
Report to Scrutiny Committee 26th February 2009

Subject: Equal Opportunities Update

Prepared by: Francine Orr Policy Officer Equal Opportunities

1.0 Purpose

- 1.1. The purpose of this report is to provide Scrutiny Committee with an update on progress for Clackmannanshire Council's Equality Scheme.
- 1.2. The Council is required to publish an annual progress update which should be accessible to all employees and service users. This is the first such report containing information on all public duties on which the Council is required to report.
- 1.3. A copy of the report is available on the Council website.

2.0 Recommendations

- 2.1. It is recommended that the Scrutiny Committee note the contents of this paper and the annual report attached.

3.0 Considerations

- 3.1. The progress report covers the following areas: Service Action Plan Progress Reports - a summary of the work carried out by services in relation to equality themes. Future equality goals -an outline of key actions for the coming year and employment monitoring information - detailed monitoring statistics between November 2007 and November 2008.
- 3.2. Equality Impact assessments are carried out by services on all new Policies and Functions. This process is intended to lessen or remove adverse or potentially adverse impact on the grounds of any of the equality strands.
- 3.3. The Equality Action Plans for years 2 and 3 are under review to ensure continued focus on the relevant areas.
- 3.4. The Policy Officer Equal Opportunities will work with Services to implement the Equality Impact Assessment Toolkit.

4.0 Sustainability Implications

- 4.1. None as a direct result of this report

5.0 Resource Implications

- 5.1. Financial Details - None as a direct result of this report
- 5.2. Staffing - None as a direct result of this report

6.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) Our Priorities 2008 - 2011 (Please tick)

- The area has a positive image and attracts people and businesses
- Our communities are more cohesive and inclusive
- People are better skilled, trained and ready for learning and employment
- Our communities are safer
- Vulnerable people and families are supported
- Substance misuse and its effects are reduced
- Health is improving and health inequalities are reducing
- The environment is protected and enhanced for all
- The Council is effective, efficient and recognised for excellence

(2) Council Policies (Please detail)

7.0 Equalities Impact

- 7.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes No

8.0 Legality

- 8.1 In adopting the recommendations contained in this report, the Council is acting within its legal powers Yes

APPROVAL/SIGNATURE	DATE
Head of Service:	
Director	

REPORT TO [NAME OF MEETING]

To: Head of Administration and Legal Services, Greenfield, Alloa FK10 2AD

Report author: Francine Orr Policy Officer Equal Opportunities

Service: Corporate Development Service

Report title: Equal Opportunities Update

Date of meeting: 26th February 2009

It is recommended that the attached report be:

1. **Given unrestricted circulation**
2. **Taken in private by virtue of paragraph ___ of schedule 7A of the Local Government (Scotland) Act 1973**

List any appendices attached to this report (if there are no appendices, please state 'none')

1. **Appendix 1 Annual Report Extract - action summary & organisation composition 2008**

List the background papers used in compiling this report . If you have completed a sustainability checklist please add this to your list (if there are no background papers please state 'none')

1. **Equality Scheme Report 2008**
2. **Equality Impact Assessment Toolkit**
- 3.

Nb. All documents listed must be kept available by the author for public inspection for four years from the date of the meeting at which the report is considered

Equality Scheme Report

December 2008

Extract : action summary & organisation composition 2008

Introduction

In December 2007, Clackmannanshire Council produced its first Equality Scheme. This was in anticipation of the Single Equality Bill which is currently making its way through Parliament as well as streamlining and bringing together all the Equality strands in one comprehensive document.

The Scheme is fully underpinned by the Council's Core Values;

- Commitment Trust and Partnership
- Openness and Accountability
- Respect and Dignity
- Equity Fairness and Inclusion

No element is considered in isolation but forms part of the Council's approach to equal opportunities policies and practice which the Council has been actively promoting since its inception in April 1996.

Clackmannanshire Council will remain committed to promoting equality of opportunity in the way it employs staff, delivers services and consults with the local community.

