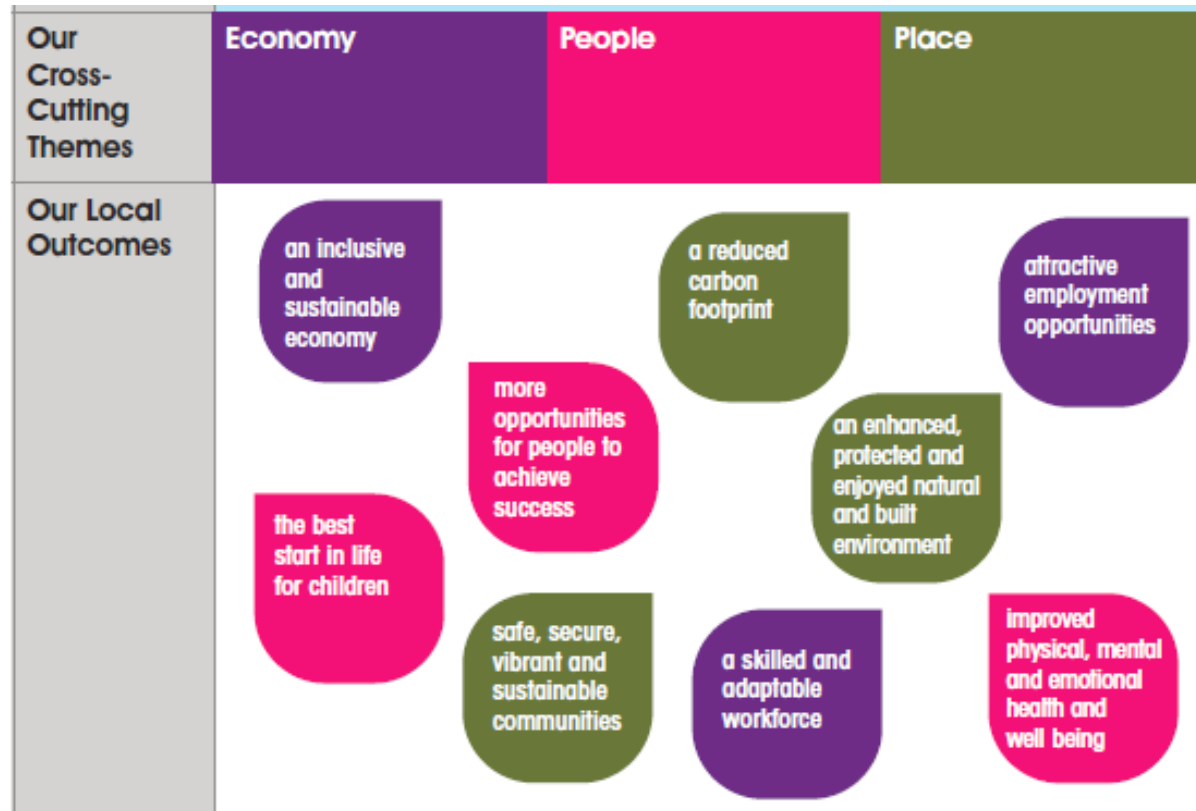


EQUALITY OUTCOMES PROGRESS UPDATE – LOCAL AUTHORITY

Angus Vision, Themes and Outcomes:-



**LOIP THEME – PLACE**

**LOIP Priority - Improving Mental health and Wellbeing**

**What is our equality outcome?**      ***The risk of harm to people will be reduced***

<b>1. Domestic Abuse/Violence Against Women and Girls</b>	<b>Which part of the general duty are we addressing?</b>	<b>What are the key protected characteristics?</b>	<b>How will we measure progress?</b>
<p><b>Progress:</b></p>	<p>Eliminate discrimination</p>	<p>Gender/Age/Pregnancy/Maternity/ Transgender/Sexual Orientation</p>	<p>i) Number of incidents of domestic abuse ii) The roll out of the Safe &amp; Together model</p>
<p>What will we do over the next 3 years?</p>	<p>From April 2018 – December 2018, the overall number of reported domestic incidents fell by 10.2% from 843 to 757, and the overall number of reported domestic crimes reduced by 31.8%, from 672 to 458. Although many perpetrators still offend after they have been dealt with by the police or have been separated from their partners. Also from 1<sup>st</sup> April 2018 to 31<sup>st</sup> December 2018; 23 individuals were arrested and reported for this period compared with 34 for the previous year. This is a reduction of 32.4 % and is consistent with the overall reduction in recorded domestic abuse.</p> <p>The Angus MARAC continues to assess and plan for those women at high risk of domestic abuse.</p> <p>The Glen Isla project is ongoing which supports vulnerable women, specifically those with children in need of protection.</p> <p>Awareness sessions continue to be delivered in relation to Safe &amp; Together, with a session being offered at the Protecting People Conference in 2018.</p> <p>As part of the Local Outcome Improvement plan – Improving Mental Health and Wellbeing is a priority which is being mapped to explore the services currently available to support those most in need. This will create a delivery plan for 2019/20 with measurable impacts and outcomes.</p> <p>Whilst there has been a decrease in the number of recorded incidents in Angus it is recognised that the overall level of incidents continues to be a challenge for services in Angus.</p> <ul style="list-style-type: none"> <li>• We will continue to work with our community planning partners to reduce the numbers of incidents of domestic abuse.</li> <li>• Continue to embed the Safe &amp; Together model in Angus. This American model helps children and young people stay with the non abusive parent in domestic abuse situations. It will be delivered in conjunction with domestic abuse training for practitioners jointly between Angus Violence Against Women Partnership (AVAWP) and the Child Protection Committee</li> <li>• Expand the Glen Isla project</li> <li>• Implement working groups to support the priorities of AVAWP, and ensure local authority leadership and representation on the groups.</li> </ul>		
	<p>Eliminate discrimination</p>	<p>Gender/Age/Pregnancy/Maternity</p>	<p>iii) Violence to women and girls is reduced</p>

<p>Progress:</p>	<p>In 2018 the Safe &amp; Together programme was launched in Angus which has led to increased staff training in relation to domestic abuse and prevention.</p> <p>Criminal Justice has developed an Understanding Relationships group work programme as an early intervention approach to developing healthy relationships and have further developed the court-mandated perpetrator intervention programme (The Fergus Programme) to ensure effective, targeted intervention for those convicted of domestic abuse. 'Mentors in Violence Programme' is being piloted in 2 secondary schools in Angus with positive results. Through Angus Violence Against Woman Partnership, 15 Champions have been trained in applying a 'Safe and Together' approach to working with women and children experiencing domestic abuse. The Safe and Together model is a strengths-based approach to working with victims and holding perpetrators to account. Our plans to tackle relational violence are holistic starting from prevention through to protection and recovery.</p> <p>Protocols on harmful traditional practices remain in place.</p> <p>There were a number of initiatives delivered by AVAWP during the 16 Days of Action in 2016, 2017 and 2018, including:</p> <ul style="list-style-type: none"> <li>• a Facebook page where a face and a fact about gender based violence was posted over each of the 16 Days</li> <li>• Walk a Mile in her Shoes (2016) at Lochside Leisure Centre in Forfar to raise the profile. Launched by the police, around 30 people attended including elected members and pupils from Forfar Academy.</li> <li>• A film of the Banaz honour based violence story, and training by the CEO Scottish Women's Aid "Why does she just not leave?" was delivered and continues to be delivered as part of a training programme</li> <li>• Housing held sessions specifically aimed at those experiencing domestic abuse.</li> <li>• Raising awareness amongst elected members</li> </ul>		
<p>What will we do over the next 3 years?</p>	<ul style="list-style-type: none"> <li>• Support AVAWP as core partners to deliver on improvements in AVAWP including supporting the roll out of Safe and Together;</li> <li>• Support our LA 'Champions' from Children, Families and Justice to embed a Safe and Together approach across our services</li> <li>• Deliver training for Social Workers and other staff on coercive control</li> <li>• Continue delivering training in HTP and the protocols by holding lunchtime sessions for other practitioners such as social workers, and front-line staff.</li> <li>• Continue awareness raising through work with schools and campaigns, including the 16 Days of Action</li> <li>• Raise the profile of the work on going around Improving Mental Health and Wellbeing as part of the LOIP priorities</li> <li>• Create a delivery plan through the Community Planning Partnership to address these challenges.</li> </ul>		
<p><b>2. Financial Scams</b></p>	<p><b>Which part of the general duty are we addressing?</b></p>	<p><b>What are the key protected characteristics?</b></p>	<p><b>How will we measure progress?</b></p>
<p>Progress:</p>	<p>Eliminate discrimination</p> <p>Age/Disability</p> <p>Number of people affected by financial scams</p> <p>Attendance at Financial Abuse Support Teams (FAST) meetings have become a regular occurrence for all partners. They are quickly arranged multi agency responses e.g. responses to take action for adults identified as being at risk or those who have been financially harmed. To date, the most vulnerable have tended to be the elderly and those suffering from mental health issues such as memory loss. The process has been very successful with scams/financial harm being the most common reason for Trading Standards to attend.</p> <p>Angus is protecting vulnerable adults from nuisance phone calls and those who would scam them causing financial harm which tends to lower the victim's self-esteem. In a recent study victims were 2.4 times more likely than those who had not been targeted in this way to be moved into more</p>		

