

## EQUALITY OUTCOMES PROGRESS UPDATE – LOCAL AUTHORITY

### Angus Vision:



Our plan to deliver this vision was detailed in our Council Plan 2019-2024, updated in 2020, and demonstrates the council's commitment to shift our focus to working more closely with our citizens, our communities, our businesses - our people - putting them at the heart of everything we do. From the COVID-19 pandemic we have seen more than ever the value of the work done in our communities and the benefit of working in partnership. As we focus on recovery and renewal, we need to learn from and build on the experiences resulting from the pandemic, and we reaffirm our commitment to our four strategic priorities. We want:

- 1. Angus to be a go-to place for businesses**
- 2. To maximize inclusion and reduce inequalities**
- 3. Our communities to be strong, resilient and led by citizens**
- 4. Angus Council to be efficient and effective**

The impact of the pandemic has had a disproportionately negative impact on equalities by widening gaps across the spectrum of the protected characteristic groups. Now more than ever is it important that we look to our Equality Outcomes to help address the inequalities we know exist, and to report on the progress we have made over the last two years.

**COMMUNITY PLAN THEME – PLACE**

**Community Plan 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>  |
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|   | <b>Eliminate discrimination</b>  | <b>Gender/Age/Pregnancy/Maternity/<br/>Transgender/Sexual Orientation</b> | <b>i) Number of incidents of domestic abuse<br/>ii) Number of homeless applications made as a result of relationship breakdown (violence / abuse)</b> |
| Progress:   | <p>As reported by Police Scotland to the Scrutiny &amp; Audit Committee in March 2021, occurrence rates in Angus for reported sexual crimes and domestic abuse incidents remains below those of 2019/20. It had been anticipated that the easing of lockdown restrictions would lead to an immediate significant rise in demand in this area, and while this was not the case, there was a steady week on week increase throughout the reporting period, albeit figures for both areas remain below those of previous years. This is a trend that was replicated both within this Division and nationally. This increase continues and, as previously reported, we are returning to pre-COVID-19 levels of activity in this area. It has remained a key focus of improvement work.</p> <p>Robust processes are in place to ensure that domestic abuse offences are identified at the earliest opportunity and where offences have been identified perpetrators are charged and reported. In 2019-20, in Angus, this has seen a 30% increase in the detection rate for these offences, which is significantly higher than the national average.</p> <p><b>Justice Services</b></p> <p><b>58</b> Criminal Justice Social Work Reports were submitted to court with the offence category recorded as ‘Domestic Abuse’ between January and June 2020, <b>83</b> were submitted in the same period in 2019. These figures have been impacted by the changes to the justice system resulting from Covid-19. Quarter 1 (Jan – Mar) <b>47</b> reports submitted in 2020 to <b>39</b> in 2019 representing a <b>20.5% increase</b> from the previous year. Quarter 2 (Apr – Jun) <b>11</b> reports submitted in 2020 to <b>44</b> in 2019 representing a <b>75% decrease</b> from the previous year.</p> <p>The number of people on police domestic Vulnerable Persons’ Databases (VPDs) has reduced during COVID in Angus – this is against the trend of the rest of Scotland, with only one, perhaps two, other areas reporting a decrease. Specialist Services, however, are reporting an increase in referrals compared to 2019. Increasing numbers of children and young people have accessed the Women’s Rape and Sexual Abuse Centre (WRASAC), and there has been an increase in young women reporting domestic abuse within their own relationships. Further analysis of this will be undertaken by the</p> |   |   |

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|   | <p>Angus Violence Against Women Partnership (AVAWP), with a view to implementing a previously agreed AVAWP Performance Framework. This local data has been used to allocate financial support via the Winter Social Protection Fund and the Covid-19 Mental Health and Wellbeing Support for children and families to ensure a range of supports are on offer.</p> <p>MARAC (Multi Agency Risk Assessment Centres) – a Tayside Steering group has been re-established and will be undertaking improvement work in relation to MARAC.</p> <p>Safe and Together – as agreed with partners on AVAWP Safe and Together will be part of a wider approach to improving practice in relation to Domestic Abuse. A new VPD Subgroup will be implemented to progress this and AVAWP training programme under development. Criminal, Families and Justice staff who are Champions are progressing Safe and Together as a single agency delivering regular practice improvement sessions and embedding the use of Safe and Together practice tools.</p> <p>The Housing Service implemented a domestic abuse policy in September 2020, based on the recommendations from the Change, Justice, Fairness research, Housing’s Domestic Abuse Guidance for Social Landlords and following discussions with key stakeholders. The policy supports the aims set out in the Rapid Rehousing Transition Plan by focusing on preventing homelessness wherever possible and maximising other opportunities for women experiencing domestic abuse to access settled accommodation.</p> <p>The Glens Projects are ongoing, and support vulnerable women, specifically those with children in need of protection. Given the significant development of this project, details of this successful initiative can be found in the accompanying Mainstreaming report under evidence of good practice.</p> |   |   |
| <p>What will we do over the next 3 years?</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 gender based violence, including domestic abuse.</li> <li>• Further analysis of VPDs will be undertaken by the Angus Violence Against Women Partnership (AVAWP), with a view to implementing a previously agreed AVAWP Performance Framework.</li> <li>• A new VPD Subgroup will be implemented to progress improving practice in relation to domestic abuse and a new AVAWP training programme is under development.</li> <li>• Implement working groups to support the priorities of AVAWP, and ensure local authority leadership and representation on the groups.</li> <li>• We will conduct case reviews with Angus Violence Against Women partners to evaluate the effectiveness of the Housing Domestic Abuse policy, highlight developing practice, examples of effective partnership working and any gaps in service provision.</li> <li>• We will explore funding opportunities to provide enhanced home security measures across all tenures, to promote and strengthen women’s rights to remain in their home, increasing safety and preventing homelessness.</li> <li>• Glen Isla project – create the Glens participation module and embed it into everyday practice. Develop trauma informed practice. More details are in the accompanying Mainstreaming Report.</li> </ul>   |   |   |
|   | <p><b>Eliminate discrimination</b></p>   | <p><b>Gender/Age/Pregnancy/ Maternity</b></p> | <p><b>iii) Violence to women and girls is reduced</b></p> |

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| <p>Progress:</p>                              | <p>At the beginning of the Covid 19 pandemic, it was recognised that with a high percentage of staff working from home, there was an increased risk of some being subjected to gender based violence. New Guidance was drawn up and implemented and was subsequently shared with COSLA and equality colleagues across local authorities.</p> <p>Although there have been a number of initiatives delivered by AVAWP during the 16 Days of Action over the years since 2016, 2020 was restricted due to the pandemic. There were, however, daily posts of awareness raising messages on social media, and several training courses which took place for staff, which were well received. In addition, two important surveys were undertaken in 2020:</p> <ol style="list-style-type: none"> <li>1. Service users were asked about their experience of access to support, the barriers etc, during the pandemic, in order that we could take cognisance of lessons learned.</li> <li>2. An attitudes survey of gender based violence and gender issues generally, was promoted and completed by people who live/work in Angus. Most questions were similar to the Scottish national attitudes survey on gender based violence, but with a few additions. Although some main results were highlighted during 16 Days, full analyses of these are still to be made in 2021, along with benchmarking against the national survey.</li> </ol> |   |  |
| <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.</li> <li>• Deliver training for Social Workers and other staff on coercive control.</li> <li>• Look to use the results of the 2020 surveys to inform direction of practice from 2021.</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>• Full analyses of the 2020 surveys will be undertaken in 2021, along with benchmarking against the national attitudes survey. We will look to use the results of these to inform AVAWP's action plan.</li> <li>• Look to take part in the Equally Safe Workforce Development Plan which will increase awareness of gender based violence issues by introducing e-learning accessible to all 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 Community Plan priorities</li> <li>• Protocols are being updated in partnership with Dundee colleagues.</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><b>Eliminate discrimination</b></p>  | <p><b>Age/Disability</b></p>                              | <p><b>Number of people affected by financial scams</b></p> |
| <p>Progress:</p>                              | <p>Attendance at Financial Abuse Support Teams (FAST) meetings has 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>Over the 2-years' period</p> <ul style="list-style-type: none"> <li>• 127 vulnerable households were protected with call blockers of which 19 were dementia households</li> </ul>   |   |  |

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|   | <ul style="list-style-type: none"> <li>• 39% of the calls received were nuisance or scam calls (one per day on average), and 99% of these were blocked</li> <li>• 56% of the calls the dementia households received were nuisance or scam calls (this is more nuisance calls than the other households involved in this project - the dementia households were clearly being targeted)</li> <li>• 47,177 nuisance and scam phone calls have already been blocked</li> <li>• This leads to savings for vulnerable households of £99,368 and public services £89,918- a total saving of £189,286 in Angus.</li> </ul> <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 dependent/assisted living arrangements or to suffer acute illness.</p> <p>Over the last 2 financial years, 341 complaints of people affected by financial scams have been investigated by Trading Standards, 4,138 people given scam prevention packs, 25 talks given reaching 2,412 people, 75 events attended.</p> <p>Visits to Royal Mail delivery offices to engage with postal workers to raise awareness of scams through the post has been undertaken together in partnership with Angus Heath &amp; Social Care Adult Protection Team.</p> <p>Angus Council Trading Standards &amp; Consumer Protection Services are currently working with Police Scotland and colleagues in their neighbouring authority Dundee providing a joint working partnership for dealing with doorstep crime. Our own officer who acts as Lead Officer for Doorstep crime for the Chartered Trading Standards institute (CTSI) throughout the UK provided joint training to police officers training as "Police Champions" The aim is for Trading Standards to be made aware of these incidents asap as many offences for doorstep 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>The Trading Standards teams deal with approximately 200 postal scam victims per year since working in partnership with the National Trading Standards Scams Team (NTSST), some by letter, telephone or a prearranged visit in person.</p> |  |
| <p>What will we do over the next 3 years?</p> | <ul style="list-style-type: none"> <li>• Continue to participate in the Angus Financial Harm Sub-Committee Group.</li> <li>• Continue to work with Royal Mail to block mail scams.</li> <li>• Continue to operate FAST to address imminent and actual financial harm.</li> <li>• Continue to support call blocker installation 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> <li>• Continue to receive and deal with postal scam victims passed to us by the National Trading Standards Scams Team (NTSST)</li> </ul>   |  |