The Council will continue to build on the commitments it made in its Equal Opportunities Policy recognising that some people and communities experience disadvantage and that different communities and areas have different needs and aspirations. We will aim to treat everyone according to their diverse needs.

This report updates the Action Plans prepared for the Scheme in November 2007 and outlines some of the main areas of work focussed on across the Council.

In the current year (2008-2009) Council services will continue to monitor and review the original Action Plans and to utilise the Impact Assessment Toolkit in the review and development of policies and practices to ensure that they do not discriminate.

Equal Opportunities information is available on the Council's website www.clacksweb.co.uk

and information is available to employees of the Council on the Intranet

If you require further information please contact;

Francine Orr Policy Officer

Telephone 01259 452018 or by email forr@clacks.gov.uk

Examples of Good Practice

Involvement in RAHMAS which from April 2009 is to become Multi Agency Hate Response Strategy (MAHRS) which will deal with all aspects of hate crime.

Partner in the Forth Valley Multi-Agency Domestic Abuse Strategy Group which organised a successful conference in October this year at Tulliallan Police College and which brought together professionals and volunteers, active in the field of domestic abuse to examine and forge new links.

Actively involved in Forth Valley 16 Days of Action for the Elimination of Violence Against Women. This year's programme included girls football tournaments, trauma recovery and domestic abuse training, the sale of white ribbons and white ribbon cookies to raise awareness and a white ribbon march. The 16 Days ended on Wednesday 10th of December with a closing event in Sauchie Hall which is an excellent and thought provoking one woman show, Jackie's Story, written and performed by Jackie Breeze.

The WISH project is an example of good practice for their work with women. These women often have experienced isolation, exclusion, health issues and poverty. Some self refer others are referred by agencies. The project covers all age groups and has reached women who have not previously used services or engaged with communities.

The Tenant Participation Co-ordinator has been liaising with the residents of West Haugh Travelling site to put improvements in place. These improvements have included the provision of a children's play area.

The Co-ordinator also liaises with the Community Learning and Development Team to put measures in place to enable young tenants aged between 16 - 25 year old to develop skills which will help them sustain tenancies.

Sports Development's Active ASN programme is recognised as an example of good practice within sporting circles across Scotland, there is a clear pathway for young people with learning and physical difficulties to participate in regular sport, competitions and festivals and trial for regional teams.

The Integrated Mental Health Service has redesigned the Skills Training Unit to the Community Access Team. This service offers one to one support for individuals with mental health problems to access leisure, education or employment . All support takes place within the local area with the aim of supporting independence, inclusion and preventing disengagement from a persons' own community.

We have redesigned mental health services over the last four years to offer a more socially inclusive approach. One of our aims has been to ensure speedy and equitable access and promote non-psychiatric support where appropriate. Time frames of one or six weeks for assessment have been established across all services and teams can now be accessed directly by any referring agent. Individuals receiving clinical support have more than halved and further community provision has been put in place.

We are working in partnership with Healthy working Lives to engage with local employers, raising the profile of mental health support and decreasing the associated stigma. We are holding an event where two reps from each major employer in Clacks is attending and being offered guidance, info on local services and the name of a link person for future contact. The goal is to support people with mental health problems to keep their employment and where appropriate, to ensure intervention takes place as early as possible.

Staff, in partnership with service users offer a programme to local schools, again to reduce stigma and raise awareness of mental ill health. We aim to increase awareness and offer info on support available, and most importantly the opportunity for the children to offer their thoughts.

We have a rolling programme of Mental Health First aid courses and ASIST (suicide prevention) training. These are accessed by a wide range of council staff, the general public and other local employees. The training offers support and guidance in dealing with individuals who are in mental distress or who are contemplating suicide.

The Understanding Ourselves Understanding Others project aimed to develop new

and existing partnerships with five primary schools. These aimed to offer children either first hand experience of cultural and religious diversity or a focussed opportunity , through interactive drama, to explore and discuss values and attitudes regarding similarity and difference.