	<p>dependent/assisted living arrangements or to suffer acute illness.</p> <p>Over the last year (2018) 154 complaints of people affected by financial scams have been investigated by Trading Standards, 51 people given scam prevention packs, 50 talks given reaching 720 people, 19 events attended and 55 call blockers installed preventing nuisance and scam calls.</p> <p>Visits to Royal Mail delivery offices to engage with postal workers to raise awareness of scams through the post has been undertaken and refresher visits have been planned together in partnership with Angus Heath &amp; Social Care Adult Protection Team.</p> <p>Angus Council Trading Standards &amp; Consumer Protection Services are currently involved in talks with Police Scotland and colleagues in their neighbouring authorities Dundee and Perth &amp; Kinross to arrange a joint working partnership for dealing with door step crime. We are providing training for the new "Police Champions" which we hope to have 2 of in every police ward. Officers attending door step incidents will refer to their "Champion" for advice and information. The aim is for Trading Standards to be made aware of these incidents asap as many offences for door step crime generally fall within the remit of the legislation Trading Standards enforce.</p> <p>The use of social media and the press has been and will continue to be used in awareness campaigns. Awareness raising with vulnerable groups is undertaken, for example delivering sessions to those who care for clients who have dementia along with other community groups.</p>		
<p>What will we do over the next 3 years?</p>	<ul style="list-style-type: none"> <li>• Deliver outcomes for the Life Changes Trust funded project for Angus and two other local authorities to prevent financial harm to those with dementia.</li> <li>• Continue to participate in the Angus Financial Harm Sub-Committee Group.</li> <li>• Continue to work with Royal Mail to block mail scams. Revisits to the delivery offices will be completed in 2019.</li> <li>• Continue to operate FAST to address imminent and actual financial harm.</li> <li>• Continue to install callblockers to prevent scams by telephone.</li> <li>• Continue to support an overarching Angus Safer Communities Facebook/Twitter account as a depository for all community safety messages in Angus.</li> <li>• Continue to develop work with partner agencies to raise awareness of scams.</li> </ul>		
<p><b>3. Hate Crime</b></p>	<p>Eliminate discrimination, foster goods relations</p>	<p>All</p>	<p>Number of people subjected to hate crime</p>
<p>Progress:</p>	<p>There was no increase in reported hate crime April 2018 – June 2018 compared to the previous period. Hate crimes can cover a wide range of incidents including verbal comments. Overall incidents remain low with a detection rate of 81 % (down 6.1%).</p> <p>Over the reporting period there have been 19 recorded reports of racially aggravated conduct compared to 25 for the same period last year. These crime types have a detection rate of 96%.</p> <p>There have been a number of other crimes recorded which have a Hate Crime aggravator or aspect. These are mostly associated with the night time economy, drunkenness and individuals being verbally abused. For the reporting period there have 36.</p> <p>Police Scotland along with the Angus Hate Incidents Multi Agency Panel (HIMAP) will continue to monitor for any underlying trends.</p>		
<p>What will we do over the next 3 years?</p>	<ul style="list-style-type: none"> <li>• Explore opportunities for working in collaboration with HIMAPs in Dundee and Perth &amp; Kinross</li> <li>• Roll out a new system for recording and monitoring all hate incidents reported to/dealt with within the council</li> <li>• Develop and implement e-learning for all staff regarding defining and recording hate incidents.</li> <li>• Continue to prioritise Gypsy Travellers as a minority group requiring particular attention.</li> </ul>		

	<ul style="list-style-type: none"> <li>Continue to monitor hate incidents and hate crime via the multi-agency Hate Incidents Multi-Agency Panel, and take targeted action where appropriate. There will be particular attention to any increase in offences directed towards Gypsy Travellers and members of the Muslim and Eastern European communities in Angus.</li> </ul>		
<b>4. Safety</b>	Eliminate discrimination, advance equality of opportunity and foster good relations	All, young people	i) People feeling safe during the day and night ii) People have safe, stable, affordable housing
Progress:	<p>The overall number of reported crimes in Angus, shows a reduction of 19.3%, from 7376 incidents previously to 5954 incidents for this reporting period. This is 1422 less victims of crime in the communities of Angus, which is positive, and continues the year on year reduction.</p> <p>(i) The feeling of safety in the neighbourhood has seen an increase from 80% of participants rating their neighbourhood a very safe place to live in 2015 compared to 89% in 2017.</p> <p>(ii) Quality of life in both the neighbourhood and in Angus has remained consistently high, maintaining the levels reported in 2015.</p> <p>The Council is building around 40 new homes each year, but that will soon increase to around 70 per year. Much of this investment is focused on housing led regeneration in our most deprived areas, aimed specifically at improving the local environment. We know, however, that successful communities are much more than that. Our regeneration objective is to draw together a wealth of components into a co-ordinated plan to help stimulate a vibrant economy, improve visitor and resident facilities, and provide employment and training opportunities.</p> <p>Our regeneration activity is very much a vehicle for addressing the priorities in the LOIP and reducing inequalities, as well as a broad range of other outcomes. There is a strong link between a stable home and the ability to access work. By ensuring a supply of safe, good quality affordable housing parents are more likely to be able to access work. We can also help create the conditions for business start-ups and for diversification, so that jobs are created and maintained, helping to sustain household disposable income and impacting positively on the reduction in poverty.</p> <p>Our family homes are designed with higher than the minimum space standards so that children have the space to do homework without being cramped, which will help improve attainment and long term prospects.</p> <p>As well as improving and increasing our affordable homes, the Council is also focused on increasing the energy efficiency of its stock. Improving standards of energy efficiency makes homes less expensive to heat and reduces fuel poverty, therefore our homes also have high levels of thermal insulation and renewable technology, to reduce fuel bills, leaving more disposable income for families.</p> <p>Families in poverty tend to have reduced housing options, and tend to be more at risk from homelessness. The Council works with families to prevent and respond to homelessness through our housing options service, as we know it has a magnified impact on children. The Council's recently approved Rapid Rehousing Transition Plan builds on the current approach and will ensure that families experiencing homelessness can secure permanent accommodation much more quickly, reducing stays in temporary accommodation, and helping re-establish stable homes for children so that they can remain in or return to education quickly.</p> <p>In a more holistic sense, we are modernising our business so that we can make savings from a digital transformation, and re-invest in our frontline services to support our most vulnerable customers. We will re-provision our staff resources more effectively to focus on customer engagement and service quality and target our resources in the most deprived areas where child poverty is prevalent, for example, we have already re-planned</p>		

