

EQUALITY OUTCOMES PROGRESS UPDATE – LOCAL AUTHORITY

SINGLE OUTCOME AGREEMENT PRIORITY – Safe and Strong			
Local Outcome 7: Our communities are safe, secure and vibrant			
What is our equality outcome?		<i>The risk of harm to people will be reduced</i>	
1. Domestic Abuse/Violence Against Women	Which part of the general duty are we addressing?	What are the key protected characteristics?	How will we measure progress?
	Eliminate discrimination	Gender/Age/Pregnancy/Maternity/Transgender/Sexual Orientation	i) Number of incidents of domestic abuse and support the development of MARAC (Multi Agency Risk Assessment Conference)
Progress:	Although the number of incidents recorded increased during the first six months of 2014 compared to the same period in 2013, the level of reporting has increased significantly. There is also increased consistency in the way domestic abuse is recorded by Police Scotland. The full year figure for incidents of a domestic nature to the end of March 2014 is marginally lower than in 2012/13. Changes within Police Scotland and partner agencies have delayed the ability to implement MARAC Phase 2.		
What will we do over the next 3 years?	Funding has been secured for co-ordination and administration to allow Phase 2 to be fully implemented Tayside-wide.		
	Eliminate discrimination	Gender/Age/Pregnancy/Maternity	ii) Violence to women and girls is reduced
Progress:	Three protocols on Harmful Traditional Practices (HTP) have been completed which involved Angus, Dundee and Perth & Kinross councils, Police Scotland, NHS Tayside, various Women's Aid and other relevant Tayside organisations. These protocols are: Honour Based Violence, Female Genital Mutilation and Forced Marriage, and are tools for practitioners should any of these circumstances arise. There has been a lot of work undertaken with schools through producing anti-violence DVD's, and general awareness – raising. Every opportunity to promote the White Ribbon campaign from football grounds to public bars has been undertaken.		

	Eliminate discrimination	Age/Gender/Disability	Number of people affected by financial scams
Progress:	Financial Harm multi-agency group established. Raising awareness and education initiatives implemented, including involvement in the National Safer Communities Doorstep Crime Project, and the use of social media and involvement in campaigns in April 2014 (Doorstep and Mail Spam), and Scam Awareness month in May 2014. Angus is protecting vulnerable adults from nuisance phone calls, preventing falls and mental anguish. Over a two year period, 174 vulnerable adults have had 68,000 calls blocked. Nuisance calls have increased from 27 a month on average, to 47 in 2014, and over 95% of these were blocked.		
What will we do over the next 3 years?	<ul style="list-style-type: none"> • Develop work with health professionals who are going into the homes of people who are isolated. • Open up pilot to potentially every vulnerable person in Angus. • Work with Royal Mail to block mail scams commences 2015 • Develop an 'Angus Safer Communities' app with contributions from partner agencies 		
3. Hate Crime	Eliminate discrimination, foster goods relations	All	Number of people subjected to hate crime
Progress:	An interagency group established for all the hate incidents. New protocol was signed by Angus Council, Police Scotland, NHS Tayside and Victim Support in 2014.		
What will we do over the next 3 years?	<ul style="list-style-type: none"> • Establish a new system for recording and monitoring all hate incidents reported to/dealt with within the council • Develop and implement e-learning for all staff regarding defining and recording hate incidents. • Prioritise Gypsy Travellers as a minority group requiring particular attention. 		
4. Safety	Eliminate discrimination, advance equality of opportunity and foster good relations	All	i) People feeling safe during the day ii) People feeling safe at night
Progress:	i) 97% respondents in the 2013 Community Safety survey feel very or fairly safe in their neighbourhood when they are out walking alone during the day. These results are broadly similar to the results from the previous period. ii) 78% respondents in the 2013 survey feel very or fairly safe in their neighbourhood when they are out walking alone after dark. This is a slight improvement on the 2011 figure (76%), and higher than the Scottish average of 68% from the Scottish Crime and Justice Survey. There is a rolling budget to improve and maintain the Open Space CCTV cameras and infrastructure in Angus. There are 51 cameras. The spend in 2013/14 was £87,000 which increased to £120,000 in 2014/15		
What will we do over the next 3 years?	<ul style="list-style-type: none"> • Continue to invest in the improvement and maintenance of CCTV • Develop relations with street pastors in Arbroath who assist people coming out of nightclubs etc., and help increase the feeling of safety at night. • Community wardens and police have been tasked to patrol in areas identified through analysis against the Community Safety priorities. 		