The work had an impact on learning across the four broad purposes of the Curriculum for Excellence; providing experiences to support pupils in becoming responsible citizens, effective contributors, confident individuals and successful learners. The authenticity and practicality of the learning experiences ensured an impact across the curriculum, most particularly in education for citizenship and in communication skills.

The nurturing and development of community based partnerships made valuable learning experiences possible that would not otherwise have occurred. These in turn had an impact on parental involvement and on relationships with the wider community.

The Building Standards team have a process that ensures that the Team Leader views all incoming applications for a Building Warrant and any application relating to adaptation of a building for disabled access or living is moved to the top of the priority list so that it is processed quickly.

Actions for 2008	Actions / Progress to date
<p><u>Accessibility to Services</u></p> <p>Ensure that the Council complies with Equality Legislation.</p> <p>Ensure Clacks 1000 panel reflects demographic diversity.</p> <p>Devise Implementation Plan following recent Communities Scotland inspection.</p> <p>Established partnership working to tackle all aspects of anti-social behaviour.</p> <p>Review provision of information in ethnic minority languages.</p> <p>Consult with ethnic community representatives to assess need and better understand barriers.</p> <p>Continue to develop inclusive and supportive learning environments for all.</p> <p>Audit the religious, racial, cultural and linguistic needs for all children</p>	<p>Social Services - Forth Valley area wide 'Fair for All' group continues to address equality issues across health and community care sectors.</p> <p>Sample boosted. New members recruited.</p> <p>Improvement plan has been developed and approved.</p> <p>Our CALM Team work closely with the Police and other agencies</p> <p>Most frequently asked for language is Polish. We have provided housing information in Polish and also have a polish speaker who provides a translation facility within Services to People.</p> <p>Involved in developing a new equalities group in the Forth Valley area called 'Action 4 Equalities'. This involves working closely with minority groups and the voluntary sector.</p> <p>2008-09 audit cycle focusing specifically on equalities & ASN, continue training and support to schools; survey parents of pupils on staged intervention regarding satisfaction levels with service; pilot Playback self-evaluation materials in two schools.</p> <p>Action plans have been developed in response to recommendations from</p>

<p>from families whose names are on the child protection register or who are looked after. Ensure that their care plan meets their needs.</p> <p>Ensure that all service users and potential service users receive appropriate levels of information, advice, support and services, in partnership with other service providers.</p> <p>All Adult Care service provisions focus on people with disabilities, across all community care groups, who are eligible for community care services. We will ensure that those who are most in need are given priority and that any gaps are highlighted.</p>	<p>the HIME inspection. The child protection register has been reviewed.</p> <p>Corporate and Social Services information being continuously developed and improved in response to local need. Social Services leaflets group to undertake programmed reviews in 2008-2009.</p> <p>Continue to monitor and prioritise all incoming requests for assessments, support and services from the Community Care Assessment and Care Management Teams and the Adult Care Services. Provide services according to assessed needs, monitor and review.</p>
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Actions for 2008	Actions / Progress to date
<p><u>Employee Relations</u></p> <p>Continue to promote anti-discriminatory practice in all aspects of professional development.</p> <p>Provide employment opportunities for all.</p>	<p>BITS -We have introduced the Public Service Improvement Framework as our key organisational self assessment tool and test of BV - equalities assessment and improvement planning is a core feature of the Framework.</p> <p>Social Services - Supported Employment Scheme and Community Access Team established to support people with learning disabilities and mental health problems into employment.</p>