	<p>substantial investment in our Bathroom Replacement Programme so that it begins in Brechin, an area of concern in terms of child poverty.</p> <p>Future Plans: Low rents are an important factor in poverty and child poverty. Angus Council has one of the lowest rent levels in Scotland (8th lowest local authority). This low rent base is just a platform for our preventative work which is more than just our core Housing services. By working closely with residents in the communities, we can make interventions at the point of contact which can improve people's lives, or can prevent a negative change occurring. We can help maintain family stability, help household finances, and help prevent relationship breakdown, which in turn can help with health and wellbeing. This means we can be a platform for improved life chances, whether that is in educational attainment, employment and training, or household disposable income.</p> <p>While housing does not have a direct impact on social security income, the holistic approach taken by the Council and some other social landlords means that families living in our housing have access to services which can work with them to ensure they are accessing the correct benefits. We therefore work on a daily basis with families in financial trouble, to provide advice and potential solutions. When families are in rent arrears, we help them maximise any benefits, and we also agree manageable repayment plans to help them regain financial stability over a course of months dependent on individual circumstance. We always make special allowance for families with children, and do all we can to help them stay in their home to ensure the children have a safe and stable home.</p> <p>If we invest in our preventative services we will deliver savings for children's services and other parts of the Council, as well as improving health and wellbeing. We will also reduce rent arrears. We know that this spend to save approach delivers results, but it can be difficult to quantify how effective prevention actually is. However, we believe that for every £1 we invest in our direct staff costs we can return £2 in terms of preventative savings.</p> <p>However we monitor the benefits, we intend to continue this approach as we deliver on our vision for services and our customers.</p>
<p>What will we do over the next 3 years?</p>	<ul style="list-style-type: none"> <li>• Continue to task Community Wardens and police to patrol areas identified through analysis against the Community Safety priorities.</li> <li>• Look for the council to become a fuller part of the I Am Me initiative. Initial investigations are underway to develop this scheme to help vulnerable people feel safer when out and about. The scheme involves local businesses/organisations providing a safe place for vulnerable people to go for assistance, for the business/organisation to undertake some training, and then advertise their participation in the scheme by displaying a window sticker.</li> <li>• Investigate that Angus Council has the ability to suspend taxi licences when a person is reported for a serious crime</li> <li>• Work in partnership with the Police to enhance the support available to those most in need through the CPP network priorities and Locality plans</li> <li>• Participate in the Housing 2021 consultation to ensure that our housing stock is fit for purpose and safe</li> <li>• Build 70 homes per year through regeneration</li> <li>• Continue to reduce homelessness</li> <li>• We will reduce rent arrears</li> </ul>

Local Outcome – Improving Accessibility and Connectivity			
What is our equality outcome?		<b><i>Licensing Board decisions are improved</i></b>	
1. Provide training for Licencing Board Members	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	Ethnicity/All	Members of the Licensing Forum’s knowledge and understanding of equality issues increased
Progress:	Equality and diversity training was delivered to elected members on the Board to ensure legislative requirements are kept up to date and to provide the skills required.		
What will we do over the next 3 years?	<p>Licensing staff awareness of the Equality Act 2010 and its implications in service delivery on all protected characteristics is increased</p> <p>Ensure that Licensing Forum voluntary members undertake equality and diversity training.</p> <p>Ensure licensing staff undertake equality and diversity training.</p> <p>We will increase the Licensing Board’s knowledge and understanding of equality issues in relation to applications in order to provide better quality, informed decisions.</p>		

LOIP THEME - PEOPLE			
LOIP Priority: Improving Mental Health and Wellbeing			
Local Outcome 6: We have improved the health and wellbeing of our people and inequalities are reduced			
What is our equality outcome?		<b><i>People with a disability maximise their potential</i></b>	
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 Economic Development Skills Team and/or 16+ Opportunities for All who moved into employment is 12 (April 2017 to 2018). The overall number of people with disabilities supported into education, training and volunteering increased to 264 in the first half of 2017 from 254 for the same period in 2015, which is another increase again from 209 in 2014.		
What will we do over the next 3 years?	Increase the number of people with a disability accessing employment, training and volunteering opportunities		
<b>2. Self Directed Support (SDS)</b>	Advance equality of opportunity	Disability/Age	Number of young people with self directed support
Progress:	<p>The Angus Health &amp; Social Health Care Partnership took delegated responsibility for adult social care and community based health services from 1 April 2016, therefore the IJB will report on these, however the council can report on SDS for children's services.</p> <p>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 mitigate against this by progressing a wider range of day opportunities, support and work in partnership with Dundee and Angus College.</p> <p>A SDS group was established within children's services which agreed our approach to the implementation of SDS for children and their families, including the development of guidance for staff, updated carer's assessment template and an information leaflet for parents/carers.</p> <p>All cases open with the children and disabilities team have an up-to-date assessment and plan, and where appropriate, SDS is used to support the delivery of the plan and agreed outcomes.</p> <p>The SDS options are as follows:</p> <p>Option 1. (The family take the approved budget and arrange the support independently)</p> <p>Option 2. (The family select what support they want and direct the council on how they want the support to be provided).</p> <p>Option 3. (The family ask the council to choose and arrange the support it thinks is right for their child).</p> <p>Option 4. (Mix and match – the family can select a mixture of the above options).</p>		
What will we do over the next 3 years?	<ul style="list-style-type: none"> <li>• Continue to develop and progress SDS for young people in Angus</li> <li>• A range of day opportunities are in place. These will continue to develop as SDS focuses on a more personalised approach to support planning.</li> <li>• Review the implementation of SDS in children's services (already underway)</li> </ul>		



<b>What is our equality outcome?</b>		<b><i>We will provide services to members of the community using British Sign Language (BSL) to enable them to communicate more appropriately with us</i></b>	
<b>3. Provision of BSL</b>	Advance equality of opportunity	Disability/Age	BSL users are satisfied with council's communication
Progress:	<p>The new statutory requirement for the council to produce a BSL action plan resulted in a working group of all council services affected to develop a consultation and engagement strategy with BSL users. Angus Council worked in collaboration with Dundee and Perth &amp; Kinross councils and held two engagement sessions – one to find out what BSL users wanted and the second to put forward our draft action plan for their approval. These were successful events, and ideas from these sessions were used to develop our BSL plan.</p> <p>In summer 2018, there were several sessions of BSL awareness training delivered by Deaf Action for a range of employees of the council and ANGUSalive.</p> <p>Four places on the Level 1 BSL course were sponsored by the council and commenced in September 2018. These were taken up by 3 employees and 1 elected member.</p> <p>The council's BSL action plan was introduced in October 2018. Work emanating from the Plan includes a joint video project with Dundee City Council, and ongoing development of QR codes for BSL users to access council information.</p> <p>Joint procurement of translation and interpretation services is underway with Dundee City and Perth &amp; Kinross councils, with a predominant focus on the provision of BSL interpreters.</p> <p>Services of BSL interpreters are secured as requested.</p>		
What will we do over the next 3 years?	<ul style="list-style-type: none"> <li>• Develop the video project with partners to ensure there is a long-term sustainable social enterprise of BSL users providing the videos, as producers, interpreters etc. themselves</li> <li>• Develop the range of information available via QR codes</li> <li>• Have a translation and interpretation service which is effective and satisfactory for BSL users</li> <li>• Continue to promote ContactSCOTLAND in our services</li> <li>• Continue to promote introductory BSL for front line staff</li> </ul>		
<b>What is our equality outcome?</b>		<b><i>We will provide flexible and responsive services to carers to enable them to continue in their caring roles</i></b>	
<b>4. Support for Young Carers</b>	Advance equality of opportunity	Age	Developments/activities in the service provided to young carers