SINGLE OUTCOME AGREEMENT PRIORITY – CARING AND HEALTHY

Local Outcome 8: We have improved the health and wellbeing of our people and inequalities are reduced

What is our equality outcome? *People with a disability maximise their potential*

1. Education, training, employment, volunteering	Which part of the general duty are we addressing?	What are the key protected characteristics	How will we measure progress?
	Eliminate discrimination, advance equality of opportunity	Disability/Gender/Age	Number of people with disabilities in employment, training and volunteering

Progress: The number of people identifying themselves as having a disability, registered with Towards Employment Team and/or 16+ Opportunities for All (Jan 2014 – Dec 2014) is 59. The total who moved into employment is 11. The overall number of people with learning disabilities supported into education, training and volunteering increased to 254 in the first half of 2014/15 from 209 for the same period in 2013/14. The target was exceeded.

What will we do over the next 3 years? Provide more employment, training and volunteering opportunities for people with a disability, by continuing to build on opportunities as they arise

2. Self Directed Support (SDS)	Advance equality of opportunity	Disability/Age	Number of people with self directed support
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Progress:

- i) A Self Directed Support (SDS) Implementation Group has been established and work being progressed includes draft policy, practitioners group, providers' forum and a dedicated SDS section on the internet. To date, 282 people have SDS in Angus, and the overwhelming majority (196 or 70%) have decided to go for Option 4 – a mix of all available options, indicating that most people want some control and choice over their care.
- ii) Changes at national level to the independent living fund have in part affected the number of people having opportunities to be engaged with their communities. Learning disability services continue to militate against this by progressing a wider range of day opportunities support and working in partnership with Dundee and Angus College.

What will we do over the next 3 years?

- i) Continue to develop and progress SDS for the citizens of Angus
- ii) A range of day opportunities are in place. These will continue to develop as SDS focuses on a more personalised approach to support planning.

What is our equality outcome? *Carers will have a life outside of caring, and their health and wellbeing will be improved*

1. Introduce Health Checks for all Carers	Advance equality of opportunity	Age/Gender	Number of Health Checks undertaken
Progress:	Carers Health Checks process agreed with CHP worker delivering service for 50% practices, and 50% general practices commissioned to deliver the service. Over 200 health checks were undertaken by April 2014		
What will we do over the next 3 years?	Extend test of current service model until July 2015, in light of early positive outcomes and identification of unmet physical and emotional health needs		
What is our equality outcome?	<i>We will provide flexible and responsive services to carers to enable them to continue in their caring roles (revised)</i>		
	Advance equality of opportunity	Age/Gender	Number of carers who report their quality of life has improved
Progress:	<p>A number of investments have been made to support carers in their caring role, including:</p> <ul style="list-style-type: none"> • Co-location of Carer Development Workers within Localities • Short break voucher scheme for carers • Augmenting the short break service for carers • Developing Carers' IT Skills • Angus Carers strategy 2012-2015 <p>The Carefree Project (sitting/befriending) continues to expand, providing 2,639 hours via volunteers in 2012/13. Initially funded by a grant from Shared Care, it is now funded by the Change Fund.</p> <p>The care together project funded by Shared Care has submitted its mid grant report. It has provided a range of activities targeted at carers which have been well received. More activities are planned from ideas generated by carers themselves. 1065 hours of service have been provided since Oct 2012.</p> <p>The Take a Break scheme is beginning to grow, six carers having redeemed short breaks vouchers with Sue Ryder totalling 71 hours, and a further 30 carers have now accessed vouchers.</p> <p>The localities project has recruited three carer development workers based within certain GP practices and Whitehills Health & Community care Centre. 118 new carers have been identified and referred.</p> <p>The IT skills for Carers project have seen volunteers deliver IT training to carers with the aim of reducing isolation and assisting them in their caring role. 14 carers have completed training.</p>		
What will we do over the next 3 years?	<ul style="list-style-type: none"> • We will ensure all young carers have a comprehensive assessment and support plan: Following the publication of the new Angus Carers' Strategy 2013/16, the priorities identified for young carers are being progressed. For example, free travel is being considered; entitlement card has been developed; DVD has been produced; current school policy is being revised. • As part of the change fund we would wish to work in partnership with Angus Carers centre to further develop a programme of support to carers who are caring for an individual with a long term condition. • Review assessment pathways and processes to ensure that carer's organisations in Angus are more fully integrated within the locality model. This will focus on further integration of carer's assessments and support plans and utilising the range of support provided by carer's organisations. 		