Actions for 2008	Actions / Progress to date
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<p><u>Information and Communication</u></p> <p>Provide leaflets in ethnic minority languages.</p> <p>Clackmannanshire Welcome Pack in 6 languages.</p> <p>Monitor communications from employees and former employees relating to any difficulties in language used in written or verbal communications.</p> <p>Promote equal opportunities and good gender relations through the service planning process.</p> <p>Promote positive mental health and emotional wellbeing.</p>	<p>BITS - Translation was provided on the Corporate Plan approved by Council in June 2008</p> <p>Research and first draft completed. Consultation with key staff on draft. Work on-going on the format of the publication.</p> <p>Check done that employees dealing with the public (mostly in the Revenues & Benefits section) remain aware of the arrangements we can make for translating/interpreting forms and correspondence. Internal correspondence not dealing with the public remains not an issue as employees all have English as their first language.</p> <p>We have introduced the Public Service Improvement Framework as our key organisational self assessment tool and test of BV - equalities assessment and improvement planning is a core feature of the Framework. We have striven to mainstream equalities into our Corporate Plan priorities, approved by Council in June 2008: a number of equalities indicators feature in the Plan. The Corporate Plan was subject to an Equalities Impact Assessment.</p> <p>Continue to work with partner agencies to implement a range of strategies aimed at promoting mental health and emotional wellbeing. These include aspects of the Joint Health Improvement Plan, the Integrated Children's Services Plan and the Sexual Health Strategy. We also have statutory duties under the new Mental Health Act.</p>