<p>Progress:</p>	<p>A Young Carers Statement has been produced and is in live trials. This will be rolled out in Spring 2019.</p> <p>A booklet for carers and the provision of short breaks, specifically including young carers.</p> <p>A survey of bullying was undertaken in 2018/19 and there were more than 1,000 responses, still to be analysed.</p>
<p>What will we do over the next 3 years?</p>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Launch the updated Service and Referral Information for the Young Carers Service</li> <li>• Launch the Young Carers Strategy in 2019, which will be written with young carers and based on the findings of the Young Carers Strategy event</li> <li>• Ensure that the actions within the agreed Angus Young Carers Strategy are costed, with lead workers, and funding for staff and resources is identified, alongside a sustainability plan to ensure the long term provision for young carers in Angus.</li> <li>• Develop a young adult carers service for young adults aged 16-25 in response to identified need and to ensure the planned transition into Adult Services is recognised as a priority</li> <li>• Review and update the Schools Policy for Young Carers once the new Young Carers Strategy has been adopted once the live trial is completed in 2019</li> <li>• Implement the requirements of the Carers (Scotland) Act which includes the requirement to provide a Young Carers Statement to Young Carers in Angus. Develop a Young Carers Training Pack for primary and secondary schools once the live trial has been completed</li> <li>• Develop a Young/Adult Carers Referral Pathway between Angus Young Carers Service and Dundee and Angus College.</li> </ul> <p>In order to ensure that carers have a life outside of caring, and their health and wellbeing are improved, we will continue to work with partners in the community planning partnership to take forward outcomes for young carers by:</p> <ul style="list-style-type: none"> <li>• Increasing young carers sense of independence</li> <li>• Reducing young carers loneliness</li> <li>• Increasing young carers coping skills.</li> </ul>

**LOIP THEME - ECONOMY**

**LOIP Priority – Improving Accessibility and connectivity**  
**Local Outcome 8 – A reduced carbon footprint**

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

<b>1. Improve accessible and active travel</b>	<b>Which part of the general duty are we addressing?</b>	<b>What are the key protected characteristics/</b>	<b>How will we measure progress?</b>
	Advance equality of opportunity, eliminate discrimination	Disability/Age/Gender	Improvements made to travelling in Angus

Progress:	<ul style="list-style-type: none"> <li>• From May 2017 the Forfar to Stracathro Hospital service operated by seven wheelchair and hybrid accessible vehicles dedicated to it.</li> <li>• On street information at key bus shelters was updated in March 2018 to reflect new travel information.</li> <li>• The number of bus boarders/raised kerbs in place remains at 492. Their locations can be found at <a href="http://www.travelinescotland.com/accessibility">http://www.travelinescotland.com/accessibility</a></li> <li>• Angus Active Travel Steering Group successfully applied for approximately £189K from Smarter Choices Smarter Places (SCSP) for delivery of an active and sustainable travel programme over the financial year 2018/19. Projects targeting local commuters, residents, visitors, as well as students and pupils are being delivered throughout the year, to encourage a change in travel behaviour. Projects included the following:               <ol style="list-style-type: none"> <li><b>1. Cycling</b> <ul style="list-style-type: none"> <li>• Creation of a bike library offering the loan of conventional and e-bikes for use across the Council area and facilitated by Angus Cycle Hub</li> <li>• Series of behaviour change activities for Council staff and wider community including Dr Bike sessions, bike amnesty days, bike technical, confidence and road skills and community bike celebration events.</li> </ul> </li> <li><b>2. Schools</b> <ul style="list-style-type: none"> <li>• Workshops for pupils moving to high school to familiarise them with active travel modes and help them to plan sustainable travel to school</li> <li>• Safe parking at schools projects to address congestion and safety issues</li> <li>• Walk Once a Week projects at schools across the area</li> </ul> </li> <li><b>3. Information</b> <ul style="list-style-type: none"> <li>• Social media campaign working with Tactran and partner local authorities</li> <li>• Real time bus information equipment installed and updated at Forfar Community Campus and Brechin Community Campus and other locations as well as provision of bus boarders (raised kerbs to ease boarding).</li> </ul> </li> <li><b>4. Behaviour change</b> <ul style="list-style-type: none"> <li>• Car sharing programme across Angus Council and in partnership with Tactran to provide free access to the wider community</li> <li>• Step count activity challenge for staff, involving Angus Alive and NHS partners.</li> <li>• Dundee and Angus College collaborative project for staff and students to help them access funds, commission a college travel plan and an active and sustainable travel plan for its campuses.</li> </ul> </li> <li><b>5. Communities &amp; Policy</b> <ul style="list-style-type: none"> <li>• Active travel plan for Brechin, informed and directed by the community, enabling it to apply for active travel funds in future</li> <li>• Commissioned an area wide Active &amp; Sustainable Travel Strategy to establish picture of current actions already taking place across the Council area, to capture aspirations, funding gaps and to establish a baseline of travel patterns and choices at present. These outputs will provide the basis for</li> </ul> </li> </ol> </li> </ul>		
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	<p>individual and collaborate projects and funding bids in future.</p> <ul style="list-style-type: none"> <li>• Angus Council successfully bid to take part in Switched on Towns and Place programme which offered free consultancy support to explore potential for establishment of an electrical vehicle infrastructure in one town by the Energy Saving Trust (EST). Arbroath was considered best suited to the criteria.</li> </ul> <p>Community Links in Arbroath - the dual carriageway in Arbroath was identified as a barrier to movement at a locality event in 2015. Subsequently</p> <ul style="list-style-type: none"> <li>• This view was confirmed through the <u>Charrette</u> process in 2016</li> <li>• Community links funding was awarded (2017-18) to undertake a feasibility study of road realignment and creation of dedicated active travel lanes along the length of the road – <u>Accessible Arbroath</u></li> <li>• <u>CLP2</u> funding (2018-19) was won to progress the idea and undertake participation exercises for the project.</li> <li>• Bid for next stage (design) to be submitted end of April 2019.</li> </ul>
<p>What will we do over the next 3 years?</p>	<p>Community Links in Arbroath – next steps:</p> <ul style="list-style-type: none"> <li>• If bid for PLC funding (2019-2020) is successful we will develop the design and funding package with aim of construction 2020-2023</li> <li>• Green Infrastructure Fund bid submitted in support of CLP project</li> <li>• If unsuccessful, the initial design works are in place to look for other funding to develop the project</li> <li>• The Active travel audit and CLP identify a range of opportunities for smaller scale improvements and links in the town</li> <li>• Build on public awareness of this project to promote health benefits of active travel – mental and physical. Focus on areas at the bottom of the SIMD rankings – which includes approx. 1in 5 of the population of Arbroath.</li> <li>• Implement the new Angus Active &amp; Sustainable Travel Strategy which will include reviewing governance, extending partnership working and tracking progress of activities across the Council area.</li> <li>• Arbroath’s feasibility study for electric vehicle infrastructure will provide a basis for future bids to the Switched on Towns &amp; Cities programme to establish viable elements of the study in the town.</li> <li>• Following a successful bid for funding for a Low Carbon Transport and Travel Hub at Orchard Bank in Forfar, work has commenced on preparing the site for construction with completion expected in 2019/20. The project intends to generate energy to support the charging points from installing solar canopies, helping to power 28 new spaces, with 18 charging points including eight rapid units, six fast and four slow.</li> <li>• Engage with Tactran as they explore options for implementing the commissioned Tactran Electric Vehicle Regional Strategy</li> <li>• Deliver a programme of actions from the 2019/20 Smarter Choices Smarter Places Programme (awaiting final confirmation of funding). Projects include:</li> </ul> <p><b>Active &amp; Sustainable Travel in Communities</b></p> <ul style="list-style-type: none"> <li>• Angus Rural Towns Community Cycling Initiative</li> <li>• Two additional community led transport projects to identify barriers and opportunities to improve active a sustainable travel – communities yet to be identified.</li> <li>• Brechin Community Transport Project Implementation Fund – delivering seed projects</li> </ul>

- Get on the Go social media campaign continuation across Tactran area

**Active & Sustainable Travel to Schools**

- Travel Tracker pilot (primary schools) - continuation of programme
- Primary school workshop continuation - increase from 6 to 10 schools
- Safe parking at schools campaign - continuation of programme
- Public transport promotion - summer discounted ticket promotion

**Active & Sustainable Travel to Key Trip Attractors**

- Continued Liftshare licence for Council staff, partners and wider community
- Signposting of active travel routes in Monifieth

**Public Transport**

- Creation and promotion of a multi-operator bus ticket
- Provision of new bus stops and shelters
- Bus realtime information will be upgraded from a radio based system to digital.
- A new bus service will begin serving Restenneth Fields estate in Forfar
- A review of the subsidised public transport network will be undertaken.