	<ul style="list-style-type: none">• Develop locality work with carers and the movement towards joint locality nursing/social work services• There are an increasing number of older carers who are caring for individuals with a learning disability. The Angus partnership would wish to review the current level of support of these carers.• Accelerate and extend existing flexible respite to support carers through augmenting our short breaks scheme.• Carers Support. This area of investment is focused enhanced support for older carers. The project aims to support adults with disabilities who are over 40 years old to continue to be supported at home. The funding will provide respite provision in the form of care home respite short breaks and day services• Extend training and support for carers in partnership with Angus carer centre
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SINGLE OUTCOME AGREEMENT PRIORITY – SUSTAINABLE

Local Outcome 10: Our communities are developed in a sustainable manner

What is our equality outcome? *People will find it easy to travel in Angus*

1. The Number of Bus Boarders at Bus Stops	Which part of the general duty are we addressing?	What are the key protected characteristics/	How will we measure progress?
	Advance equality of opportunity, eliminate discrimination	Disability/Age/Gender	Improvements to be made to travelling in Angus, such as the number of bus boarders at bus stops, raised kerbs and bus routes
Progress:	<ul style="list-style-type: none"> The number of bus boarders/raised kerbs in place has increased from 444 in 2012/13 to 492 in 2014/15. Bus routes have been changed to reflect customer need. At a tender in January 2015, the Forfar to Stracathro Hospital service was replaced with a direct bus service operating from Dundee to Forfar then Stracathro. This means that passengers no longer have to change at Forfar (often a problem with missed connections and long waits). This service is also operated by seven wheelchair accessible vehicles. In 2013 an Angus Health & Transport Steering Group was established, and an action plan was agreed in 2013, and through this, Social Work & Health colleagues set up car schemes to take people to doctors' appointments – a new scheme in Edzell was introduced 2014/15. Promoting active travel is a key priority in the action plan, and contributes towards a broad range of health, social, environmental and economic policy objectives, by changing people's attitudes and culture towards greater acceptance of active travel options locally. In 2014, the Licensing Board has reviewed the number of accessible taxis in Angus and agreed to remove burgh boundaries for the collection and drop off of people with disabilities using accessible taxis. There has been widespread support of the national objective 'Let's Make Scotland More Active' by encouraging children to walk to school. From the Household Survey and Hands up Scotland Survey the percentage of primary school children walking to school slightly increased to 52.7% in 2013. The national average in 2013 was 46% for primary school children. We also work with our third sector partner, Voluntary Action Angus regarding advertising in our Community Transport Guide for volunteer drivers who transport people who are mobile but have difficulty using public transport and do not have other means to attend hospital, treatment centres or attend social activities The TACTRAN Thistle Card has been introduced and publicised in Angus to allow older people/people with disabilities more time to be seated etc. 		
What will we do over the next 3 years?	<ul style="list-style-type: none"> Within the Angus Health and Transport Action Plan (H&TAP), JMP Consultants undertook a review of Passenger Transport Information at NHS establishments and subsequently money from Smarter Choices, Smarter Places funding for 15/16 was secured and will be providing a TFT real time information display showing bus information in the reception at Stracathro Hospital, we will also be providing a new bus shelter, with information etc. within the grounds. In 2015 as part of the on-going work travel information which has been made available on NHS website via the Traveline information supplied by us on bus services see for Stracathro Hospital the links to the web pages are http://www.nhstayside.scot.nhs.uk/GoingToHospital/OurPremisesA-Z/StracathroHospital/index.htm and http://www.nhstayside.scot.nhs.uk/GoingToHospital/OurPremisesA-Z/StracathroHospital/PROD_222338/index.htm . With the new community campuses, the long term aim is to reduce dependency on car travel and encourage more walking and cycling. More developmental work will be undertaken to encourage all children and young people, including those with disabilities, to have the opportunity to be physically active through their home, school, college and community. Cycle safety training will be promoted, along with walking and cycling routes, new signage and access to facilities and equipment. An active travel promotional logo 'Angus on the Go' has been developed for launch in 2015. 		