| <b>3. Hate Crime</b>                   | <b>Eliminate discrimination, foster goods relations</b>   | <b>All</b>               | <b>Number of people subjected to hate crime</b>   |
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| Progress:                              | <p>As reported by Police Scotland to the Scrutiny &amp; Audit Committee in March 2021, over the most recent period 1/4/20 – 31/12/20, the hate incidents in Angus were:</p> <p>54 race<br/>1 religion<br/>1 religion and race<br/>5 disability<br/>25 sexual orientation<br/>2 other multiple</p> <p>Therefore, the total number of hate incidents was 88, and 19 of those were racially aggravated crimes. This is an increase of one on the period 2019-20. The detection rate for these crimes was 100% for 2020-21 (up from 96% in 2018).</p> <p>There was a national hate crime awareness campaign driven by the police locally in 2020, using electronic material with no face to face promotion. Material has been shared with different communities and local Third Party Reporting Centres.</p> <p>All Keep Safe premises in Tayside have been contacted by the police to see which are still able to be utilised by vulnerable people in crisis. Support has been offered by way of new materials and online training videos. National meetings have taken place for support. Keep Safe lanyards have been received and will be distributed to those requiring them.</p> <p>A re-invigorated Hate Incidents Multi Agency Panel (HIMAP) meeting took place virtually with another scheduled for spring 2021. There is enthusiasm from other prospective members, including some who are members of Protecting People Angus. Police Scotland along with the Angus HIMAP will continue to monitor for any underlying trends.</p> |                          |   |
| What will we do over the next 3 years? | <ul style="list-style-type: none"> <li>• Explore opportunities for working in collaboration with HIMAP in Dundee</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> <li>• Continue to monitor hate incidents and hate crime via the Hate Incidents Multi-Agency Panel, and take targeted action where appropriate.</li> </ul>  |                          |   |
| <b>4. Safety</b>                       | <b>Eliminate discrimination, advance equality of opportunity and foster good relations</b>  | <b>All, young people</b> | <b>i)People feeling safe during the day and night</b><br><b>ii)People have safe, stable, affordable housing</b> |

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| <p>Progress:</p> | <p>From 1/4/20 – 31/12/20 Police Scotland reported that in Angus there have been reductions shown in violent crime, (including no murders) and alongside the increases in detection rates for Angus, these are encouraging. With the easing of lockdown measures throughout the majority of the reporting period, it was always anticipated that there may be a rise in instances of anti-social behaviour and potentially some disorder. Through effective communication with the communities, the majority of incidents were amicably resolved without the need for enforcement. Although there was an increase in the number of anti-social behaviour incidents (due to this encompassing breaches of the new public health regulations), the majority of these reports were isolated incidents. Police Scotland continue to work with Angus Council Anti-Social Behaviour Team and main housing providers to target the most prolific Anti Social Behaviour (ASB) offenders.</p> <p>(i) In the most recent Citizen’s survey, completed in 2020, the majority of participants (92%) stated their neighbourhood is a very safe place to live, while a further 8% stated their neighbourhood was a fairly safe place to live. The proportion of participants who rated their neighbourhood as very safe has increased since the previous survey, from 89% to 92% and is the highest reported since 2013.</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>(ii) With regard to the environment and amenities in their local neighbourhood, satisfaction has remained consistently high, maintaining satisfaction levels above 90% for the majority of aspects.<br/>446 new build affordable homes have been delivered since 2017/18, 40% of which has been delivered in Scottish Index of Multiple Deprivation (SIMD) lowest quintile areas.</p> <p>As well as increasing affordable homes, the Council is also focused on increasing the quality and energy efficiency of existing housing stock. Since 2019, we have:</p> <ul style="list-style-type: none"> <li>• Developed a Below Tolerable Standard Strategy, setting out how we will gather local data and support people to improve their homes</li> <li>• Continued to improve the energy efficiency of Council stock, meeting Energy Efficiency for Standard of Social Housing (ESSH) by December 2020, and ensuring all Council new builds meet the ‘greener standard’</li> <li>• Provided a range of information and advice materials aimed at improving the condition of private sector homes</li> <li>• Responded to new minimum Energy Performance Certificates (EPC) standard expected to be introduced in the private rented sector; implementing data collection and awareness raising initiatives</li> <li>• Continued to administer our Home Energy Efficiency Programme (HEEPS) using our £2.5m allocation to assist over 730 households</li> <li>• Secured additional (Eco) funding for private sector households, aimed at improving energy efficiency, house conditions and reducing fuel poverty</li> <li>• Continued to promote the Home Energy Scotland advice service, increasing the number of Angus residents seeking advice and assistance (11,500 referrals since 2017/18) – leading to 1400 measures installed; 450 referrals for income maximisation; and over 400 households switching supplier to reduce energy bills.</li> <li>• Promoted the Priority Services Register (PRS) to Angus residents. The PRS is run by utility companies, offering a range of assistance to households when utility supplies are affected.</li> </ul> <p>Work is underway to implement actions identified in Angus’ Rapid Rehousing Transition Plan (RRTP) to help reduce the negative impacts of homelessness on families and their children and ensure people who experience homelessness reach a settled housing outcome as quickly as possible. We are continuing to see a reduction in homeless applications compared to same period last year. From 1/8/2019 to 31/01/2020, there were 310 applications, this has reduced to 241 applications in the same period this year (22% reduction). Main reason for homelessness continues to be relationship breakdown/ asked to leave. As expected, the proportion of homeless applications following action by landlord / lender has reduced</p> |
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significantly as a result of the protection against eviction measures introduced by the Scottish Government during the pandemic. It is anticipated that once these measures are lifted (expected end September 2021), homeless applications resulting from eviction action are likely to increase. Temporary accommodation occupancy peaked in August 2020 (134 households) however has reduced to 122 households at 31st January 2021. Notable achievement to date:

- Implementation of a revised prison protocol in line with the Sustainable Housing on Release for Everyone (SHORE) standards;
- Undertaken research into the support needs and outcomes of homeless households in Angus to inform future plans;
- Analysis of homeless need included in Housing Market Area housing need and demand profiles to inform affordable housing supply;
- Revised Section 11 process implemented, in line with recently published guidance to ensure earlier intervention and partnership working to prevent eviction action.
- Revised allocations policy and Choice Based Lettings (CBL) implemented from October 2020 – continuing to monitor impact of CBL on % lets to homeless targets.
- Housing First implemented in November 2020. 2 support workers recruited, multi-agency Housing First panel established and training programme and awareness raising sessions completed. 6 referrals have been accepted to date.
- Mediation and Conflict Resolution service implemented in October 2020 – referral pathway recently revised and awareness raising ongoing to increase referrals.
- Domestic abuse policy approved at committee and launched alongside operational guidance and training sessions for staff in September 2020.
- Project ongoing in partnership with Aberdeenshire and Aberdeen City with Crisis to improve housing options and support in the private rented sector – landlord and staff surveys completed and private rented sector market analysis is ongoing. Landlord and staff survey responses identified a requirement for increased support for PRS landlords and tenants therefore we are using the additional RRTP funding to create 2 new posts to build engagement with landlords in Angus, support people to access the Private Rented Sector (PRS) and be a first point of contact for tenants and landlords to prevent homelessness from the PRS.
- Private Rented Sector access schemes were launched in April 2020 and since then we have supported 20 households to access private sector accommodation across the 3 schemes, 6 applicants have applied for both Rent Deposit and Rent in Advance schemes.
- Launched Empty Homes Grant Fund – the property must be let out at or below Local Housing Allowance levels for the relevant property size for a minimum of five years. Owners are also committed to renting their property to someone working with the housing service to explore their housing options.

Low rents are an important factor in poverty and child poverty. Angus Council has one of the lowest rent levels in Scotland (5th lowest local authority). This low rent base is just a platform for our preventative work which is more than just our core Housing services. Rent arrears, however, are rising, and they were prior to the pandemic, but Covid has exacerbated this problem.

The Community Housing Team service redesign was implemented from October 2019. The introduction of a generic housing officer approach means the average patch size has reduced from 450 to 150, with the aim of allowing housing officers to shift service provision to a more proactive and personalized footing, with an 'account management' approach where customers will get to know their housing officers better. 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.



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|  | The Housing to 2040 Strategy was launched by the Scottish Government in March 2021 and is Scotland's first long-term national housing strategy. It sets a vision for what housing will look like and how it will be provided to the people of Scotland, regardless of where they live and what point in their life they are at and is based on principles of social justice, equality and human rights.   |
| What will we do over the next 3 years? | <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 to develop participation in the I Am Me initiative which helps 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. Uptake has been low to date.</li> <li>• An in-depth analysis of the relationship between housing and child poverty in Angus will be completed to help inform the development of the Local Housing Strategy 2022-2027 and future upstream prevention activities.</li> <li>• Implementation of new PRS minimum EPC standards, ensuring PRS households live in warmer, energy efficient homes, thus reducing fuel costs for occupants.</li> <li>• Housing Supply Programme - the Council is committed to overseeing a long term programme of new affordable housing development in Angus, contributing to the Scottish Government's target to deliver 50,000 new affordable homes in the lifetime of this Parliament.</li> <li>• Continue to ensure people who experience homelessness reach a settled housing option as quickly as possible by progressing priorities and actions identified in our Rapid Rehousing Transition Plan</li> <li>• Implement a Safer Homes Project as part of community benefits provided by our housing's new repairs contract</li> </ul> <p>Consider the priorities identified in the Housing to 2040 Strategy in the development of our strategies and plans.</p> |

| <b>Community Plan Priority – Improving Mental Health and Wellbeing</b> |  |   |   |
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| <b>What is our equality outcome?</b>                                   | <b><i>Licensing Board decisions are improved</i></b>   |   |   |
| <b>1. Increase Safety on Licenced Premises</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>                          |
|  | <b>Eliminate discrimination, advance equality of opportunity</b>   | <b>Gender</b>                                     | <b>The number of people using the 'Ask Angela' initiative</b> |
| Progress:  | In 2019, equality and diversity training was delivered to voluntary members on the Licensing Board to ensure legislative requirements are kept up to date and to provide necessary skills and knowledge. |   |   |
| What will we do over the next 3 years?                                 | A new Outcome for the Licensing Board is to support the Ask Angela initiative, and to encourage the participation of licensed premises in Angus.   |   |   |

The initiative: If someone is on a date in a pub, bar or club, a member of the public can ask a member of staff for 'Angela'. Using the simple code-word will alert the staff that there's an issue with who the person is with, and they will help them get out of the situation safely and discreetly. For those premises taking part, posters will be displayed. This signals to customers that the bar staff are trained in Ask Angela. In those premises staff know to take action if someone approaches the bar and asks if they can speak with 'Angela'. If that happens the staff will discreetly offer to separate the individual asking for Angela from the person who is causing them discomfort or distress and ensure that the person is able to leave safely. In any situation where a person becomes aggressive or is making threats to harm an individual or a member of staff, the police will be called immediately.