## EQUALITY OUTCOMES PROGRESS UPDATE – LOCAL AUTHORITY AND EDUCATION AUTHORITY

LOIP THEME - ECONOMY					
LOIP Priority: Reducing Child Poverty Local Outcome 1: An inclusive and sustainable economy					
What is our equality outcome?		<i>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	
Progress:	<b>Age</b>	<b>Number</b>	<b>Male</b>	<b>Female</b>	The Skills Team have been working with employers to support local job seekers into local jobs. This has been linked to the local training providers where necessary.
	<b>16-18</b>	1	0	1	
	<b>19-25</b>	16	8	8	
	<b>26-49</b>	24	12	12	
	<b>50-65</b>	13	10	3	
	<b>TOTAL</b>	54	30	24	
From 2017 – 2018 there have been 12 participants with a disability.					
What we will do over the next 3 years?	Continue to support and increase the number of adults and young people towards positive destinations, using the base lines now established to monitor progress				

<b>2. Modern Apprenticeships and Work Experience</b>	Advance equality of opportunity, eliminate discrimination	Age/Disability/Gender	i)Increasing modern apprenticeships and work experience placements in public sector organisations ii).The roll out of Angus Works in developing the young workforce
Progress:	<p>We are working with partners and employers to develop our young workforce.</p> <p>In December 2015, Elected Members agreed the Angus Council Youth Employment Framework - <a href="http://www.angus.gov.uk/meetings/meeting/162/angus_council">http://www.angus.gov.uk/meetings/meeting/162/angus_council</a>. This includes a commitment to support a new work experience programme called "Angus Works". The programme provides extended work experience placements in the Council, initially for up to 45 young people. The scheme will have the capacity to support 100 places per annum once it is fully operational. It is the council's extended work experience programme aimed at young people in S4-6 and 16+ Opportunities for All. It supports the council's commitment to:</p> <ul style="list-style-type: none"> <li>• Developing the young workforce</li> <li>• Providing meaningful opportunities for work through the Shared Apprenticeship Programme</li> <li>• Preparing our young people for their future in the community.</li> </ul> <p>Our Shared Apprenticeship Programme has expanded the pool of potential employers, creating more opportunities for our young people. This award winning programme has now worked with 32 employers and supported 35 apprentices in construction related skills and training. This is complemented by the development of innovative approaches to supporting young people such as 'Angus Works'.</p> <p>Shared Apprenticeship Limited (SAL) was previously the Angus Shared Apprenticeship Programme, but given its success it was expanded to include Dundee for the first time.in 2017. The scheme allows smaller firms to apply for an apprentice where the firm could not normally commit to a full apprenticeship which is ideal for the growth of SMEs in Angus. Apprentices are able to complete a full programme of training by working with a number of different employers to gain the skills they require to become qualified. The variety of roles and experience mean that SAL apprentices are highly skilled and sought after by employers. In total the team has worked with 32 employers and achieved the following:</p> <p>Year 1 (2015): 11 – 6 joiners, 1 roofer, 4 bricklayers</p> <p>Year 2 (2016): 13 – 7 joiners, 2 painters, 1 roofer, 3 bricklayers</p> <p>Year 3 (2017): 6 joiners, 1 painter, 2 electricians, 2 bricklayers</p> <p>On the Brechin community campus site we are developing a construction training centre, which will be jointly managed and run by Angus Council and Forster's Roofing Group. This innovative project is being supported by the Scottish Future's Trust through their 'Inspiring Learning Fund'.</p>		

<p>What we will do over the next 3 years?</p>	<p>AngusWorks 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"> <li>• 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.</li> <li>• Encouraging organisations, employers and third sector to offer modern and foundation apprenticeships, volunteering placements and training opportunities including increasing Modern Apprentices in Angus Council</li> <li>• 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.</li> <li>• Introduce a Guaranteed Job Interview Scheme for Looked After Children and young carers</li> <li>• In 2019 there will be priority places for Looked After Children in Angus Works</li> <li>• Continue to offer Angus Works and mini Angus Works programmes</li> </ul>
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**Local Outcome 2: A skilled and adaptable workforce**

**What is our equality outcome?** ***Migrant workers are given equal respect and opportunities to live, work and receive education in Angus***

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	(i)Reporting of racist incidents (i)Feedback from integration events

**Progress:**

Evaluations from roadshows with our community planning partners and others to farms with seasonal workers have proven positive with few negative comments regarding treatment from the indigenous population. Workers tend to return to the same farms year after year. There have been no reported hate incidents recorded as a result of Brexit to date. The implications of Brexit on individuals and businesses in Angus remains unclear.

Angus Council was one of four local authorities taking part in a four year research project being undertaken by the University of Glasgow, and where possible, results from this research will be used to direct services in future to attract migrant workers. The economic situation in some home countries has improved and some families have returned home, however for those remaining, isolation emerged as a significant issue through the research, with participating migrants indicating a desire to have friends from the indigenous population, and integrate more.

As a result, the researcher from the Glasgow project established a community pop-up café in Arbroath, with some financial assistance from the council. The café took place over a number of dates in 2016 and 2017, run by Syrian refugees who are also keen to become more integrated into the community. In 2018 several cultural events to increase integration between various communities, and raise awareness, were held for Chinese New



	Year. The council contributed a dragon, and dragon dances with cultural explanations were taken around Angus to Scouts etc. Feedback was that they were well received and should continue.		
What will we do over the next 3 years?	<ul style="list-style-type: none"> <li>• With our partners we will continue to provide annual information and advice to farms in Angus for seasonal migrants, many of whom decide to stay or return to work in Angus, or attend college.</li> <li>• We will closely monitor any reported hate incidents which may emerge as Brexit develops.</li> <li>• We will provide digital assistance for those EU workers applying for settled status via We Are Digital</li> <li>• We will continue to ensure there is multi-agency input into migrant workers' accommodation and safety, to ensure there are robust and co-ordinated inspections of caravans and houses of multiple occupancy, and that fire safety is prioritised, especially for the hundreds of seasonal migrant workers in Angus each year.</li> <li>• We will provide accommodation for Unaccompanied Asylum Seeking Children (UASC) and support integration into local communities.</li> </ul>		
What is our equality outcome?	<b><i>Gypsy Travellers are given equal respect and are given opportunities to live, work and receive education in Angus</i></b>		
<b>1. Quality of Life</b>	<b>Which part of the general duty are we addressing?</b>	<b>What are the key protected characteristics?</b>	<b>How will we measure progress?</b>
	Advance equality of opportunity, eliminate discrimination, foster good relations	Ethnicity	The number of Gypsy Travellers using council sites
Progress:	<p>The permanent site at St Christopher's continues to be full with a healthy waiting list.</p> <p>Unauthorised encampments have fallen off dramatically with the closing off of the Links in Montrose. There is still one extant encampment in Montrose mostly one local family and usually no more than 4 caravans.</p> <p>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 ongoing. There has been re-engagement with occupants at the Balmuir site. Balmuir is a shared site with Dundee City Council. Angus provides education and social work services.</p> <p>Teachers have been accessing St Christopher's and Balmuir to provide education input. As yet no individual space has been identified, but possible use of the local church hall is being explored.</p> <p>Bookbug has been made available.</p> <p>With the local school, the re-introduction of 'passports' in order that the work done by children attending the local school can be progressed from school to school as they move around was completed</p>		

	<p>Awareness has continued to be raised by PT locally.</p> <p>A new Bullying Module has been introduced within SEEMiS which will allow a more accurate recording of information in relation to bullying.</p> <p>A group has been established to respond to the recommendation of Improving outcomes for Children and young people from traveling cultures. This group covers North East of Scotland. We have also established a local forum.</p>
What will we do over the next 3 years?	<ul style="list-style-type: none"> <li>• Continue to raise awareness in schools etc.</li> <li>• Continue to monitor attendance, exclusions, incidences of reported bullying, and the achievement levels of Gypsy traveller children</li> </ul>

