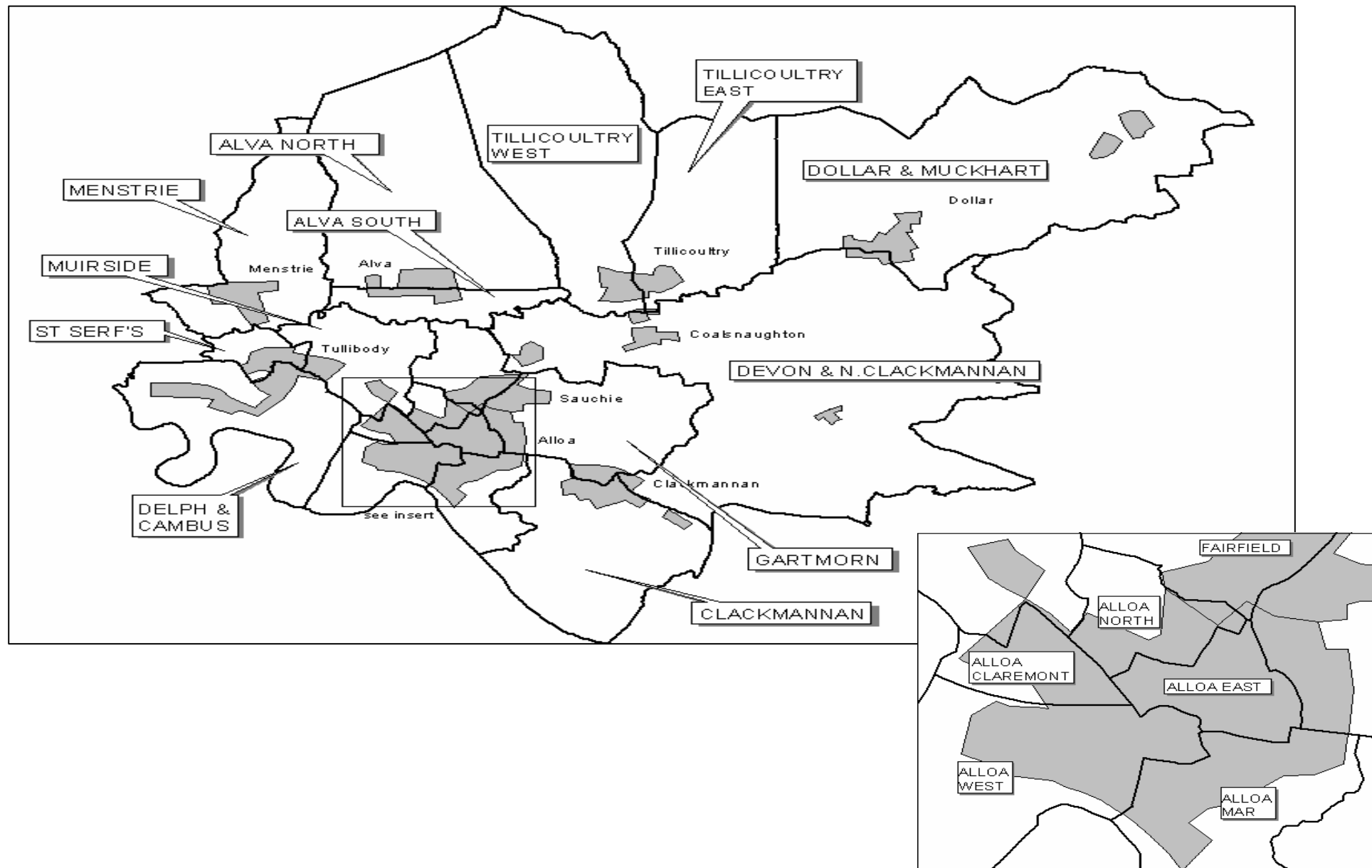
E-mail: [CSRECL@aol.com](mailto:CSRECL@aol.com)

# **Appendix 5**

**Statistical Information**



**Map indicating settlement areas within Clackmannanshire.**



**Map indicating Wards within Clackmannanshire.**

## ETHNIC GROUP AND LANGUAGE BY SETTLEMENT

Source : Census 2001, Table KS06

Settlement	Number of People	Percentage							
	ALL PEOPLE	White	Other White British	White Irish	Other White	Indian	Pakistani	Bangladeshi	Other South Asian
<b>Scotland</b>	<b>5062011</b>	<b>88.09</b>	<b>7.38</b>	<b>0.98</b>	<b>1.54</b>	<b>0.3</b>	<b>0.63</b>	<b>0.40</b>	<b>0.12</b>
Alloa	18989	93.71	4.2	0.46	0.88	0.1	0.30	-	0.01
Tullibody	6814	93.59	4.56	0.48	0.7	0.07	0.25	-	-
Alva	5181	90.97	7.2	0.69	0.68	0.02	0.12	0.10	0.06
Clackmannan	3450	92.43	4.75	0.49	0.78	0.14	1.16	-	-
Dollar	2877	75.39	19.05	0.59	3.02	0.28	0.24	0.03	0.07
Menstrie	2007	90.38	7.87	0.65	0.95	-	-	-	-
Coalsnaughton	870	93.56	5.4	-	0.57	-	0.23	-	-
Tillicoultry	5400	90.67	7.02	0.74	0.72	0.06	0.57	-	0.04
Settlement	Percentage								
	Chinese	Caribbean	African	Black Scottish or Other Black	Any Mixed Background	Other Ethnic Group	People, born in Scotland, aged 3 and over, who understand, speak, read or write Gaelic	People aged 3 and over, who understand, speak, read or write Gaelic and who were not born in Scotland	
<b>Scotland</b>	<b>0.32</b>	<b>0.04</b>	<b>0.10</b>	<b>0.02</b>	<b>0.25</b>	<b>0.19</b>	<b>1.68</b>	<b>0.21</b>	
Alloa	0.04	0.02	0.02	0.02	0.19	0.06	0.73	0.08	
Tullibody	0.12	-	-	-	0.10	0.04	0.69	0.09	
Alva	0.04	-	-	-	0.08	0.02	1.70	0.18	
Clackmannan	-	-	-	-	0.20	0.03	0.63	0.06	
Dollar	0.31	0.07	-	-	0.63	0.31	1.07	0.11	
Menstrie	-	0.07	-	-	0.10	-	1.58	0.20	
Coalsnaughton	-	0.04	-	-	0.23	-	0.95	-	
Tillicoultry	0.04	0.06	-	-	0.09	-	1.36	0.13	