**How this meets the equality objective**

The objective is to encourage licensed premises to support/raise awareness of violence against women and girls. It may often be the case that a woman or girl feels intimidated on a date. If they say nothing it can lead to incidents of violence later if they end up alone with their date. Ask Angela will give anyone on a date (it is not gender specific) the opportunity to approach a member of staff in a discrete manner to seek assistance. It is a preventive programme. An initiative such as this will only be effective if all staff are fully aware of the campaign and have the confidence to act and support the customer if they are approached for help.

Materials: <http://www.areyouok.co.uk/im-a-professional/campaign-materials/ask-for-angela/>

To progress this Outcome, the Board will :-

- Formally support the Ask Angela initiative.
- Encourage licensed premises to sign up to the Ask Angela initiative and provide them with a copy of the Ask Angela Guidance.
- Provide all new Personal Licence Holders with the Ask Angela Guidance explaining the aim of the initiative.
- Give consideration to incorporating the Ask Angela initiative and guidance into our Statement of Licensing Policy at its next Statement of Policy Review, linking it with the licensing objectives of securing public safety, and preventing crime and disorder.

**COMMUNITY PLAN THEME - PEOPLE**

**Community Plan Priority: Improving Mental Health and Wellbeing: 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?   |
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|  | 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 7 (April 2019 to March 2020).  |  |   |
| What will we do over the next 3 years?           | <ul style="list-style-type: none"> <li>• Increase the number of people with a disability accessing employment, training and volunteering opportunities</li> <li>• Skills Team will work with external providers to support disabled parents into employment and in work support.</li> <li>• We will work with partners to provide volunteering opportunities for those who are not ready to take the step into employment.</li> </ul>   |  |   |
| 2. Self Directed Support (SDS)                   | Advance equality of opportunity   | Disability/Age                             | Number of young people and carers satisfied 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 Self Directed Support (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. Feedback from parents and carers is being collated via a parent feedback questionnaire. Thus far feedback has been around preferences of hours being set rather than a weekly monetary budget and feedback regarding services on offer.</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 and review the implementation of SDS in children's services (already underway). A parent questionnaire has been sent out (end of February 2021 return date)</li> <li>• Outreach project is underway being piloted via COVID 19 funds.</li> </ul>  |  |   |

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|   | <ul style="list-style-type: none"> <li>• Independent living skills and group work also being piloted via outreach.</li> <li>• These two above will continue to develop as SDS focuses on a more personalised approach to support planning.</li> </ul>  |                       |   |
| <b>What is our equality outcome?</b>                        | <b><i>We will provide services to people with disabilities in the community using British Sign Language (BSL) and other means to enable them to communicate more appropriately with us</i></b>   |                       |   |
| <b>3. Provision of BSL and other forms of communication</b> | <b>Advance equality of opportunity</b>   | <b>Disability/Age</b> | <b>BSL users and other people with disabilities are satisfied with the council's communications</b> |
| Progress:   | <p><b>British Sign Language (BSL):</b><br/> 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. Our BSL Plan was due to be renewed in October 2020, but this was postponed due to the pandemic. This may be reinstated for October 2021.</p> <p>During this period, we have worked in partnership with Dundee City Council and Deaflinks to develop a video project which employs BSL users as interpreters for BSL videos. A number of videos were produced for our respective websites.</p> <p>As a result of the activity during 16 Days of Action to tackle violence against women and girls held during 2020, we received feedback that women BSL users were unaware of what rape is, and several women realised they had previously been raped. As a result, Angus Council commissioned a BSL information video about rape with the involvement of the Women's Rape and Sexual Assault Centre and launched it during the 16 Days of Action. We received feedback from the BSL community that it was a valuable and powerful initiative, and we have been approached for it to be used on a national basis.</p> <p>In March 2020, there were two sessions of BSL/Deaf awareness training scheduled to be delivered by Deaf Links for a range of employees of the council and ANGUSalive, but only one went ahead due to Covid 19. There are another two sessions available in spring 2021 for any member of staff to sign up for, and these will be delivered virtually.</p> <p>We have also adopted, with their permission, Dundee City Council's sensory awareness training, which is available to all our staff via Always Learning.</p> <p><b>Accessible Communication for other people with Disabilities:</b><br/> It has been agreed that people with disabilities will be offered the opportunity to be involved and consulted with, regarding changes to the council's website, and corporate design. This could be by way of involvement via the council led Angus Disability Forum, or other engagement.</p> |                       |   |

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| <p>What will we do over the next 3 years?</p> | <ul style="list-style-type: none"> <li>• We will involve BSL users, the wider deaf community, and those with visual impairments, (or organisations representing them) in the use of See Hear sensory money</li> <li>• We will continue to use the video project to ensure there is a long-term sustainable social enterprise of BSL users providing the videos, as producers, interpreters etc. themselves</li> <li>• We will continue to promote BSL on our website</li> <li>• We will have a translation and interpretation service which is effective and satisfactory for BSL users</li> <li>• Engage with BSL users to provide the information etc that they would find most useful. We will use the feedback from the BSL users roadshows, to be held in spring-summer 2021 to inform our actions</li> <li>• We will continue to promote ContactSCOTLAND in our services</li> <li>• We will work to ensure that Deaf BSL and hard of hearing or deafened people have an accessible alternative to ACCESSLine when trying to contact the council.</li> <li>• We will ensure that the council's ambition to be digital by default does not exclude people who, for whatever means, cannot use the digital provision available.</li> <li>• We will consult and involve people with disabilities in changes to the council's website and corporate design.</li> </ul>  |                   |   |
| <p><b>What is our equality outcome?</b></p>   | <p><b><i>We will provide flexible and responsive services to carers to enable them to continue in their caring roles</i></b></p>   |                   |   |
| <p><b>4. Support for Young Carers</b></p>     | <p><b>Advance equality of opportunity</b></p>  | <p><b>Age</b></p> | <p><b>Developments/activities in the service provided to young carers</b></p> |
| <p>Progress:</p>                              | <p>Young Carers Statement Guidance for Practitioners was issued to all schools in the spring of 2019. This was accompanied by materials to provide training to school staff.</p> <p>Training was made available to senior leaders in secondary schools on Angus Young Carers Service which also included information sharing session on Young Carer's Grant delivered by Social Security Scotland in October 2019.</p> <p>A Befriending Service is being developed within Angus Young Carers following the successful securing of funding for three years from the NHS Community Innovation Fund.</p> <p>Young Carers' Virtual Groups - throughout lockdown there have been two weekly virtual ZOOM groups for young carers aged 8-11yrs and 12-15yrs. The virtual groups gave the young carers the opportunity to get some respite within their family home, and to catch up with staff and other young people whilst also having some FUN!! The groups took part in a variety of activities, some of which involved prizes! Young carers particularly enjoyed all types of quizzes, virtual bingo, scavenger hunts and show and tell. Young carers also took part in a virtual bake-off, a 10,000 step challenge, virtual 'hangman', an escape room and agencies popped in to provide young carers with information and to raise awareness. During the pandemic, the virtual groups have provided young carers with 112 hours of respite while being at home.</p> <p>Activity Packs for Young Carers- Usual holiday activities were impossible due to Covid-19, therefore, throughout lockdown we provided 210 activity packs and delivered them to 58 young carers. The packs supplied a range of different activities which were</p> |                   |   |

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|   | <p>fun, creative and helped promoted the young people’s well-being. The packs encouraged young carers to take a break from their caring roles while being at home.</p> <p>During the Easter school holidays 2020 we provided Easter-themed packs for young carers. These included: arts &amp; crafts activities, challenges, a miniature garden, puzzle worksheets and an Easter egg. Over the six weeks of the Summer, we delivered 180 activity packs to 30 young carers. These packs were delivered each week and all contained a different activity. The Summer packs included: a paint your own pottery money bank, knitting kits, bug hotels, create your own t-shirt, raised beds, compost and plants, and colouring packs .We also uploaded tutorial videos and pictures onto our closed Facebook groups to show how to build and assemble the packs.</p> <p>Sustainable Kirriemuir and Grow Angus provided the young carers with raised beds, compost and plants so that they could grow their own produce.</p> <p>In Carers’ Week 2020, a Young Carers’ Service Co-ordinator at the Angus Carers Centre produced a video following the theme that year of making carers visible. Young Carers from Peth &amp; Kinross Association of Voluntary Service (PKAV), Dundee Carers Centre and Angus Young Carers came together virtually to highlight young people in an unpaid caring role, and is available on the Angus Carers website</p> |
| <p>What will we do over the next 3 years?</p> | <p>Review and update the Schools Policy for Young Carers and the Young Carers Statement ensuring that United Nations Convention on the Rights of the Child (UNCRC) and the Carers (Scotland) Act 2016 are fully taken cognisance of.</p> <p>Develop an on-line training module for Angus schools and partners.<br/>Hold virtual groups on a fortnightly basis for young carers to go along and get involved.</p>  |

**COMMUNITY PLAN THEME - ECONOMY**

**Community Plan Priority – Improving Accessibility and connectivity: A reduced carbon footprint**

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

Progress:

A new **Angus Transport Network** commenced in 2021 involving representation from the public, private and third sectors, people with disabilities, Angus Access Panel, and an elected member, amongst others. The idea was identified at Angus Community Planning Partnership (ACPP) under the Accessibility & Connectivity theme. We want to engage with a variety of groups communities or individuals, thinking about accessibility and connectivity through transport; bringing ideas to this forum, seeking views, and new proposals.