<b>Local Outcome 4: The best start in life for children</b>			
<b>What is our equality outcome?</b>		<b><i>All children will reach their expected development milestones</i></b>	
<b>1. Early Years</b>	<b>Which part of the General Duty are we addressing?</b>	<b>What are the key protected characteristics?</b>	<b>How will we measure progress?</b>
	Advance equality of opportunity	Age/Gender	The number of children achieving milestones by the time they start school
Progress:	<p>Nurture approaches focus upon helping children develop the skills necessary to engage in learning. We have developed 20 nurture rooms in schools and a further 30 cosy corners within nurseries and partner provider settings. In a further development, nurture resources are now being provided in settings used as family contact spaces by social work family support teams. Where nurture approaches have been successfully used there is evidence of improved outcomes for children as measured by the use of the Boxall Profile and other social and emotional literacy assessment tools.</p> <p>Planning for first wave of capital expansion is well underway, including a 205-capacity new build Early Learning and Childcare centre in Carnoustie, designed to include maximum options for indoor/outdoor play and learning, sensory facilities, flexible space for ASN considerations and meals provision. A similar project will be developed in Forfar. Extensions to existing schools are also being designed with all of this in mind and consultation events taking place to ensure community involvement.</p> <p>Significant work is underway to develop the workforce to deliver on our early years commitment including support to over 60 council staff to be retrained in Early Learning and Childcare.</p> <p>A pilot scheme established in Forfar for partnership working with childminders will deliver a shared care model and test quality options for the expansion, focussing initially on eligible 2-year-olds. Plans to expand to Arbroath are imminent. A universal family learning resource has been developed to support children's learning at home.</p>		

	<p>Last year The Angus Annual Education Plan was developed in the context of the first ever Tayside Integrated Children's Services Plan. Our collaborative working was further enhanced in January this year when a requirement was introduced to produce a Tayside Regional Improvement Collaborative Plan which focused on joint educational efforts. Recent school inspections have positively highlighted how Angus schools are making a key difference to outcomes for our children and young people. Development work is also underway in partnership with Dundee and Angus College to provide more flexible learning options in the senior phase of education.</p> <p>We have had a considerable focus on developing approaches to supporting parenting. The Family Nurture Team has been established to deliver the Incredible Years Programme to children aged 0-8; 'Five to Thrive' is now being offered to a range of children and families across Angus; Strengthening Families parenting programme is delivered in partnership between third sector and statutory services for parents of children aged 8 plus and for families where there are additional needs identified, Managing Children's Behaviour and Managing Teenage Behaviour courses are offered via social work services. A family learning resource focused on literacy, numeracy and health and wellbeing has been developed.</p> <p>The percentage of children meeting developmental milestones in 2016/17 was 74.7% a decrease from 76.87% in 2015/16. It should be noted that 2016/17 data is not directly comparable with previous years due to a number of incomplete returns. The percentage meeting developmental milestones in the average, or median, Scottish council was 71.30%. In the best council, Aberdeenshire, it was 86.97% and in the worst, Glasgow City, it was 37.86%.</p> <p>Early Years is committed to Modern Apprentices and there are now 17 employed in 2019.</p> <p>The Brechin holiday project ran in the summer of 2018, which meant play and food were delivered resulting in positive outcomes for families in the area.</p>		
<p>What we will do over the next 3 years?</p>	<ul style="list-style-type: none"> <li>• As part of the Tayside Plan for Children, Young People and Families, we will work alongside families (pre-birth-5 years) to improve children's wellbeing and encourage early social and emotional development. In partnership with parents and carers, we will support children in their early years to ensure all children and young people in Tayside are given the best start in life</li> <li>• We will plan and implement all work streams of the Angus Early Years Expansion programme in line with the contents of the Angus Early Years Blueprint for Expansion and the expansion programme plan</li> <li>• We will continue to evaluate our support to parents; Parental Engagement Officers will work with communities to assess local need; where support is required, we will identify needs early and offer support</li> <li>• We will continue our commitment to fulfilling National Improvement Framework Priorities and in line with the Tayside Regional Improvement Collaborative, will focus on a range of priorities including numeracy</li> <li>• Continue to recruit and develop Modern Apprentices specifically for Early Years.</li> </ul>		
<p><b>2. Just Play</b></p>	<p>Advance equality of opportunity</p>	<p>Age/Gender</p>	<p>The evaluations from families engaged in the initiative</p>
<p>Progress:</p>	<p>The Just Play Initiative proved successful across Angus, however it has now ceased. The initiative has however formed the development of the nurture team.</p> <p>This initiative is no longer an equality outcome.</p>		

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<b>What is our equality outcome?</b>		<b><i>The life chances of learners are increased</i></b>	
<b>1. English for Speaking of Other Languages (ESOL)</b>	<b>Which part of the General Duty are we addressing?</b>	<b>What are the key protected characteristics?</b>	<b>How will we measure progress?</b>
	Advance equality of opportunity, eliminate discrimination, foster good relations	Ethnicity/Age	The number of ESOL learners
Progress:	<p>In 2018/19 104 ESOL learners were registered in free evening ESOL classes in Brechin, Arbroath, Montrose and Forfar. Twenty one of these are currently registered to undertake SQA ESOL qualifications.</p> <p>Weekly ESOL lessons have been consistently delivered to Syrian refugees in Arbroath. Six have already achieved SQA ESOL qualifications and eight continue to work toward qualifications,</p> <p>A successful buddy scheme continues to operate in Angus and provides support to learners to improve their language skills.</p>		
What we will do over the next 3 years?	<p>Learning the English language remains high priority for new residents 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. There is some evidence of impact on the number of learners attending ESOL classes since the beginning of Brexit discussions but significant uptake remains.</p> <p>As there is a reduction in new registrations and an increase in learner retention we will focus on higher level language provision, guidance and supporting progression to further learning, employment and volunteering opportunities.</p>		
<b>2. Literacy and Numeracy</b>	<b>Advance equality of opportunity</b>	<b>Age/Gender</b>	<b>The number of literacy and numeracy learners</b>
	Progress:	<p>In 2017/18 there were 4 classes running, and 54 learners, resulting in 8 awards.</p> <p>Literacy, numeracy and digital literacy drop-in provision is available in every Angus burgh. They offer SQA qualifications in core skills and Adult Achievement Awards.</p> <p>Angus Digital Skills Academy has continued to run short basic computing courses for those in receipt of benefits.</p>	
What we will do over the next 3 years?	A new Community Learning and Development Plan for Angus was agreed by committee in 2018 and is being rolled out.		

**WORKFORCE DEVELOPMENT**

What is our equality outcome?		<i>The workforce will be reflective of the communities we serve and is valued and respected</i>	
<b>1. Employees within minority groups</b>	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:	<p>The number of employees declaring an ethnicity which is not white Scottish/English/Welsh/Irish rose from to 55 in 2016 to 78 in 2018, this is despite there being 368 fewer employees in the workforce in 2019 compared to 2017. In terms of recruitment, there was an increase in people of other ethnicities who were successful in 2018, i.e. 13, compared 8 to in 2016. The number of applicants declaring Polish/Eastern European ethnicity fell from 75 in 2016, to 41 in 2018, possibly due to uncertainty over Brexit.</p> <p>In 2017, 74 employees declared a disability compared to 60 in 2019, however there are 368 fewer employees in 2019. In terms of internal promotion, there was 1 employee stating a disability compared to 106 declaring no disability in 2019. This is a decrease from 3 employees stating a disability compared to 76 promoted employees stating no disability in 2016.</p> <p><b>Full details of employee monitoring results are detailed in the Mainstreaming Report (Appendix 2)</b></p> <p>In 2019 we undertook a survey of all employees and their nationality, in preparation for Brexit, to measure any potential impact on services.</p> <p>We issued guidance notes about applying for the EU Settlement Status, firstly for those in the Health &amp; Social Care Partnership for the pilot, then for everyone once the scheme was opened to all. We dealt with queries from the workforce, and signposted to the relevant website.</p> <p>In terms of disability, in Autumn 2017 we gained Disability Confident – Employer Status, in recognition of our commitment to employees or potential employees with disabilities.</p>		
What we will do over 3 years?	<ul style="list-style-type: none"> <li>• We will continue to promote the electronic HR self-service facility and encourage employees to keep their records up-to-date.</li> <li>• We will provide up-to-date recruitment and selection training</li> <li>• We will continue to support staff affected by Brexit to apply for and obtain EU Settlement Status</li> </ul>		
<b>2. Harassment / Bullying</b>	Advance equality of opportunity, eliminate discrimination	All	The number of cases brought forward on the grounds of one of the protected characteristics dealt with informally by the council’s harassment and bullying Contacts Network