EQUALITY OUTCOMES PROGRESS UPDATE – LOCAL AUTHORITY AND EDUCATION AUTHORITY

SINGLE OUTCOME AGREEMENT PRIORITY – PROSPEROUS AND FAIR				
Local Outcome 1: We have a sustainable economy with good employment opportunities				
What is our equality outcome?		<i>Young people are supported to maximise their employment opportunities</i>		
1. Positive Destinations (Economic Development)	Which part of the general duty are we addressing?	What key protected characteristics are we addressing?		How will we measure progress?
	Advance equality of opportunity, eliminate discrimination	Age/Disability/Gender/Pregnancy/Maternity		The number of young people in positive destinations who have identified themselves as having a disability, registered with Towards Employment Team, and/or 16+ Opportunities for All People
Progress:		Age	Male	Female
		18-24	2	0
		25-40	1	3
		41-50	2	0
		51-54	1	1
		55-64	1	0
		TOTAL	7	4
	There was also an initiative developed and implemented to support unemployed young mothers back into employment which was recognised nationally			
What we will do over the next 3 years?	Continue to support and increase the number of adults and young people towards positive destinations. There are no comparative figures but in future we will be able to monitor progress from this baseline.			
2. Modern Apprenticeships and Work Experience (revised)	Advance equality of opportunity, eliminate discrimination	Age/Disability/Gender		Increasing modern apprenticeships and work experience placements in public sector organisations
Progress:	Consultation regarding the Economic Development Strategy 2013 – 2020 focusing on supporting people into employment through training, skills and education is complete. This strategy incorporates and complements current and planned future Opportunities for All activity in the 16-20 age range and			