Network objectives:

- Transport and Accessibility
- Sounding Board
- Looking at items in the planning phase
- Feeding into Local Plans
- Link to equality and access forums – Fairer Scotland duty and Equality Impact Assessments

Key areas to develop, taking cognisance of the National, Regional and Local Transport Strategies are:

- Public Transport
  - Climate Change
  - Health
  - Equalities
  - Active Travel Commuting
- 
- The number of bus boarders/raised kerbs in place remains at 492. Their locations can be found at <http://www.travelinescotland.com/accessibility>
  - Stances 8 and 9 at Arbroath Bus Station have been redesigned to allow safer boarding and alighting facilities for coaches. Work will be completed in the summer of 2021.

As reported to Angus Council Communities Committee of 23 February 2021 (reference Report No. 43/21), a new **Angus Active & Sustainable Travel Strategy** and an **Angus Active & Sustainable Travel Action Plan 2020-24** have been developed and was approved. These documents were developed and drafted in 2019/20. The Strategy and Action Plan was delayed in being reported to committee for approval during 2020 due to impacts of COVID pandemic, largely resulting in prioritising officer time to deal with urgent and emergent issues, given to securing funding and delivering Spaces for People interventions, and in developing and delivering the pipeline of Active Travel projects.

The Strategy is consistent with the policy context nationally, regionally and locally, which highlights: • Active and sustainable travel can make a big contribution to policy outcomes for health, the environment and social inclusion; • More people walking, cycling and using sustainable travel will help achieve many outcomes in the Angus Council Plan; and • The Community Empowerment (Scotland) Act 2015 promotes co-design and delivery. The Strategy notes that many projects are underway in Angus to promote active and sustainable travel outcomes, which are being led by a variety of public, private and third sector organisations.

The Action Plan sits alongside and complements the Strategy. The main themes of these actions are identified as follows: • Delivering New Infrastructure & Services • Maintaining Existing Infrastructure • Supportive Measures Associated with Infrastructure • Governance • Communication • Walking, Cycling and Sustainable Travel Initiatives • Resources • Monitoring and Evaluation. The Action Plan will be adopted, linked and adapted by the Road Safety Member Officers Working Group (MOWG) in its proposed action plan for 2021/22 (reference Report No 44/21).

The following pipeline of Active & Sustainable Travel projects are provided as an overview of the range of projects and to provide updates on the progress of the projects.

#### **Spaces for People**

Angus Council successfully secured £789,000 in 2020/21 from this Sustrans administered fund. Angus Council provides staff resources to deliver the programme of interventions. The fund was to provide temporary interventions to assist in making safe spaces for physical distancing and to promote active travel during the COVID-19 pandemic. The interventions include provision of physical distancing signage in town centres, 20mph speed limits in 7 towns and 25 villages and 16 cycling shelters in 7 towns and 1 village across Angus. Direct support from Amey Consulting, which is fully funded, has assisted in the delivery of the programme of interventions.

#### **Cycling, Walking and Safer Routes**

Angus Council received £512,000 in 2020/21 from this Transport Scotland administered fund. The fund is used for the purpose of undertaking a programme of works for local cycling, walking and safer routes projects to promote active travel. Angus Council provides staff resources to deliver the programme of projects.

#### **Smarter Choices, Smarter Places**

Angus Council received £107,000 in 2020/21 from this Paths for All administered fund. The fund is to provide and stimulate travel modal behaviour change to more active and sustainable means through a series of campaigns in communities and schools. Angus Council provides staff resources to deliver the programme of projects.

#### **Switched on Towns and Cities**

Angus Council submitted a funding bid to the Switched on Towns & Places Fund, which is administered by Transport Scotland in 2018/19 for a feasibility study of potential for EV infrastructure in Arbroath, which has been completed and potential sites have narrowed down to three or four from the original ten. We await the publication of the application process in 2021/22. Angus Council provides staff resources to deliver the programme of projects.

#### **Regional Active Travel Development Fund**



Angus Council successfully secured £57,000 in 2019/20 from this Tactran administered fund. The fund was utilised to install dropped kerbs on strategic routes to Health Centres, Hospitals and Clinics. The fund was also used to carry out a feasibility study to investigate a potential active travel corridor between Arbroath and Friockheim. This has since led to an expression of interest being submitted to Sustrans for Places for Everyone funding. Angus Council provides staff resources to the programme of projects. In 2020/21, Angus Council successfully secured £42,000 for the Sidlaws Path Network project and Arbroath to Marywell link. The fund is to investigate through a feasibility study process, potential active travel routes at both locations. This will then lead into grant funding application bids. Angus Council provides staff resources to deliver the programme of projects. Angus Council also successfully secured £47,000 in 2020/21 to construct a shared use footway/cycleway within Carnoustie House Grounds. Angus Council provides staff resources to deliver the project.

**Low Carbon Travel and Transport Challenge**

Angus Council successfully secured £306,500 in 2018 from this Energy Saving Trust Scotland administered fund. The fund along with £144,000 Angus Council match funding is to provide an EV (Electric Vehicle) charging hub at Orchardbank, Forfar. Angus Council provides staff resources to deliver the programme of projects.

**Local Authority Installation Programme (LAIP)**

Angus Council receive grant funding from Transport Scotland annually to develop and install a network of electric vehicle charging infrastructure for public use. In 2020/21, Angus Council received £75,000. Angus Council provides staff resources to deliver the programme of projects.

**Places for Everyone**

The Places for Everyone fund, which is administered by Sustrans, is to support the creation of infrastructure that makes it easier for people to walk and cycle for everyday journeys. An expression of interest for the Friockheim to Arbroath Cycle Path project has been submitted.

**Broughty Ferry to Monifieth Active Travel Project**

Angus Council is partnering with Dundee City Council on delivering this cross-boundary project to improve the coastal National Cycle Route 1 from Broughty Ferry to Monifieth, which is funded through Sustrans' Places for Everyone. The £9 million project is 100% funded by Sustrans based on offset match funding relating to Dundee City Council's Broughty Ferry Flood Protection Scheme.

**Arbroath: A Place for Everyone**

Angus Council successfully secured £13.4m over 2019/20 to 2023/24 for the Arbroath: A Place for Everyone project, which is funded through Sustrans' Places for Everyone for £9.4m with match funding of £4m from Angus Council. The project will create an exemplar walking, cycling and wheeling route, accessible for all which will improve accessibility across the town.

**Sustrans Strategic Partnership for Senior Projects Officer**

Angus Council successfully secured £108,000 over three years from March 2021 for a Senior Projects Officer, which is funded through Sustrans' Strategic Partnership for 100% in year 1 with a 50% match from Angus Council of £27,000 in year 2 and year 3. The Senior Officer will facilitate a strategic approach to active travel infrastructure development to increase walking, cycling and wheeling.

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| <p>What will we do over the next 3 years?</p> | <p>We will be delivering the above activities and pipeline of Active Travel projects detailed above and continue to deliver the actions in the <b>Angus Active &amp; Sustainable Travel Action Plan 2020-24</b>.</p> <p>In addition to the pipeline of projects described above, following discussions of the Road Safety MOWG of 2 December 2020, officers agreed to actively seek funding opportunities for a project to improve active travel links, particularly for commuting, between Brechin and Montrose.</p> <p>We will also seek funding opportunities to fund other active travel and sustainable transport projects.</p> |
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## EQUALITY OUTCOMES PROGRESS UPDATE – LOCAL AUTHORITY AND EDUCATION AUTHORITY

| COMMUNITY PLAN THEME – ECONOMY  |  |  |             |               |  |
|---|--|--|-------------|---------------|--|
| Community Plan Priority: Reducing Child Poverty: An inclusive and sustainable economy |  |  |             |               |  |
| What is our equality outcome?   | <i>People are supported to maximise their employment opportunities</i> |  |             |               |  |
| <b>1. Positive Destinations (Economic Development)</b>                                | <b>Which part of the general duty are we addressing?</b>               | <b>What key protected characteristics are we addressing?</b> |             |               | <b>How will we measure progress?</b>   |
|   | <b>Advance equality of opportunity, eliminate discrimination</b>       | <b>Age/Disability/Gender/Pregnancy/ Maternity</b>            |             |               | <b>The number of people in positive destinations who have identified themselves as having a disability, registered with Skills Team, and/or 16+ Opportunities for All People</b> |
| <b>Progress:</b>  | <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>   | 22   | 11          | 11            |  |
|   | <b>19-25</b>   | 8  | 5           | 3             |  |
|   | <b>26-49</b>   | 24   | 16          | 8             |  |

|  |  |                              |    |   |  |           |     |         |     |        |     |
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|  | <b>50-65</b>   | 7                            | 6  | 1   |  |           |     |         |     |        |     |
|  | <b>TOTAL</b>   | 61                           | 38 | 23  |  |           |     |         |     |        |     |
|  | From 2019 – 2020 there have been 7 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> | <b>Advance equality of opportunity, eliminate discrimination</b>   | <b>Age/Disability/Gender</b> |    | <b>i) Increasing modern apprenticeships and work experience placements in public sector organisations</b><br><b>ii) The roll out of Angus Works in developing the young workforce</b> |  |           |     |         |     |        |     |
| Progress:  | <p>We are working with partners and employers to develop our young workforce.</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 Small to Medium-sized Enterprises (SME)s 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 56 employers and achieved the following since 2018:</p> <p>Cohort 4 (2018) – 8 joiners, 1 electrical, 1 civil engineer</p> <p>Cohort 5 (2019) – 9 joiners, 1 bricklayer</p> <p>Cohort 6 (2020) – 1 joiner, 1 painter (low numbers due to COVID lockdown)</p> <p><b><u>Host Employers</u></b></p> <p>Total number of host employers SAL have worked with: 56</p> <table> <tr> <td>Micro: 14</td> <td>25%</td> </tr> <tr> <td>SME: 34</td> <td>61%</td> </tr> <tr> <td>Big: 8</td> <td>14%</td> </tr> </table> <p>Within the council's Workforce Plan our aim is to increase foundation/modern and graduate apprenticeships</p> |                              |    |   |  | Micro: 14 | 25% | SME: 34 | 61% | Big: 8 | 14% |
| Micro: 14  | 25%  |                              |    |   |  |           |     |         |     |        |     |
| SME: 34  | 61%  |                              |    |   |  |           |     |         |     |        |     |
| Big: 8   | 14%  |                              |    |   |  |           |     |         |     |        |     |