Progress:	<p>There were two informal cases of bullying/harassment in 2017-2018, but neither were on the grounds of protected characteristics.</p> <p>Training for the network of Contacts has continued, and in 20-18/19 they have been involved in the development of the new Harassment and Bullying Policy (still to be agreed, to date).</p> <p>The coaching of employees to provide support with both work and personal issues remains popular.</p>		
What we will do over the next 3 years?	<ul style="list-style-type: none"> <li>• We will introduce a revised Harassment and Bullying policy</li> <li>• We will continue to monitor cases brought forward on the grounds of one of the protected characteristics</li> <li>• We will continue to promote Coaching to employees where appropriate.</li> </ul>		
<b>3. Employee Satisfaction</b>	Advance equality of opportunity, eliminate discrimination	All	Leavers who express specific dissatisfaction at Exit Interview
Progress:	<p>There are very few examples of dissatisfaction expressed on leaving the council, but Leavers who give specific examples of dissatisfaction have the reasons investigated at Directorate level. 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.</p> <p>The council's Transforming Angus strategy is well underway and encourages a greater work/life balance for many employees with greater flexible working for many parents/carers through agile working. In addition, wherever possible, requests for a flexible working arrangement, such as compressed hours, are approved.</p> <p>The council introduced a mentoring programme in 2018 called Mentor Me, for women looking to develop their career. They were mentored by women in senior positions in the council.</p>		
What will we do over the next 3 years?	<ul style="list-style-type: none"> <li>• Review employee terms and conditions, maintaining flexible working, introducing new Carer's policy, and paid time off for volunteering</li> <li>• Develop arrangements for further staff engagement</li> <li>• Expand the Early Years programme by recruiting more existing staff into post wherever possible, and providing relevant training for them.</li> <li>• Continue to promote a scheme to allow staff to undertake social work training, or teacher training at Dundee University, whilst remaining employed by the council.</li> <li>• In 2019 we commenced the Equally Safe at Work programme as one of the shadow local authorities, and we will continue with this with a view to gaining accreditation once the 7 pilot local authorities have completed the programme at the end of 2019.</li> <li>• We will complete the development of Modern Apprentices/Interns guidance</li> </ul>		

What is our equality outcome?		<b>Occupational segregation in the workforce will be minimised</b>	
<b>1. Occupational Segregation</b>	Advance equality of opportunity, eliminate discrimination	Gender	(i)The percentage of the highest paid 5% of earners among the council employees who are women (ii)The percentage of the highest paid 2% of earners among the council who are women (iii) The percentage of primary teachers who are males (iv)The proportion of social care officers who are males
Progress:	(i)The percentage of the highest paid 5% of earners who are women was 41.24% in March 2014. This increased, to 45.64% by October 2014. By 2015/16 this had risen to 47.3%, and in 2018 this has continued to rise to 54.2%, i.e. more females than males in the top 5% earners. The highest average across councils was 53.1%, and Angus is slightly higher at 54.2%. (ii)There has also been a rise in the percentage in the highest paid 2% of earners who are women, from 37.3% in 2017 to 44.8%in 2017/18. (iii) The number of male primary school teachers has increased (6 more in 2019 compared to 2017) (iv)The number of social care officers has increased (3 more in 2019 compared to 2017), despite the number of posts decreasing (33 fewer females in post over the same period).  <b>Full details of occupational segregation are in the Mainstreaming Report.</b>		
What will we do over the next 3 years?	<ul style="list-style-type: none"> <li>Continue to monitor the percentage of males/females in stereotypical gender roles.</li> <li>Continue to work on breaking down gender stereotyping, particularly within the younger workforce.</li> </ul>		

## EQUALITY OUTCOMES PROGRESS UPDATE – EDUCATION AUTHORITY

LOIP THEME - PEOPLE																															
LOIP Priority – Reducing Child Poverty Local Outcome 3: Attractive Employment Opportunities																															
What is our equality outcome?		<b><i>Raise the achievement and attainment of all our children and young people</i></b>																													
1.Attainment Levels and 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	Use measures to be reported through the LGBF for education																												
Progress:	<p><b>Attainment levels/ Average tariff scores</b></p> <p style="color: blue;"><b>Increasing post-school participation</b></p> <p><b>School leavers achieving an initial positive destination</b></p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>Year</th> <th>Angus</th> <th>Virtual Comparator</th> <th>National</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>94.2%</td> <td>90.2%</td> <td>90.1%</td> </tr> <tr> <td>2013</td> <td>93.9%</td> <td>91.7%</td> <td>91.7%</td> </tr> <tr> <td>2014</td> <td>92.7%</td> <td>92.5%</td> <td>92.5%</td> </tr> <tr> <td>2015</td> <td>94.1%</td> <td>93.2%</td> <td>93.0%</td> </tr> <tr> <td>2016</td> <td>95.10%</td> <td>93.46%</td> <td>93.33%</td> </tr> <tr> <td>2017</td> <td>94.7%</td> <td>94.2%</td> <td>93.7%</td> </tr> </tbody> </table> <p>Over the last six years in Angus the percentage of our leavers achieving an initial positive destination has been better than the national and virtual comparator averages. Our current work through Developing the Young Workforce and Opportunities For All aims to continue to increase this figure. Challenging targets are regularly discussed with schools.</p> <p>As well as continuing to work towards improving our exam results for pupils and closing the attainment gap between the lowest 20% and other 80% of pupils, we are also working hard to raise the ambition and aspiration of all pupils across Angus. Our schools continue to work closely with partner organisations to identify those young people at risk of missing out and plan to support their transitions beyond school.</p>			Year	Angus	Virtual Comparator	National	2012	94.2%	90.2%	90.1%	2013	93.9%	91.7%	91.7%	2014	92.7%	92.5%	92.5%	2015	94.1%	93.2%	93.0%	2016	95.10%	93.46%	93.33%	2017	94.7%	94.2%	93.7%
Year	Angus	Virtual Comparator	National																												
2012	94.2%	90.2%	90.1%																												
2013	93.9%	91.7%	91.7%																												
2014	92.7%	92.5%	92.5%																												
2015	94.1%	93.2%	93.0%																												
2016	95.10%	93.46%	93.33%																												
2017	94.7%	94.2%	93.7%																												



	<p><b>SQA Attainment</b></p> <p>The percentage of Angus pupils achieving 5 National 5s stayed at 60% in 2017/18 the same as in 2016/17. In 2017/18 the Scottish median, for the middle-ranked council, was 62.5% and Angus was ranked 21st of 32 councils. The highest percentage pass rate was 87%.</p> <p>The percentage of Angus pupils achieving 5 Highers was unchanged at 32% in 2017/18, the same as in 2016/17. In 2017/18 the Scottish median, for the middle-ranked council, was 32.5% and Angus was ranked 17th of 32 councils. The highest percentage pass rate was 63%.</p> <p>The percentage of Angus pupils, living in areas that were in the 20% most deprived in Scotland, who achieved 5 Highers, fell to 12% in 2017/18 from 18% in 2016/17. In 2017/18 the Scottish median, for the middle-ranked council, was 17% and Angus was ranked 21st of 32 councils. The highest percentage pass rate was 37%.</p>		
<p>What will we do over the next 3 years?</p>	<p>Our key focus will be to improve outcomes and life chances for all our children and young people.</p>		
<p><b>1.Pupil Equity Fund</b></p>	<p>Advance equality of opportunity, eliminate discrimination</p>	<p>Age/Disability/Gender/Ethnicity</p>	<p>Evaluation report on the impact of funded interventions</p>
<p>Progress:</p>	<p>The Pupil Equity Fund (PEF) is direct funding to schools from the government to support interventions to improve outcomes for children who are from disadvantaged circumstances. Schools receive £1200 for every child registered for free school meal entitlement.</p> <p>Between April and June 2018, schools in Angus were asked to complete a Survey Monkey questionnaire for each of the interventions that they undertook using Pupil Equity Funding during session 2017/18. 104 responses were received.</p> <p>PEF has been used to create bespoke learning pathways and other interventions (see below). . Young people have had their say on the changes to the secondary school week, and work is planned to seek further views about continuing to improve school engagement.</p> <p>PEF evaluation was completed for 2017/18. For those who selected the 'other' option, interventions included early level literacy support, increased staffing (to create an additional class and to support a school's Breakfast Club); engaging with children and families; using Kitbags to support wellbeing; improving boys' attainment, and transition support. It is important to note that the drop down menu for this question on the survey offered options relating to specific literacy and numeracy resources as well as the option to select general digital and non-digital literacy and numeracy resources. When these interventions are added together, literacy interventions are reported in almost 16% of the returned surveys, and numeracy interventions account for 6% of returns. The three most reported types of intervention related to:-</p> <ul style="list-style-type: none"> <li>• literacy (digital and non-digital resources) – 16%</li> <li>• Osiris Visible Learning – 12%</li> <li>• Digital Resources /Access to Technology – 8.4%</li> </ul> <p><i>Target Population</i></p> <p>42% of the interventions reported were universal and were implemented for all pupils in school. 20% of interventions targeted pupils across the school for reasons such as deprivation, additional needs with aspects of learning, social and emotional needs, those with English as an additional language, and low attendance. 16% of interventions aimed to support families. Other interventions were implemented to support pupils at specific stages e.g. in the early years, at transition stages, and in year groups where the need for support was identified.</p>		
<p>What we will do over the next three years?</p>	<p>Continue to implement interventions funded by these monies, and have improved outcomes for the target groups of children.</p>		