	<p>will fully incorporate the work being done with relation to Youth Employment and creating opportunities for the future. The action plan is now being developed.</p> <ul style="list-style-type: none"> • Links with Job Centre will further enhance provision for 18-19 year olds and allow for utilisation of Sector Based Work Academies. A number of Sector Based Work Academies have now been delivered including Security; Taxi driving, Retail and hospitality. The Employability Partnership have completed a programme with VAA to deliver on the third sector challenge fund bid which was a Youth Academy and supported 24 young people into jobs. • In consultation with partners a Youth Employment Action Plan is being developed and this will provide a valuable resource for practitioners. • Skills for Work Coordinator contribute to OfA by providing increasingly flexible work experience opportunities for young people prior to and after leaving school. Links with Throughcare/Aftercare team provide opportunities to raise awareness of the family firm approach and the availability of work experience placements available for all young people looked after by the local authority. Links with employers continue to develop the range of opportunities available. • A proposal for a Face Book page to promote all learning opportunities in Angus is being progressed in an effort to establish a mechanism through which provision / opportunities can be communicated to the wider community <p>NHS Tayside has developed a number of new opportunities and Angus Council continues to support up to 30 placements. Further work is underway through the establishment of new opportunities for young people group in Angus tasked with delivering the recommendations from the Wood review. Angus Council's target of 30 modern apprenticeships in this financial year has been impacted by continuing restructuring, and is unlikely to be met. NHS Tayside is committed to recruiting 31 16-19 year old modern apprentices this financial year (2014/15), across a range of departments, an increase from only 4 recruits two years ago. In 2015 there were applications for 17 modern apprenticeships in social services/healthcare closed, and each includes a local authority placement.</p> <p>In 2015 Elected Members approved the creation of a shared apprenticeship company to run opportunities for a shared apprenticeship scheme in construction.</p>		
<p>What we will do over the next 3 years?</p>	<p>The Angus Employability Partnership leads on a key cross-cutting issue in relation to youth employment. The aim is to create a sustainable workforce through developing the skills of young people, encouraging partnership support and engaging with Employers. The partnership is progressing a number of areas of work including:</p> <ul style="list-style-type: none"> • -Raising the profile of the work being conducted in Angus to ensure that all young people know about all of the opportunities available to them and how to access them. • Encouraging organisations, employers and third sector to offer modern apprenticeships, volunteering placements and training opportunities. • Making partnership and collaborative working an essential priority both locally and nationally to make best use of increasingly scarce resource and achieve collaborative advantage which broadens the range of engagements and opportunities for young people. 		
<p>Local Outcome 2: Angus is a good place to live in, work in and visit</p>			
<p>What is our equality outcome?</p>		<p><i>Migrant workers are given equal respect and opportunities to live, work and receive education in Angus</i></p>	
<p>1. National Insurance Registrations</p>	<p>Which part of the general duty are we addressing?</p>	<p>What are the key protected characteristics?</p>	<p>How will we measure progress?</p>
	<p>Advance equality of opportunity, eliminate discrimination, foster good</p>	<p>Ethnicity</p>	<p>The number of new NI registrations entering Angus</p>

	relations		
Progress:	Migration to Angus has been decreasing for a number of years. There was a decrease of approximately 27% from 2010/11 to 2011/12, compared to c.11.2% in Scotland as a whole. Only Perth and Kinross experienced a larger drop in numbers than Angus, and only three authorities saw small increases in new national registrations for overseas nationals.		
What will we do over the next 3 years?	<p>Angus Council is one of four local authorities taking part in a four year research project being undertaken by the University of Glasgow, and results from this research will be used to direct services in future to attract more migrant workers. Although still at the fieldwork stage, initial findings demonstrate more families are migrating and joining other family members, compared to young, single people in the early days of migration. Also isolation appears to be emerging as a significant issue, with participating migrants indicating a desire to have friends from the indigenous population. The opportunities to do this will be looked at over the next three years.</p> <p>With our partners we will continue to provide annual information and advice roadshows to farms in Angus for seasonal migrants, many of whom decide to stay or return to work in Angus, or attend college.</p> <p>Also a multi-agency approach has been adopted through establishing a migrant workers' accommodation group, led by the council's planning services, to ensure there are robust and co-ordinated inspections of caravans and houses of multiple occupancy, and fire safety is prioritised, especially for the hundreds of seasonal migrant workers in Angus each year</p>		
What is our equality outcome?		<i>Gypsy Travellers are given equal respect and are given opportunities to live, work and receive education in Angus</i>	
1. Quality of Life	Which part of the general duty are we addressing?	What are the key protected characteristics?	How will we measure progress?
	Advance equality of opportunity, eliminate discrimination, foster good relations	Ethnicity	The percentage of Gypsy Traveller satisfied with their quality of life
Progress:	<p>We have been unable so far to measure this, however, there was an Open Doors event to capture views, and a Residents Association was established for the settled community at the St Christopher's site. A multi-agency group to deal with unauthorised encampments was established some years ago, but a proactive group established with NHS Tayside to look at the needs of Gypsy Travellers, is in its early stages.</p> <p>A principal teacher dedicated to looking at the needs of Gypsy Traveller children has been in post for 18 months and had seen a change in parents who want their children educated, especially in IT, and an increase in children attending school. There has been awareness raising in schools, including for staff. A lot of information is being distributed to parents regarding nurseries and places at school.</p> <p>In 2015, MECOPP, a Gypsy Traveller care project, delivered awareness raising sessions for elected members, managers, and other relevant council officers and police colleagues. This training was facilitated by Gypsy Travellers and was very well received</p>		
What will we do over the next 3 years?	<ul style="list-style-type: none"> • Establish a Gypsy Traveller Liaison Officer post • Continue to develop a multi-agency group to address the needs of Gypsy Travellers • Continue to raise awareness in schools etc. • Continue to monitor attendance, exclusions, incidences of reported bullying, and the achievement levels of Gypsy traveller children • Commence monitoring of instances of bullying of Gypsy Traveller children 		