## ETHNIC GROUP AND LANGUAGE BY WARD

Source : Census 2001, Table KS06(2)

Ward	No. of People	Percentage							
	ALL PEOPLE	White	Other White British	White Irish	Other White	Indian	Pakistani	Bangladeshi	Other South Asian
Scotland	5062011	88.09	7.38	0.98	96.45	1.54	0.3	0.63	0.04
Clackmannanshire	48077	91.15	6.48	0.56	98.19	0.97	0.1	0.35	0.01
Menstrie	2083	90.21	7.97	0.72	98.90	0.96	-	-	-
Alva North	2736	89.00	9.14	0.80	98.94	0.58	0.04	-	0.18
Alva South	2515	92.76	5.41	0.56	98.73	0.83	-	0.24	-
Tillicoultry West	2517	91.70	6.28	0.75	98.73	0.56	0.04	0.44	-
Tillicoultry East	2747	89.15	8.01	0.76	97.92	1.02	0.04	0.73	-
Dollar and Muckhart	2782	72.43	21.6	0.75	94.78	3.20	0.43	0.22	-
Devon & Clackmannan North	2920	88.46	9.49	0.21	98.16	0.96	0.1	0.27	0.03
Clackmannan	2867	91.91	5.27	0.38	97.56	0.73	-	1.43	-
Gartmorn	3155	95.47	2.79	0.48	98.74	0.67	0.19	0.16	-
Alloa North	2653	93.89	4.00	0.45	98.34	0.90	0.04	0.41	-
Alloa East	2472	92.31	4.94	0.69	97.94	1.46	0.08	-	-
Alloa Mar	2437	95.12	3.69	0.41	99.22	0.29	0.12	-	-
Alloa West	2298	90.73	5.87	0.48	97.08	1.35	0.09	1.13	-
Alloa Claremont	2233	92.92	4.48	0.63	98.03	1.07	0.09	0.40	-
Fairfield	2547	94.90	3.61	0.39	98.9	0.82	0.08	-	-
Muirside	3703	93.46	4.32	0.54	98.32	0.81	0.16	0.30	-
St Serf's	2865	93.96	3.73	0.56	98.25	0.63	0.14	0.38	-
Delph and Cambus	2547	92.38	6.16	0.51	99.05	0.75	-	0.08	-

**ETHNIC GROUP AND LANGUAGE BY WARD CONT'D.**

Source : Census 2001, Table KS06(2)

Ward	Percentage							
	Chinese	Caribbean	African	Black Scottish or Other Black	Any Mixed Background	Other Ethnic Group	People, born in Scotland, aged 3 and over, who understand, speak, read or write Gaelic	People aged 3 and over, who understand, speak, read or write Gaelic and who were not born in Scotland
Scotland	0.32	0.04	0.10	0.02	0.25	0.19	1.68	0.21
Clackmannanshire	0.08	0.02	0.02	0.01	0.17	0.06	0.99	0.12
Menstrie	-	0.05	-	-	0.10	-	1.62	0.20
Alva North	0.07	-	0.04	-	0.15	-	1.81	0.19
Alva South	-	-	0.04	-	-	0.04	1.57	0.17
Tillicoultry West	0.08	0.12	-	-	0.04	-	1.43	0.08
Tillicoultry East	-	-	-	-	0.18	0.04	1.16	0.22
Dollar and Muckhart	0.43	0.07	-	-	0.54	0.25	0.88	0.22
Devon & Clackmannan North	-	0.03	0.03	-	0.27	0.14	1.38	0.11
Clackmannan	-	-	-	-	0.24	0.03	0.65	0.07
Gartmorn	-	-	-	-	0.22	0.03	0.43	0.03
Alloa North	0.04	-	0.08	-	0.19	-	0.78	0.16
Alloa East	0.12	-	0.04	0.04	0.24	0.04	0.75	0.08
Alloa Mar	0.08	-	-	0.08	0.12	0.08	0.74	0.04
Alloa West	-	0.04	-	-	0.17	0.13	1.13	-
Alloa Claremont	0.04	0.09	-	-	0.27	-	0.60	0.05
Fairfield	0.04	-	-	-	0.08	0.08	0.53	0.12
Muirside	0.19	-	-	0.03	0.11	0.08	1.03	0.17
St Serf's	0.17	-	0.17	-	0.14	0.10	0.84	0.15
Delph and Cambus	0.12	-	-	-	-	-	0.69	0.04