<b>2. Exclusions</b>	Advance equality of opportunity, eliminate discrimination	Age/Disability/Gender/Ethnicity	The percentage of young people excluded from schools measured against local and national benchmarks																				
Progress:	<p><b>Exclusions</b></p> <p>While exclusion levels in secondary schools in 2016/17, and 2017/18 have risen, there has been a drop in exclusions in primary schools from 9 in 2015/16 to 6 in 2017/18. Rates of exclusion among looked after children, however, have risen at primary school level from 16 to 42 from 2016/17 to 2017/18.</p> <p><b>Angus School Exclusion Rates</b></p> <table border="1" data-bbox="526 560 2007 719"> <thead> <tr> <th data-bbox="526 560 1070 619">Exclusions levels per 1,000 children and young people</th> <th data-bbox="1070 560 1270 619">2013/14</th> <th data-bbox="1270 560 1482 619">2014/15</th> <th data-bbox="1482 560 1664 619">2015/16</th> <th data-bbox="1664 560 1839 619">2016/17</th> <th data-bbox="1839 560 2007 619">2017/18</th> </tr> </thead> <tbody> <tr> <td data-bbox="526 619 1070 667">Primary</td> <td data-bbox="1070 619 1270 667">4</td> <td data-bbox="1270 619 1482 667">3</td> <td data-bbox="1482 619 1664 667">9</td> <td data-bbox="1664 619 1839 667">8</td> <td data-bbox="1839 619 2007 667">6</td> </tr> <tr> <td data-bbox="526 667 1070 719">Secondary</td> <td data-bbox="1070 667 1270 719">35</td> <td data-bbox="1270 667 1482 719">32</td> <td data-bbox="1482 667 1664 719">32</td> <td data-bbox="1664 667 1839 719">42</td> <td data-bbox="1839 667 2007 719">44</td> </tr> </tbody> </table>					Exclusions levels per 1,000 children and young people	2013/14	2014/15	2015/16	2016/17	2017/18	Primary	4	3	9	8	6	Secondary	35	32	32	42	44
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Primary	4	3	9	8	6																		
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What will we do over the next 3 years?	<p>Continue to ensure that exclusions are minimised through partnership working between schools and parents/carers, family support services and the extended support provided for vulnerable children and young people. In January, 2019 the Children and Learning Committee approved <a href="#">'Preventing and Managing School Exclusions in Angus - Policy for School Leaders'</a>, This policy aims to deliver improvements in this area for all Angus learners.</p> <p>We will invest Scottish Attainment Challenge money for looked after children into the 'Promoting Inclusion Project' focussing on reducing exclusion and achieving full inclusion for looked after children in schools. Starting with children in residential houses in Angus.</p>																						

<b>What is our equality outcome?</b>		<b><i>Provide positive, nurturing and inclusive environments to support learning and development</i></b>	
<b>1. Bullying</b>	<b>Which part of the General Duty are we addressing?</b>	<b>What are the key protected characteristics?</b>	<b>How will be measure progress?</b>
	Advance equality of opportunity, eliminate discrimination, foster good relations	Age/Disability/Sexual Orientation/Transgender/ Gender/Ethnicity/Religion & Belief	i) Analyse number and profile (i.e. by protected characteristic) of bullying incidents ii) A successful roll out of the Mentors in Violence initiative
Progress:	<p>We continue to have a clear focus on reducing the number of bullying incidents in our schools. The roll out of restorative approaches has continued and very positive feedback has been received about the increased focus on ensuring pupils take full responsibility for their behaviour and its impact on others. There has been a significant reduction in both sectors of recorded incidents of bullying. In almost all recorded cases resolution of the incidents was achieved. The Equalities and Human Rights Commission's research into prejudice based bullying in Scotland schools cited Angus as an example of best practice with regard to our approach to monitoring bullying incidents. All eight clusters in Angus have received 'training for trainers' in restorative approaches.</p> <p>Contact details of support agencies and what a child or young person should do if they have a concern is available to all secondary school children in the school planner. The planner is provided to pupils at the start of each academic year.</p> <p><b>Full tables of bullying incidents broken down by protected characteristic are included within the mainstreaming report.</b></p>		
What will we do over the next 3 years?	<ul style="list-style-type: none"> <li>• Build upon the good practice which has seen a decline in bullying incidents in our schools and address the issues emerging from our analysis of the profile of bullying incidents.</li> <li>• Fulfil our commitment to delivering the Mentors in Violence Prevention in secondary schools. This peer education programme utilises a creative standard approach to prevent all forms of bullying and gender based violence. Three of our schools are undergoing training with local partners, and a steering group will be set up to plan for the roll out of the programme to the other 5 schools. Progress over the next 3 years will include the establishment of a team of mentors in each school, and feedback from the introduction of the programme which will be gathered/monitored.</li> </ul>		
<b>2. LGBTI Issues</b>	<b>Advance equality of opportunity, eliminate discriminate, foster good relations</b>	<b>Transgender/Sexual Orientation/Age</b>	<b>i) The introduction of Transgender guidance for pupils ii) LGBTI support in place</b>
	Progress:	<p>There has been an increase in the number of pupils presenting as the opposite gender within the last two years from primary school upwards, and transgender guidance for schools is in place.</p> <p>Montrose Academy previously won a bronze award in relation to their work on LGBT All secondary schools in Angus are supporting LGBTI work as follows:</p> <ul style="list-style-type: none"> <li>• Arbroath Academy have an Equalities Group.</li> <li>• Arbroath High School doesn't have a school group but has an evening community group run by CLDS</li> </ul>	

	<ul style="list-style-type: none"> <li>• Brechin High School is the same as Arbroath High School</li> <li>• Carnoustie High School has an LGBTI group</li> <li>• Forfar Academy has an LGBTI group</li> <li>• Monifieth High has plans for a Diversity group</li> <li>• Montrose Academy is also planning a Diversity group</li> <li>• Webster's High School has an Equalities group</li> </ul> <p>The Supporting Transgender Young People in Education – guidance for schools and multi-agency training is in place and is being delivered by LGBT Youth Scotland.</p> <p>Local training has been jointly developed and organised – Addressing Inclusion by education and health. There is input specifically for newly qualified probationer teachers.</p> <p>The council's School Estate – Angus Schools for the Future – includes toilet and changing facilities designed to support the needs of transgender/gender fluid children and young people</p>
<p>What will we do in the next 3 years?</p>	<ul style="list-style-type: none"> <li>• .Continue to offer multi agency training 'Addressing Inclusion'</li> <li>• Provide ongoing training for staff to increase confidence in supporting children and young people in school</li> </ul>