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|   | <p>A 2-3 year pilot programme started (in August 20) with 18 Modern Apprentices appointed across range of service areas – Business Admin. IT. Housing, Building Standards, Active Schools, Organisational Development. There will be approximately another 18 to start in August 21 and further cohort thereafter pending the financial position.</p> <p>Wider issues relating to Young People:</p> <p>There is a Service Design Academy due to start in February 2021 with the purpose of responding to the changing needs of the labour market to deliver skills for the new economy: <b>“How might we ensure our employability strategy works for the young people and adults of Angus”</b></p> <p>Progression routes beyond apprenticeships are also key to secure longer-term employment, therefore this is also an area we aim to progress/formalise.</p> <p>We will look to participate in the Young Person’s Guarantee, which is a Scottish government programme to secure a destination for every young person. We would want to maximise funding and other opportunities to take advantage of this. The employability team has provided funding for the Modern Apprenticeship programme and also to increase the number of Graduate Apprentices in the council.</p> <p>We will participate in the Kickstart Scheme which will provide placements of 25 hours per week for 6 months for young people who are on universal credit.</p> |
| <p>What we will do over the next 3 years?</p> | <p>Working with partners both internally and externally to deliver the following:-</p> <ul style="list-style-type: none"> <li>• Raise 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>• Encourage organisations, employers and the third sector to offer modern and foundation apprenticeships, volunteering placements and training opportunities including increasing Modern Apprentices in Angus Council through our MA pilot scheme</li> <li>• Make 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 people with care experience and young carers</li> <li>• There will be priority places for care experienced young people in Angus Works</li> </ul>   |

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|  | <ul style="list-style-type: none"> <li>• Continue to offer Angus Works and mini Angus Works programme</li> <li>• Explore progression routes for longer term employment</li> <li>• Look to participate in both the Young Person's Guarantee and the Kickstart Schemes</li> </ul> |
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**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*

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| <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>  |
|                           | <b>Advance equality of opportunity, eliminate discrimination, foster good relations</b> | <b>Ethnicity</b>                                   | <b>(i)Reporting of racist incidents<br/>(ii)Number of EU workers applying to EUSS</b> |

Progress:

There continue to be low numbers of racist incidents in Angus, and of the 19 which were crimes in 2020, the police has a 100% detection rate.

We have continued to ensure that the European Union Settlement Scheme (EUSS) is fully understood by EU communities in Angus, and our staff are fully aware of the Scheme and where to refer people. Schools are also raising awareness of the EUSS for parents/carers and ensuring that they know if they want to stay in the UK, and they meet the requirements, their children will need to apply for EUSS as well as adults.

Several information events for staff to make them aware of the Scheme, should they come into contact with EU citizens, were held in Angus early in 2020. These were arranged in conjunction with COSLA and the Home Office. Since then, virtual sessions have taken place, with a particular emphasis on supporting vulnerable EU citizens to apply.

During the worst period of the pandemic, there was a significant outbreak of Covid in a factory in Tayside. The factory employs a range of workers speaking about 20 different languages. In collaboration with our neighbouring councils we put a call out to our staff for assistance in translating information/guidance at test centres, which was needed in a very short notice due to the urgency of the situation. More than 30 members of staff and their relatives responded proving assistance with some less common languages in this area, including Greek and Hungarian.

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| <p>What will we do over the next 3 years?</p> | <p>We will continue to promote the EUSS to our staff and communities of Angus until the deadline of 30 June 2021.</p> <p>We will continue to monitor racist incidents in Angus.</p> <p>We will monitor any longer-term impacts resulting from Brexit which may need to be addressed, such as shortages of employees in certain occupations.</p> <p>We will look to formalise our translation and interpretation requirements with a service level agreement to provide a more cohesive service.</p>   |   |  |
| <p><b>What is our equality outcome?</b></p>   | <p><b><i>Gypsy Travellers are given equal respect and are given opportunities to live, work and receive education in Angus</i></b></p>  |   |  |
| <p><b>1. Quality of Life</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><b>Advance equality of opportunity, eliminate discrimination, foster good relations</b></p>  | <p><b>Ethnicity</b></p>                                   | <p><b>The number of Gypsy Travellers using council sites</b></p> |
| <p>Progress:</p>                              | <p>The permanent site at St Christopher's Montrose continues to be full and has a waiting list.</p> <p>There have been three unauthorised encampments in March 2021, in Forfar, Arbroath, and one in Montrose which has been there for a year. Sanitation is an issue.</p> <p>A multi-agency group to work with those arriving at unauthorised encampments was established some years ago, but a group established with NHS Tayside to look at the needs of Gypsy Travellers, is ongoing. There is also a Management of Unauthorised Encampments in Angus policy and process, which was agreed in 2015 and sits alongside the virtual multi-agency group.</p> <p>There has been re-engagement with occupants at the Balmuir site. Balmuir is a shared site with Dundee City Council, and Angus provides education and social work services (where relevant). A multi-agency checklist of needs is undertaken when Gypsy Travellers appear in Angus. At present, health is giving advice regarding Covid 19 vaccinations, and the fire service gave fire safety advice at one of the encampments, where that was an issue.</p> <p>There is a national initiative underway as a pilot – Negotiated Stopping Places – and although Angus Council is not one of the local authorities taking part in the pilot, we are attending the meetings to learn from best practice being adopted. It is hoped that the council will be able to be part of the scheme in the longer term, with a view to reducing unauthorised encampments by having stopping places negotiated in advance for Travellers arriving in Angus. The initiative is being driven by COSLA, and the ambition is that ultimately there will be negotiated stopping places throughout Scotland.</p> |   |  |

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|   | <p>Additional Support Needs (ASN) Locality teachers have been accessing St Christopher's and Balmuir to provide educational input. A plan for adapting the toilet block at St Christopher's to be used for education and community purposes was discussed with the Housing Officer/ Site Manager. In the meantime, and to facilitate a suitable environment to provide learning for the children at St Christopher's, we have worked within the local authority to adapt the site office to ensure it complies with COVID restrictions. The families have been satisfied with the measures in place and the level of hygiene. The office is available for use once the current restrictions are eased. The site office at Balmuir site has also been used to provide educational input when restrictions have allowed this.</p> <p>Three families at the St Christopher site and one at the Balmuir site are taking part in the Digital Families learning project with the Traveller Education Network (STEP).</p> <p>A Music Project was set up in collaboration with Youth Music Initiative to broaden the curriculum and support opportunities for shared learning. This project began in September 2020 however due to current restrictions this has been halted and will resume in the summer term 2021 to accommodate working outdoors. Three families took part in this project and the children engaged very actively. There was positive feedback from the families and it provided an opportunity for the children to learn together and foster a learning community. This project also helped to establish closer relationships with the families who have subsequently requested further engagement with education.</p> <p>The local authority has set up Glow accounts for a small number of children, who are not engaging in formal education, to enable them to access national resources available on Glow, in addition to support from the ASN Locality team.</p> <p>Two primary schools with the highest percentage (41%) of children registered on SEEMIS as travellers and nearest to the Council sites are part of Angus Gypsy and Travellers working group. They are offered support to engage with families, seek additional learning resources and arrange support to increase awareness and break down barriers for pupils from travelling backgrounds. Within the local schools, 'passports' were reintroduced in order that the work done by children can be progressed when they move from school to school.</p> <p>A group has been established to respond to the recommendations of Improving Outcomes for Children and Young People from Travelling Cultures. This group covers North East of Scotland. We have also established a local forum.</p> |
| <p>What will we do over the next 3 years?</p> | <ul style="list-style-type: none"> <li>• Continue to use best practice discussed in the Negotiated Stopping group wherever practicable</li> <li>• Refresh our policy for unauthorised encampments, based on Scottish guidance, by engaging with local and national stakeholders</li> <li>• Share information to increase awareness in schools of gypsy/travelling culture to break down barriers and stereotypes with the aim to improve the experience of learners from a gypsy/ travelling background in mainstream schools and to reduce bullying incidents</li> <li>• Boost community and parental engagement at Council sites – Learning day to be arranged with community learning/ adult learning/ college identified staff</li> <li>• Continue to support young people from a gypsy/travelling background to access digital learning resources both through access to technology and online resources with the aim to support positive post-16 destinations and reduce isolation</li> <li>• Support post-16 outcomes for young people wishing to engage with college.</li> </ul>  |