Local Outcome 3: Our children and young people are confident individuals, effective contributors, successful learners and responsible citizens			
What is our equality outcome?		<i>All children will reach their expected development milestones (to be revised)</i>	
1. Early Years	Which part of the General Duty are we addressing?	What are the key protected characteristics?	How will we measure progress?
	Advance equality of opportunity	Age	The number of children achieving milestones by the time they start school
Progress:	This specific measure has been superseded by the council's restructuring. The initial findings of the new indicator are for the period 1 April 2013 to 31 December 2013. The percentage of Angus children reviewed where no concerns were identified was 77%, compared to Dundee 76.1%, and Perth & Kinross 79% Nurture programmes have been introduced in primary schools, and Cosy Corners in nurseries. Attachment training has been undertaken		
What we will do over the next 3 years?	<ul style="list-style-type: none"> • Continue to monitor and review where concerns are identified • Introduce initiatives as appropriate 		
2. Just Play	Advance equality of opportunity	Age	The number of families engaged with the initiative
Progress:	The development of the Just Play Initiative has proved extremely successful across Angus. The three year initiative started in Arbroath with nine families engaged who had a history of offending/criminal activity, or had patterns of generational crime within the family or extended family. The support sessions took the form of 'one to one' activity with the families in the 'Just Play' venue, within the local community and within the family home. Feedback from the families was very positive. It was then rolled out across Angus supporting 25 families, and by 2013 37 families were being supported.		
What will we do over the next 3 years?	The future of the initiative is uncertain and sustainability of the service is under discussion		

What is our equality outcome?		<i>The life chance of learners are increased</i>	
1. English for Speaking of Other Languages (ESOL)	Which part of the General Duty are we addressing?	What are the key protected characteristics?	How will we measure progress?
	Advance equality of opportunity, eliminate discrimination, foster good relations	Ethnicity/Age	The number of ESOL learners
Progress:	<p>In 2013/14 there was a slight increase in the number of new ESOL learners (216 compared to 212 the preceding year). This exceeded the target set. From April 2013 community based ESOL courses have been provided in Brechin, Forfar, Arbroath and Montrose. An additional class has been provided in Carnoustie since August 2013.</p> <p>In 2014/15 Dundee and Angus College have 32 new and 28 continuing learners of ESOL. In the period April to September 2014, 42 learners were ESOL accredited by Angus Council.</p> <p>A buddy scheme operates in Angus to offer support to learners and this has proved to be very successful.</p>		
What we will do over the next 3 years?	<p>Learning the English language remains high priority for migrant workers arriving in Angus. For some it is the means to obtain a job, or promotion, and for others it assists social integration with the rest of the community. We will continue to look at innovative new ways to deliver what migrants want. ESOL classes were offered after school but there were no takers, but the buddy scheme is appreciated and we will continue to develop that initiative, and to continue to deliver ESOL classes on work premises where appropriate.</p>		
2. Literacy and Numeracy	Advance equality of opportunity	Age/Gender	The number of literacy and numeracy learners
Progress:	<ul style="list-style-type: none"> In 2012/13 there was a significant increase in learners referred by Job Centre Plus and other agencies. Although they were working on employability skills, they also had learning needs in terms of literacy. As at September 2014, there were 220 literacy/numeracy learners. The first draft of the literacy and numeracy draft strategy was shared with partners and an event for partners took place in 2014 to agree priorities and actions. A following draft went and was re-distributed in May 2014. There were subsequent amendments, and a further multi agency workshop took place in September 2014, which focused on the development of an action plan. The final draft strategy and plan will be adopted by summer 2015. 		
What we will do over the next 3 years?	Finalise, adopt and implement the all age literacy and numeracy strategy		