Actions for 2008	Actions / Progress to date
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<p><u>Monitoring</u></p> <p>Monitor use of services use by disability, ethnic origin and gender.</p> <p>Social services statistical information by ethnic origin for reporting in statistical bulletins.</p> <p>Researching of sources of statistical information on migrant workers.</p> <p>Review all new policies for their impact on gender, ethnic origin and disability.</p> <p>Monitor data by gender, ethnic background and disability to promote equality and eliminate discrimination.</p> <p>Ensure that the Independent Advocacy Service is supported in its development and rolled out across community care groups.</p>	<p>Social Service - Social Work IT systems CCIS, CJIS and CFIS in Child Care, Criminal Justice and Community Care have facilities for monitoring ethnicity.</p> <p>Adult Care Bulletin 2006/2007 has Adult Care ethnicity statistics.</p> <p>Migrant Workers in Clackmannanshire statistical briefing note produced.</p> <p>Carry out Equality Impact Assessments when developing new policies.</p> <p>Analysis of the SEEMIS generated data at school level and council level, will inform actions 08-09; relevant SEEMIS developments will be pursued during the session.</p> <p>Independent advocacy Service established in a local base.</p>
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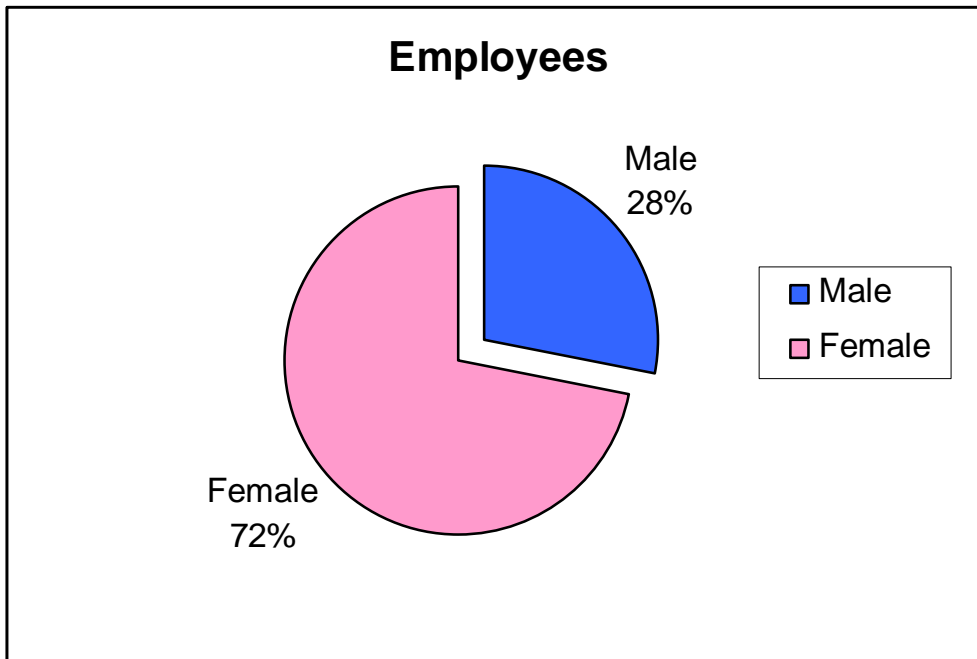
<p>Actions for 2008</p>	<p>Actions / Progress to date</p>
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<p><u>Policy Development</u></p> <p>Review all systems and policies for impact on gender equality.</p> <p>Take the equality policies into account when monitoring and reviewing existing policies and procedures.</p> <p>Ongoing review all policies and procedures to ensure that they promote gender equality, equal opportunities and harmony between persons of different gender groups.</p>	<p>Review policies - completed.</p> <p>Policy/procedure monitoring, review and development supported by summary impact assessment process.</p> <p>Policy review being undertaken in response to SWIA recommendations.</p>
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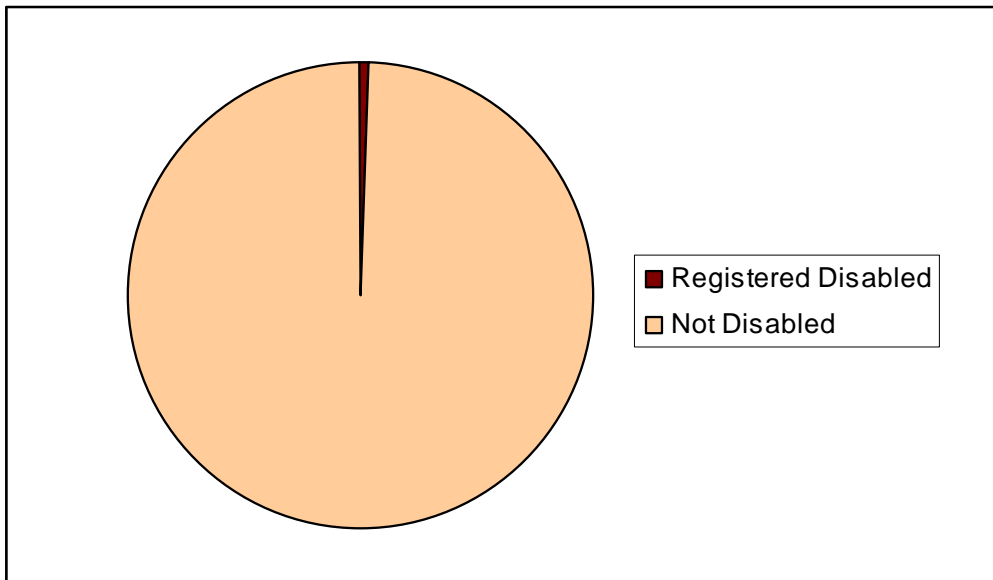
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Actions for 2008	Actions / Progress to date
<p><u>Training</u></p> <p>Ensure that advice issued to Council and Services takes account of Equality Legislation.</p> <p>Roll out programme of diversity training to all staff and raise staff knowledge of Disability Legislation.</p> <p>All school staff trained in their duty to promote equality and eliminate discrimination</p> <p>Ensure that appropriate offenders participate in the Racially Motivated Offenders Group-work Programme in Forth Valley.</p>	<p>Council's In-house training programme includes this subject. There has been little uptake of these training events.</p> <p>Roll out programme of diversity training to all staff and raise staff knowledge of Disability Legislation. Update staff on equalities issues in monthly core brief - compulsory for all Housing staff to attend diversity training.</p> <p>EMDG to develop and promote training programme.</p> <p>There is a local group-work programme on racial awareness for people on supervised attendance orders. 1:1 work continues with racially motivated offenders.</p>