**The best start in life for children**

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| <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>   |
|                                      | <b>Advance equality of opportunity</b>   | <b>Age/Gender</b>                                  | <b>The number of children achieving milestones by the time they start school</b> |
| Progress:                            | <p>From 2018- 2021 the Early Learning and Childcare (ELC) service has undergone significant changes with all Local Authority settings delivering 1140 hours of funded ELC provision. This is designed to meet the needs of families and communities through flexible models of delivery which are available within each cluster and has been achieved despite the COVID 19 pandemic. Further commitment to our partner ELC provision in Private and Voluntary settings and new partnerships with Childminders allows for further flexibility for parents.</p> <p>Capital expansion projects to increase available provision have been completed in the form of 2 stand-alone ELC settings in Forfar and Carnoustie both incorporating space for partner providers and offering different delivery models. There have also been several extensions to provision in Local Authority settings and Capital Grants awarded to Private and Voluntary settings to increase ELC provision across the authority. Outdoor practice in all settings has been a focus for training and development with the further development of indoor/outdoor provision across all localities. The investment in outdoors practice has enabled Angus ELC providers to respond to the COVID 19 restrictions confidently and competently with increased outdoors experiences for children considered to be core practice.</p> <p>Through a new procurement process, partners must demonstrate that they adhere to the Scottish Government National Standard Quality Criteria for ELC. To reflect our commitment to the equality of support for ELC services, flexible staff training has been made accessible across the sector to staff to ensure their continued professional development. Furthermore, new staff across the ELC sector have been supported to undertake professional qualifications to ensure high quality provision is developed and maintained.</p> <p>Training for staff in relation to National Standard Quality Criteria 6: Inclusion has been accessed to ensure that children's individual needs are met. For example training in: non-gender biased play, holistic nurture approaches, ASN, supporting 2 years and English as an Additional Language. Leaders have engaged in Tayside Regional Improvement Collaborative (TRIC) training to develop their skills and inspire progress. All training was adapted for online delivery and continued during the pandemic. The ELC Modern Apprenticeship training programme has continued to refine and develop. All 18 Modern Apprentices have successfully gained employment on completion of their apprenticeship in 2021.</p> <p>3 Equity and Excellence Leads have been appointed in 3 ELC settings in priority SIMD areas. They have worked with children and families on specific targeted projects to support transitions and work towards closing the attainment gap.</p> <p>There has been an increased uptake of 2 year old provision over the past 3 years due to a wider uptake of non-funded places due to expanded availability.</p> <p>Over the past 3 years there has been a continued support for Early Intervention through the work of the Family Nurture team. They have enabled families to access programmes including: Incredible Years groups and newly initiated 1-2-1 coaching (developed in the COVID</p> |  |  |



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|   | <p>19 Pandemic), 5 to Thrive groups, and individual 1-2-1 cases. Throughout the pandemic the team supported families in accessing food provision by running food banks and giving tokens for food, they continued 1-2-1 support online and through phone calls. They also established a newsletter with accessible information and a helpline for parents to self-refer for courses or to seek parenting support and advice. Their work with vulnerable groups in the community such as Syrian refugees has enabled good transitions for children from home to ELC.</p> <p>Tayside Regional Improvement Collaborative have rolled out a programme of Solihull Approach Foundation training for ELC staff across Angus. This multiagency approach has been accessed by staff in all localities, with a number of larger settings having trained many of their staff. This has also been developed to be delivered flexibly online over the past year. Since the pandemic a range of Solihull online courses have been accessible to all parents.</p> <p>The ELC Nurture team have continued to provide support in the development of cosy corners and nurture interventions in all ELC settings with a particular focus on partner providers.</p> |
| <p>What we will do over the next 3 years?</p> | <ul style="list-style-type: none"> <li>• We will focus on supporting more parents to access ELC provision for eligible 2- year olds in Angus.</li> <li>• We will evaluate the impact of parental support through the work of the Nurture team, the Family Nurture Support team and the Equity and Excellence leads.</li> <li>• We will use new tools developed in collaboration with the TRIC to further track progress of children's achievement of developmental milestones and the interventions used to support this through Early Level.</li> <li>• We will continue our commitment to working with the TRIC, will focus on a range of priorities highlighted in the new TRIC plan.</li> <li>• Continue to develop the ELC workforce, focusing on collaboration and leadership at all levels.</li> <li>• We will embed the National Standard into practice across the sector and ensure that this is effectively monitored and evaluated.</li> </ul>  |

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| <p><b>What is our equality outcome?</b></p>                     | <p><b><i>The life chances of learners are increased</i></b></p>                                |   |   |
| <p><b>1. English for Speaking of Other Languages (ESOL)</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><b>Advance equality of opportunity, eliminate discrimination, foster good relations</b></p> | <p><b>Ethnicity/Age</b></p>                               | <p><b>The number of ESOL learners</b></p>   |

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| Progress:                              | <p>In 2019/20 130 English for Speaking of Other Languages (ESOL) learners were registered in free evening ESOL classes in Brechin, Arbroath, Montrose and Forfar.</p> <p>In 2019/20 10 learners have achieved SQA ESOL awards and 2 (both Syrian refugees) have completed Adult Achievement Awards. The number of adults in ESOL programmes in 2019/20 met the targets set for Montrose ESOL. Arbroath ESOL provision attracted more participants than the previous year following a vigorous promotion of classes in public places. This was in the form of new posters designed to reflect learners' interests/concerns. Learners are progressing well - 10 have moved on to study ESOL full-time at D&amp;A College. It is more problematic to assess and quantify progression to volunteering or paid employment from ESOL provision.</p> |                   |   |
| What we will do over the next 3 years? | <p>There was an increase in learner registration in 2019/20, but a significant decline as a result of the global pandemic and a move to online delivery of classes during 2020. We will continue to develop and widely promote our online provision and seek ways to re-engage learners online and face-to-face.</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 2019/20 adult learning hubs in Arbroath, Brechin, Carnoustie, Forfar, Kirriemuir and Montrose were attended by 344 participants. Learners in all provision were supported to improve their literacy, numeracy or digital literacy. The highest level of recruitment was to digital literacy provision, but the majority of those learners are found to present with other literacies issues.</p>  |                   |   |
| What we will do over the next 3 years? | <p>A Community Learning and Development Plan for Angus was agreed by committee in 2018 and is currently under review. Following a decrease in participants due to the global pandemic in 2020 we will develop our online literacies provision and a new blended learning offer in all areas.</p>  |                   |   |

## WORKFORCE DEVELOPMENT

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| <b>What is our equality outcome?</b>       | <b><i>The workforce will be reflective of the communities we serve and is valued and respected</i></b>  |  |   |
| <b>1. Employees within minority groups</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>                              |
|  | <b>Advance equality of opportunity, eliminate discrimination</b>  | <b>All</b>   | <b>Monitor the percentage of employees within minority groups</b> |
| Progress:                                  | <p>The number of employees declaring an ethnicity which is not white Scottish/English/Welsh/Irish rose from 47 in 2019 to 53 in 2021. In terms of recruitment, there was a decrease in people of other ethnicities who were successful in 2020, i.e. 9, compared 13 to in 2018.</p> |  |   |

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|                                      | <p>The number of applicants declaring Polish/Eastern European ethnicity increased from 47 in 2018 to 53 in 2020, possibly due to the impending end of free movement of European workers prior to Brexit.</p> <p>In 2019 60 employees declared a disability compared to 61 in 2021. In terms of internal promotion, there were no employees stating a disability in 2021, compared to 1 employee stating a disability in 2019.</p> <p>The data available for some protected characteristic groups is so low that no real meaning can be concluded, for example, employees declaring a Lesbian, Gay, Bisexual, , Transgender (LGBT) status other than heterosexual in 2019 numbered 8 people out of 4,194. In 2021 this rose slightly to 10, but the number of employees increased to 4,479. In the survey we will undertake in 2021, we will consult with staff regarding what the perceived barriers are for people declaring any protected characteristic, and look to address any concerns.</p> <p><b>Full details of employee monitoring results are detailed in the Mainstreaming Report</b></p> <p>In 2021 we are introducing a Fertility Policy which offers those undergoing IVF additional leave and support, under the pregnancy/maternity protected characteristic.</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, and worked with COSLA and the Home Office to promote awareness sessions for our staff and the citizens of Angus, and signposted them to the relevant website.</p> <p>We promoted the impacts of Covid 19 on equalities on our intranet to raise staff awareness of the different inequalities the pandemic was exacerbating for a wide range of protected characteristics, and poverty, in the community.</p> <p>In terms of disability, in Autumn 2020 our Disability Confident – Employer Status, was renewed in recognition of our commitment to employees and potential employees with disabilities.</p> |
| <p>What we will do over 3 years?</p> | <ul style="list-style-type: none"> <li>• We are aiming for recognition as a Living Wage Employer</li> <li>• We have applied to take part in the Equally Safe Workforce Development Plan to train staff in gender based violence issues</li> <li>• We will implement our extended Guaranteed Job Interview Scheme – reviewed in 2020 - to include the following categories of individuals (currently just disabilities) <ul style="list-style-type: none"> <li>○ People with disabilities</li> <li>○ Young people with recognised caring responsibilities</li> <li>○ Care experienced young people including care leavers (up to the age of 26)</li> <li>○ current Angus Council employees who have caring responsibilities;</li> <li>○ current Angus Council Modern Apprentices;</li> <li>○ Young people who have successfully completed Angus Works or Mini Angus Works placement within the council in the current or last academic year.</li> </ul> </li> <li>• We will promote the council as a diverse employer with social work students, as part of our race equality commitment</li> </ul>   |

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|  | <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 review recruitment and selection training with both a gender and race lens</li> <li>We will continue to support staff affected by Brexit to apply for and obtain EU Settlement Status and will implement the new Skilled Worker Route for non-UK job applicants</li> <li>We will aim to achieve the highest level of Disability Confident – Leader Status</li> </ul>   |            |   |
| <b>2. Harassment / Bullying</b>        | <b>Advance equality of opportunity, eliminate discrimination</b>  | <b>All</b> | <b>The number of cases brought forward on the grounds of one of the protected characteristics</b> |
| Progress:                              | <p>There were three informal cases of bullying/harassment dealt with by the council's Contact Network in 2019 -2021, but none was on the grounds of protected characteristics.</p> <p>Over the period 1/1/19 – 31/12/20 there were 13 formal harassment/bullying cases. One is still ongoing, but none was on the grounds of protected characteristics.</p> <p>Training for the network of Contacts has continued, and in 2019 they contributed to the development of the revised Bullying and Harassment Policy.</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 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>        | <b>Advance equality of opportunity, eliminate discrimination</b>  | <b>All</b> | <b>i)Leavers who express specific dissatisfaction at Exit Interview<br/>ii)Policies in place</b>  |
| Progress:                              | <p>There are very few examples of dissatisfaction expressed on leaving the council, but Leavers who do give specific examples of dissatisfaction have the reasons forwarded to management. If there is an instance of a more serious reason, this would be passed on to directorate level for investigation. Over the last two years the reasons given for dissatisfaction include low morale, lack of training opportunities and lack of appraisal but no-one has indicated that their reason for leaving was based on their protected characteristics.</p> <p>As a result of Covid 19, many council employees have been working from home, with the benefits that brings, and we are undertaking a review of workstyles, alongside the percentage of time that employees can continue to work remotely. This way of working does not suit everyone for their own personal reasons, and this will be discussed individually with everyone. It is hoped that for the greatest number of</p> |            |   |