WORKFORCE DEVELOPMENT

What is our equality outcome?		<i>The workforce will be reflective of the communities we serve and is valued and respected</i>	
1. Employees within minority groups	Which part of the General Duty are we addressing?	What are the key protected characteristics?	How will we measure progress?
	Advance equality of opportunity, eliminate discrimination	All	Monitor the percentage of employees within minority groups
Progress:	i) This has been progressed, and discussions are ongoing regarding the exact wording to include in recruitment processes to attract under-represented groups. ii) The IT system, Resourcelink, has been developed to allow self-service for employees to update their personal information from 1/9/14. However, only 477 employee records have been amended. The employee monitoring results are detailed in the Mainstreaming Report (Appendix 2)		
What we will do over 3 years?	(i) We will finalise new recruitment processes to attract under-represented groups. (ii) We will promote the self-service facility and encourage employees to keep their records up-to-date.		
2. Harassment / Bullying	Advance equality of opportunity, eliminate discrimination	All	The number of cases brought forward on the grounds of one of the protected characteristics dealt with by the council's harassment and bullying Contacts Network
	Progress:	There was only one case of bullying/harassment on the grounds of disability in 2013/14 Four new Contacts were recruited and trained during 2013/14 to replace leavers	
What we will do over the next 3 years?	Re-launch and re-advertise the service with the new contacts. Continue to monitor the number of cases brought forward on the grounds of one of the protected characteristics		
3. Employee Satisfaction	Advance equality of opportunity, eliminate discrimination	All	The percentage of employees who state that overall they enjoy their job

Progress:	<ul style="list-style-type: none"> As reported in the 2013 Staff Survey, overall the number of employees who enjoy their job in Angus Council remains high. There has been a lot of investment in developing coaching for staff over the last two years. There are now 16 trained coaches. A recent social work inspection highlighted that motivation and commitment in the People's directorate remained very high. The council introduced a commendation scheme in 2014 to give recognition to staff delivering exceptional work. The council's Agile Strategy is underway and when fully implemented will encourage a greater work/life balance for many employees and assist greater flexible working for parents/carers. 98% of requests for a flexible working arrangement were approved over the last two years. The number of people leaving the council over the last two years has been high due to the significant restructuring programme, but none have indicated their reason for leaving was based on protected characteristics. 		
What will we do over the next 3 years?	<ul style="list-style-type: none"> Conduct another Staff Survey in the summer 2015 Develop the coaching service to offer team coaching in addition to individual. The coaching for managers training will continue to be delivered We will continue to promote the commendation scheme We will fully implement the Agile Strategy Develop arrangements for further staff engagement 		
What is our equality outcome?	<i>Occupational segregation in the workforce will be minimised</i>		
1. Occupational Segregation	Advance equality of opportunity, eliminate discrimination	Gender	<ul style="list-style-type: none"> i) The percentage of the highest paid 2% and 5% of earners among the council employees who are women ii) the proportion of primary teachers who are males iii) The proportion of social care officers who are males
Progress:	<ul style="list-style-type: none"> (i) the percentage of the highest paid 2% of earners who are women was 31.8% in March 2014. This increased to 40.3% by October 2014. The percentage of the highest paid 5% of earners who are women was 41.24% in March 2014. This also increased to 45.64% by October 2014 (ii) and (iii) as detailed in the Mainstreaming Report 		
What will we do over the next 3 years?	Continue to monitor and address issues as they arise, for example prior to 2013 there were no female head teachers in any of the secondary schools in Angus. In the last two years females have been encouraged to apply, and although there are no official statistics to measure against prior to 2013, we know there is now more gender balance in these posts		