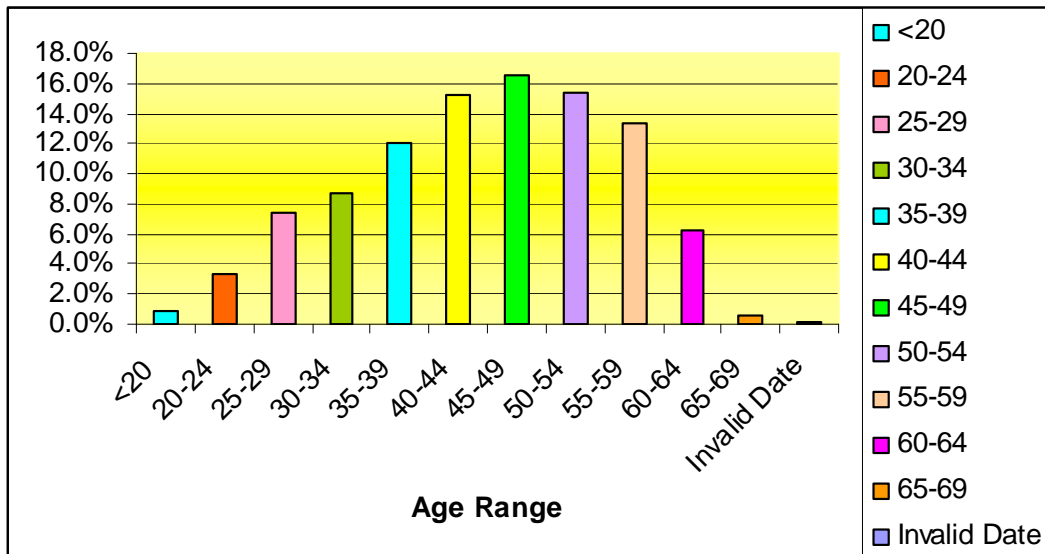
Total amount of Males and Females employed by Clackmannanshire Council, 72% are women and 28% are men as of October 2008



As of October 2008 there were 0.6% of employees registered as disabled.



Age ranges of employees as of October 2008



Employee ethnicity as of October 2008

As of October 2008 76.3% of employees identified themselves as white, with 0.1% being Mixed, 0.2% being Asian, 0% Black, 0.1% stated as Other. 23.2% of employees did not state their ethnicity.

Ethnicity		
White	2195	76.3%
Mixed	4	0.1%
Asian	5	0.2%
Black	1	0.0%
Other	4	0.1%
Not Stated	666	23.2%
	2875	

**Clackmannanshire Council
Equal Opportunities Data 2007 and 2008**

Gender				
	Oct-08		Jul-07	
Male	804	28.0%	819	28.8%
Female	2071	72.0%	2020	71.2%
	2875		2839	

Age Range				
	Oct-08		Jul-07	
<20	27	0.9%	27	1.0%
20-24	97	3.4%	106	3.7%
25-29	211	7.3%	218	7.7%
30-34	251	8.7%	243	8.6%
35-39	346	12.0%	349	12.3%
40-44	437	15.2%	438	15.4%
45-49	477	16.6%	448	15.8%
50-54	442	15.4%	456	16.1%
55-59	384	13.4%	374	13.2%
60-64	181	6.3%	165	5.8%
65-69	18	0.6%	10	0.4%
Invalid Date	4	0.1%	5	0.2%
	2875		2839	

Disability				
	Oct-08		Jul-07	
Registered Disabled	16	0.6%	13	0.5%
	2859	99.4%	2826	99.5%
	2875		2839	

Ethnicity				
	Oct-08		Jul-07	
White	2195	76.3%	2191	77.2%
Mixed	4	0.1%	3	0.1%
Asian	5	0.2%	5	0.2%
Black	1	0.0%	2	0.1%
Other	4	0.1%	9	0.3%
Not Stated	666	23.2%	629	22.2%
	2875		2839	