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|   | <p>employees, however, this way of working will encourage a greater work/life balance, providing greater flexible working for many parents/carers in particular. In addition, wherever possible, requests for a flexible working arrangement, such as compressed hours, are approved.</p> <p>There has been an increase in staff engagement with numerous HIVE surveys taking place, for example about staff wellbeing, which led to a health and wellbeing day for any employee to access in November 2020. There have also been numerous engagement sessions over the last two years involving the Chief Executive communicating with staff, initially face to face and then virtually. This was in order for her to hear directly from employees about issues they have and want to raise, but also to get their input over the future direction of the council in a time of unprecedented cutbacks. These sessions have been well received. Individual directorates have also carried out a number of staff engagement sessions particularly around ensuring and improving staff health and well-being.</p> <p>A raft of policies and guidance was produced by Human Resources during the Covid pandemic to inform staff about a range of issues such as recruiting virtually, test and protect, annual leave changes, temporary redeployment, pregnancy implications, absence requirements, working from home, and so on. This was appreciated by staff and managers and was publicly acknowledged and thanked by one of the trade unions.</p> <p>All staff who worked during the main thrust of Covid 19 in 2020, received thanks from elected members and their additional efforts were rewarded with an additional day's annual leave.</p> |
| <p>What will we do over the next 3 years?</p> | <ul style="list-style-type: none"> <li>• Review employee terms and conditions, workstyles, maintaining flexible working, introducing a new Carer's policy, and paid time off for volunteering and IVF treatment</li> <li>• Undertake a pay and grading review to create a fair and equitable grading structure that creates career pathways for staff</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 provide relevant training for them.</li> <li>• Continue to promote a scheme to allow staff to undertake social work training, or teacher training 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. This is very much dependant on funding being made available for the initiative to be rolled out.</li> </ul>  |

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|  | <ul style="list-style-type: none"> <li>We will participate in the Equally Safe at Work Workforce Development Plan initiative for all staff to undertake gender based violence awareness training.</li> <li>Look to achieve formal recognition as a Happy to Talk Flexible Working employer</li> </ul>   |               |   |
| <b>What is our equality outcome?</b>   | <b>Occupational segregation in the workforce will be minimised</b>  |               |   |
| <b>1. Occupational Segregation</b>     | <b>Advance equality of opportunity, eliminate discrimination</b>  | <b>Gender</b> | <ul style="list-style-type: none"> <li>(i)The percentage of the highest paid 5% of earners among the council employees who are women</li> <li>iii) The percentage of primary teachers who are males</li> <li>iv)The proportion of social care officers who are males</li> </ul> |
| Progress:                              | <p>(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 rose to 54.2%, i.e. more females than males in the top 5% earners. In 2019/20 this year on year increase has continued, and now sits at 60.65% females in the top 5% of earners.</p> <p>(ii) The number of male primary school teachers has increased again, albeit slightly, from 33 in 2019, to 34 in 2021.</p> <p>(iii)The number of male social care officers has increased again, from 103 in 2019 to 107 in 2021.</p> <p>In 2019 we had no male Modern Apprentices working in Early Years. There has been slight progress with this, and in 2021 there are 2, which represents 8%.</p> <p><b>Full details of occupational segregation are in the Mainstreaming Report.</b></p> |               |   |
| What will we do over the next 3 years? | <ul style="list-style-type: none"> <li>Continue to monitor the top 5% of earners in the council</li> <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

### COMMUNITY PLAN THEME - PEOPLE

#### Community Plan Priority – Reducing Child Poverty: Attractive Employment Opportunities

| What is our equality outcome? | <i>Raise the achievement and attainment of all our children and young people</i>  |   |  |      |       |                    |          |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |
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| 1. Positive destinations      | 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   | Age/Disability/Gender/ Ethnicity            | Use measures to be reported through the Local Government Benchmarking Framework (LGBF) for education |      |       |                    |          |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |
| Progress:                     | <p>Attainment levels/ Average tariff scores</p> <p>Increasing post-school participation</p> <p><b>School leavers achieving an initial positive destination</b></p> <table border="1" data-bbox="591 1075 1646 1375"> <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>95.1%</td> <td>93.5%</td> <td>93.3%</td> </tr> <tr> <td>2017</td> <td>94.7%</td> <td>94.2%</td> <td>93.7%</td> </tr> <tr> <td>2018</td> <td>95.0%</td> <td>95.0%</td> <td>94.4%</td> </tr> <tr> <td>2019</td> <td>95.6%</td> <td>94.7%</td> <td>95.1%</td> </tr> </tbody> </table> |   |  | 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 | 95.1% | 93.5% | 93.3% | 2017 | 94.7% | 94.2% | 93.7% | 2018 | 95.0% | 95.0% | 94.4% | 2019 | 95.6% | 94.7% | 95.1% |
| 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                          | 95.1%   | 93.5%                                       | 93.3%  |      |       |                    |          |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |
| 2017                          | 94.7%   | 94.2%                                       | 93.7%  |      |       |                    |          |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |
| 2018                          | 95.0%   | 95.0%                                       | 94.4%  |      |       |                    |          |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |
| 2019                          | 95.6%   | 94.7%                                       | 95.1%  |      |       |                    |          |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |      |       |       |       |

Over the last eight years in Angus the percentage of our leavers achieving an initial positive destination has been better than or equivalent to the national and virtual comparator averages. Challenging targets are regularly discussed with schools.

As well as continuing to work towards improving our exam results for pupils and closing the attainment gap between 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. The use of 'My World of Work' to provide information and support decisions related to careers pathways is high, with Angus registrations at 89% compared to 80% nationally. The Education Directorate continues to work collaboratively with other service areas across the council to develop employability programmes. Angus Works, our in-house work placement programme, is open to all young people in S4-S6. A workshop and support pack for mentors helps ensure that there is equity of support across all placements. In 2019-20 43 young people undertook a placement within one of 12 service areas within the council. This session also saw the introduction of the SQA Work Placement Unit at level 5. Overall, all secondary schools continue to work closely with Dundee and Angus College to ensure that leavers enrol in a course which shows progression from attainment in school. We are also working in partnership with the college to enhance delivery of the Future Skills College course which supports young people who have an interest in studying towards a specific vocation. This course pairs learning with extended related work placement. Successful partnerships with local businesses and industry to support the delivery of the curriculum and raise awareness of the skills and experience required further enhance the learning.

Our looked after children (LAC) are those children and young people most likely to be disadvantaged in multiple ways and who are most at risk of poor outcomes. This group of young people have become looked after because of specific additional vulnerabilities and will have experienced significant instability or challenges in other aspects of their lives which impact uniquely on their attainment levels as a cohort. Our May 2019 leavers included 25 young people who were 'looked after' on the census date in September 2018. Sixteen of these young people were 'looked after away from home' and nine were 'looked after at home'. Our Corporate Parenting Plan pledges that we will help young people who are 'looked after' to achieve their best at school. Information specific to this group of young people was included for the first time in the annual attainment report of April 2019. Fewer young people who were 'looked after' achieved qualifications in literacy and numeracy. However, for the combined measure for literacy and numeracy, achievement increased for both level 4 and level 5 in 2019. For each of the individual literacy and numeracy levels the attainment of 'looked after' young people improved on that of 2018. For 2019 Angus is above the virtual comparator in literacy at level 5 and numeracy at level 4. There have also been 22 Education and Lifelong Learning Directorate Annual Education Report 2019 - 2020 and Plan 2020 - 2021 improvements in literacy at level 4 and numeracy at level 5. Whilst Angus is below the virtual comparator in both of these measures the gap has reduced.

Generally speaking, the data shows that young people who are 'looked after' away from home achieve more than those who are 'looked after' at home. However, overall, fewer young people who are 'looked after' enter an initial positive destination: 87% of young people who are looked after away from home entered an initial positive destination, compared to 56% of young people who are looked after at home.



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|   | <p>As a group, children and young people who are 'looked after at home' have poorer attainment outcomes. For session 2019-2020 the attendance of those who are looked after at home is lower than for any other group.</p> <p>For this group, attendance at secondary school is significantly lower. Our exclusion policy outlines a protocol to be followed should a Head Teacher be considering the exclusion of a child or young person who is looked after. Young people who are looked after at home have a higher rate of exclusion than those who are looked after away from home. In December 2019 a dedicated review of attainment for looked after young people was held in each secondary school. The proposed schedule of meetings for primary schools did not occur due to school closure.</p> <p>The latest Local Government Benchmarking Framework data (2018/19) indicates that Angus Council has a higher school exclusion rate for looked after children than the national average:</p> <p>Angus: 310 exclusions per 1,000 pupils<br/>Scotland: 152.2 exclusions per 1,000 pupils</p> <p>Angus Council exclusions for looked after children are the highest in our LGBF benchmarking 'family group' which constitutes the following similarly sized councils:<br/>Argyll &amp; Bute, East Lothian, Highland, Midlothian, Moray, Stirling, Scottish Borders.</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>We will look to re-instate our dedicated review of attainment for looked after young people at primary school level.</p>  |   |   |
| <p><b>2. Pupil Equity Fund</b></p>            | <p><b>Advance equality of opportunity, eliminate discrimination</b></p>   | <p><b>Age/Disability/Gender/Ethnicity</b></p> | <p><b>Evaluation report on the impact of funded interventions</b></p> |
| <p>Progress:</p>                              | <p>The Pupil Equity Fund (PEF) is additional funding allocated to specific schools based on Free Meal Entitlement and targeted at closing the poverty related attainment gap.</p> <p>Pupil Equity Funding (PEF) Evaluation Year Three: Approximately £2.1 million PEF funding was allocated to Angus schools for session 2019-20. The allocation was based on an analysis of free school meal entitlement. Individual schools received amounts between £2K and £170k. Schools followed guidance issued by Scottish Government and local authority advice when making decisions regarding PEF spend.</p>   |   |   |