EQUALITY OUTCOMES PROGRESS UPDATE – EDUCATION AUTHORITY

SINGLE OUTCOME AGREEMENT PRIORITY – LEARNING AND SUPPORTIVE			
Local Outcome 3: Our children and young people are confident individuals, effective contributors, successful learners and responsible citizens			
What is our equality outcome?		<i>Provide an inclusive learning environment for all children and young people</i>	
1. Attainment levels/Average tariff scores	Which part of the General Duty are we addressing?	What are the key protected characteristics?	How will be measure progress?
	Advance equality of opportunity, eliminate discrimination	Age/Disability/Gender/Ethnicity	The percentage of young people in positive destinations
Progress:	<p>i) The overall total percentage of school leavers moving into positive destinations at December 2014 was 94.7%. By March 2014 this fell to 93%. In comparison nationally over a similar period there was a fall to 90%. This means that the percentage of leavers from Angus Council reporting a positive destination in March 2014 was 3% higher than the national average.</p> <p>ii) the average tariff score of the lowest attaining 20% has increases over the last 5 years, from 55 in 2009 to 70 in 2013. The target was 68, so this has been exceeded.</p> <p>The attainment levels (3 year averages) of S4 pupils attaining 5+ at level 5 remained at 34% for 3 years, falling slightly short of the target of 36%</p> <p>The attainment levels (3 year average) of pupils attaining 3+ at level 6 by the end of S6 remained at 36% for 2 years, and exceeded the target of 33%</p>		
What will we do over the next 3 years?	Continue to provide the best possible education to the pupils of Angus, however, it should be noted that these measures will be changing with Curriculum for Excellence.		
2. Exclusions	Advance equality of opportunity, eliminate discrimination	Age/Disability/Gender/Ethnicity	The percentage of young people excluded from schools
Progress:	<p>(i) Exclusions from secondary school: At 18 December 2014 it was recorded that over the past five years there had been a year on year decrease in the number of pupils excluded from school, and in 2012/13 there was a 24% decrease from the previous year.</p> <p>(ii) Exclusions from primary school: At December 2014 2014 it was recorded that over the past five years there had been a year on year decrease in the number of pupils excluded from school, and in 2012/13 there was a 52% decrease from the previous year.</p>		
What will we do over the next 3 years?	Continue to ensure that exclusions are avoided by working with young people to obtain the best possible education		

What is our equality outcome?		<i>Young people have an understanding of equality issues</i>	
1. Bullying	Which part of the General Duty are we addressing?	What are the key protected characteristics?	How will be measure progress?
	Advance equality of opportunity, eliminate discrimination, foster good relations	Age/Disability/Sexual Orientation/Transgender/ Gender/Ethnicity/Religion & Belief	i) The introduction of the LGBT Toolkit in schools ii) the revision of the bullying incidents monitoring form and recording system for all protected characteristics
Progress:	i) The LGBT Toolkit was introduced after staff training ii) The schools' bullying monitoring form was revised and implemented. In March 2015 the EHRC commended the monitoring as a piece of best practice. iii) A young peoples' equality group was established 2015 with the support of LGBT Youth Scotland iv) Bullying incidents reported in primary schools remained the same in 2014/15 as in 2013/14, at 18 per thousand pupils. Bullying incidents in secondary schools reduced from 28 to 26 per thousand pupils over the same period. Schools have been very well supported by staff from the School and family Support Service and this has enabled school staff to provide effective support and interventions for pupils and families. The number of reported incidents has continued to be rigorously monitored, and schools have made very good progress in promoting restorative practices. These programmes have been shared with parents and have received very positive feedback.		
What will we do over the next 3 years?	<ul style="list-style-type: none"> • Build on the good practice already undertaken • Aim for the LGBT Charter mark in schools and learning 		
2. Transgender Policy	Advance equality of opportunity, eliminate discriminate, foster good relations	Transgender/Age	The introduction of a Transgender policy for pupils
Progress:	There has been some progress made towards developing a policy, and this is ongoing. An employee transgender policy was introduced in the council some years ago, and the council's equality officer is working with schools and learning to produce one appropriate for pupils.		

What will we do in the next 3 years?	Finalise a transgender policy for pupils through consultation with stakeholders and introduce into schools