|   | <p>Input from our Education Scotland Attainment Advisor (to individual Head Teachers and clusters) provided support and challenge regarding PEF rationale, expenditure and impact due to the closure of schools in March not all meetings were conducted. Evaluations on PEF interventions are reported through the annual standards and quality reports. Monitoring and analysis of PEF expenditure shows that schools' repertoire of positive interventions has widened to meet the needs of targeted 23 Education and Lifelong Learning Directorate Annual Education Report 2019 - 2020 and Plan 2020 - 2021 groups, the main focus of interventions being: Literacy, Numeracy, Health and Wellbeing.</p> <p>PEF has allowed the majority of schools to recruit additional staff who have provided individual and small group support for learners. Due to lockdown schools were unable to collect enough data to provide robust evaluation of PEF interventions. Furthermore, the need for schools to respond to the significant change in circumstances because of Covid-19 may well require a shift in priority of school PEF plans. In particular:</p> <ul style="list-style-type: none"> <li>• Addressing health and wellbeing issues</li> <li>• Addressing the home and social circumstances which are the context for inequality</li> <li>• Addressing any digital 'gaps' for learners with respect to devices and internet connectivity</li> <li>• Recovery focus on literacy and numeracy</li> </ul> |  |   |         |         |         |         |   |         |         |         |         |         |         |         |         |   |   |   |   |   |    |    |           |    |    |    |    |    |    |    |
|---|--|--|---|---------|---------|---------|---------|---|---------|---------|---------|---------|---------|---------|---------|---------|---|---|---|---|---|----|----|-----------|----|----|----|----|----|----|----|
| <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. We will continue to pilot an Inclusion Support Team to support engagement in learning. This short term project is funded using LAC Attainment Funding and will be evaluated in 2022.</p>   |  |   |         |         |         |         |   |         |         |         |         |         |         |         |         |   |   |   |   |   |    |    |           |    |    |    |    |    |    |    |
| <p><b>3. Exclusions</b></p>                           | <p><b>Advance equality of opportunity, eliminate discrimination</b></p>  | <p><b>Age/Disability/Gender/ Ethnicity</b></p> | <p><b>The percentage of young people excluded from schools measured against local and national benchmarks</b></p> |         |         |         |         |   |         |         |         |         |         |         |         |         |   |   |   |   |   |    |    |           |    |    |    |    |    |    |    |
| <p>Progress:</p>                                      | <p><b>Exclusions</b></p> <p>While exclusion levels in primary schools in 2018/19, and 2019/20 have risen, there has been a drop in exclusions in secondary schools in 2019/20 to 30 per 1,000 pupils, having reached a peak of 50 per 1,000 pupils in 2018/19.</p> <p><b>Angus School Exclusion Rates</b></p> <table border="1" data-bbox="539 1203 2018 1391"> <thead> <tr> <th>Exclusions levels per 1,000 children and young people</th> <th>2013/14</th> <th>2014/15</th> <th>2015/16</th> <th>2016/17</th> <th>2017/18</th> <th>2018/19</th> <th>2019/20</th> </tr> </thead> <tbody> <tr> <td>Primary</td> <td>4</td> <td>3</td> <td>9</td> <td>8</td> <td>6</td> <td>10</td> <td>12</td> </tr> <tr> <td>Secondary</td> <td>35</td> <td>32</td> <td>32</td> <td>42</td> <td>44</td> <td>50</td> <td>30</td> </tr> </tbody> </table>   |  |   |         |         |         |         | Exclusions levels per 1,000 children and young people | 2013/14 | 2014/15 | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 | Primary | 4 | 3 | 9 | 8 | 6 | 10 | 12 | Secondary | 35 | 32 | 32 | 42 | 44 | 50 | 30 |
| Exclusions levels per 1,000 children and young people | 2013/14  | 2014/15  | 2015/16   | 2016/17 | 2017/18 | 2018/19 | 2019/20 |   |         |         |         |         |         |         |         |         |   |   |   |   |   |    |    |           |    |    |    |    |    |    |    |
| Primary   | 4  | 3  | 9   | 8       | 6       | 10      | 12      |   |         |         |         |         |         |         |         |         |   |   |   |   |   |    |    |           |    |    |    |    |    |    |    |
| Secondary   | 35   | 32   | 32  | 42      | 44      | 50      | 30      |   |         |         |         |         |         |         |         |         |   |   |   |   |   |    |    |           |    |    |    |    |    |    |    |

More explanation of the following tables for Looked After Children is in section 1 above (Positive Destinations)

| Exclusions rates per 1,000 pupils<br><b>Primary</b> | LAC HOME | LAC AWAY | Previously LAC |
|---|----------|----------|----------------|
| 2013/14   | 0        | 47       | NA             |
| 2014/15   | 53       | 12       | NA             |
| 2015/16   | 0        | 0        | NA             |
| 2016/17   | 57       | 0        | 71             |
| 2017/18   | 136      | 21       | 0              |
| 2018/19   | 42       | 29       | 92             |
| 2019/20   | 34       | 82       | 9              |

| Exclusions rates per 1,000 pupils<br><b>Secondary</b> | LAC HOME | LAC AWAY | Previously LAC |
|---|----------|----------|----------------|
| 2013/14   | 513      | 316      | NA             |
| 2014/15   | 438      | 91       | NA             |
| 2015/16   | 385      | 75       | NA             |
| 2016/17   | 738      | 255      | 196            |
| 2017/18   | 514      | 324      | 185            |
| 2018/19   | 667      | 250      | 157            |
| 2019/20   | 359      | 77       | 37             |

What will we do over the next 3 years?

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 2019 the Children and Learning Committee approved '[Preventing and Managing School Exclusions in Angus - Policy for School Leaders](#)', This policy aims to deliver improvements in this area for all Angus learners.

Our local authority 'Relationships Policy' places positive relationships at the centre of school life. Almost all schools have relationship policies in which the creation of a nurturing, positive school ethos is a priority and restorative approaches are embedded. School exclusions are a last resort in the management of individual situations.

|  |  |  |   |
|--|--|--|---|
| <b>What is our equality outcome?</b>   | <b><i>Provide positive, nurturing and inclusive environments to support learning and development</i></b>   |  |   |
| <b>1. Anti-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>  |
|  | <b>Advance equality of opportunity, eliminate discrimination, foster good relations</b>  | <b>Age/Disability/Sexual Orientation/Transgender/ Gender/Ethnicity/Religion &amp; Belief</b> | <b>i) Analyse number and profile (i.e. by protected characteristic) of bullying incidents<br/>ii) A successful roll out of the Mentors in Violence initiative</b> |
| Progress:                              | <p>Education and Lifelong learning worked in Partnership with Respectme and the National Society of Prevention of Cruelty to Children (NSPCC) on the ThinkB4YouType Campaign to raise awareness of online bullying. This was a pupil led campaign which saw the development of a Youth Advisory Group which led fifteen focus groups across the region: eight with pupils, four with school staff and three with parents. This work saw the group presenting to elected members at the Children and Learning Committee and nationally at a Scottish Parliament reception. A campaign toolkit for use by other local authorities was also developed and launched in November 2020.</p> <p>The work of the Youth Advisory Group also informed the revision of Angus Council's Anti-bullying policy for schools.</p> <p>All School and Pupil Support Assistants received training from the national anti-bullying organisation, Respectme, in December 2019 with parental workshops also taking place during this time.</p> <p><b>Tables of the breakdown of instances and types of bullying can be found in the accompanying Mainstreaming Report.</b></p> <p>The Mentors in Violence Prevention is a peer education programme which utilises a creative standard approach to prevent all forms of bullying and gender-based violence. There are 5 secondary school in Angus now taking part in the Mentors in Violence Prevention programme, with two further schools awaiting training.</p> <p>There are now 5 'train the trainers', three for Education and two for Police, which has and continues to build capacity within Angus schools.</p> |  |   |
| What will we do over the next 3 years? | <ul style="list-style-type: none"> <li>• Take forward the recommendations of the ThinkBeforeYouType campaign</li> <li>• Provide further training opportunities for parents/carers, as well as teachers and other professionals, to enable them to give appropriate advice to young people</li> <li>• Collect the views of young people about the impact of restorative approaches and conversations.</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) Transgender awareness for pupils<br/>ii) LGBTI support in place</b>   |

|                                      |   |  |  |
|--------------------------------------|---|--|--|
|                                      |   |  |  |
| Progress:                            | <p>Skilled and experienced Pupil Care and Support Teachers in Angus secondary schools and primary teachers, where appropriate, continue to support young people in relation to transgender issues and to meet individual needs.</p> <p>Awareness and understanding have been promoted through the joint development by Education and Public Health of 'Addressing Inclusion' training which has been delivered to schools, support staff and multi-agency audiences. In the current context of COVID, the development of an e-learning module would be a helpful and accessible way forward in order to further promote this training.</p> <p>In addition, a national RSHP online resource has been launched and professional learning offered to schools in relation to this. Further professional learning opportunities have been offered (Nov 2020 and Feb 2021) as part of recovery planning in the context of the COVID pandemic.</p> <p>In terms of addressing discrimination and promoting inclusion, gender identity and transphobic bullying are included in our revised Anti-bullying policy for schools in Angus. Resources from national organisations including LGBT Youth Scotland and Stonewall Scotland are also promoted.</p> |  |  |
| What will we do in the next 3 years? | <ul style="list-style-type: none"> <li>• Consult with Public Health regarding the development 'Addressing Inclusion' into an e-learning module in the context of COVID pandemic</li> <li>• Promote through the Tayside Regional Collaborative</li> </ul>  |  |  |