

## EQUALITY OUTCOMES PROGRESS UPDATE 2023

### Angus Vision:



Together with our community planning partners we have just completed a new Community Plan covering the period 2022 – 2030 which has been agreed with the Scottish Government. As many as possible of our equality outcomes are aligned to the priorities within the Community Plan. These priorities are supported by action plans and through these we are collectively addressing the issues that impact on the communities of Angus. Our three shared priorities are:

#### Caring for our Economy

- Support Angus to achieve inclusive and sustainable economic growth, with a particular focus on the long-term potential of private and public investment opportunities in offshore renewable energy
- Encourage and invest in fair work opportunities for those that live, work and study in Angus
- Support entrepreneurship across Angus

#### Caring for our People

- Reduce inequalities in all our communities
- Provide the best start in life for children
- Create more opportunities for people to live well and achieve their personal goals
- Improve physical, mental health and wellbeing

#### Caring for our Place

- Protect and enhance our natural and built environment
- Enable inclusive, empowered, resilient and safe communities across Angus
- Make our local services accessible
- Improve connectivity in and around Angus

Of these priorities, the most relevant to the Equality Outcomes is Caring for our People. However, it cannot sit in isolation to the other two priorities, for example, the economy will impact on people who are unemployed and possibly experiencing poverty - it is known that the longer-term impact of the pandemic continues to have a disproportionately negative impact on equalities by widening gaps across the spectrum of the protected characteristic groups, for example, currently 20% of children (3,809) in Angus are living in poverty. As the cost-of-living increases, we anticipate that this number will increase, and we are committed to doing everything we can to mitigate the negative impacts. People also need to feel safe and have accessible local services etc, therefore all three Priorities have an impact on our Equality Outcomes.

It is important that we look to our Equality Outcomes to help address the range of inequalities we know exist, and to report on the progress we have made over the last two years.

## EQUALITY OUTCOMES PROGRESS UPDATE – LOCAL AUTHORITY

What is our equality outcome?	1. <i>The risk of harm to people will be reduced</i>		
(i). Domestic Abuse/Violence Against Women and Girls	Which part of the general duty are we addressing?	What are the key protected characteristics?	How will we measure progress?
	Eliminate discrimination	Gender/Age/Pregnancy/Maternity/ Transgender/Sexual Orientation	i) Number of incidents of domestic abuse ii) Number of homeless applications made as a result of relationship breakdown (violence / abuse)
Progress:	<p>As reported by Police Scotland to the Scrutiny &amp; Audit Committee in March 2023,</p> <p>(i) <b>Domestic Abuse</b> remains a priority and all domestic incidents in Angus are subject to review, both by local management and the Divisional Domestic Abuse Investigation Unit (DAIU). Priority is given to the arrest of any outstanding perpetrators, who are routinely traced and arrested within 24/48 hours of a crime being reported and we continue to work closely with partner agencies to ensure appropriate safeguarding measures are in place for victims.</p> <p>There has been a slight reduction in the number of domestic abuse offences reported this year to date, in comparison to this date last year (5 crimes less). The detection rate for DASA offences is 84.6% this year to date in Angus, which is an increase in comparison to last year, and is also higher than the national average. A number of undetected domestic abuse offences remain under active investigation by local officers and colleagues from specialist units, including the Domestic Abuse Investigation Unit and the National Domestic Abuse Task Force. A number of these outstanding enquiries form part of more complex investigations, which can be protracted in nature. Police Scotland continues to work with partner agencies to ensure the safeguarding of victims and their families, and to gather information in relation to criminality, pursuing every opportunity to target domestic perpetrators in order to prevent further harm.</p> <p><b>Sexual Crime:</b> There is a significant increase in the number of reported sexual crime in Angus (by 49 crimes to 308 for this reporting period in 2023) in comparison to last year, and also in comparison to the 5 year average. There is also an increase in the number of recorded crime for rape and attempted rape (by 20 crimes) compared to last year, and also in comparison to the 5 year average. This increase in the level of recorded crime continues the upward trend that there has been in previous years. As in previous reporting periods, many of the recorded crimes occurred significantly out with the reporting period, and as such are classified as “non-recent” (that is, the offence was committed more than twelve months before the crime was reported to Police Scotland). In a number of these cases, multiple crime reports were raised in respect of one report from one victim, detailing multiple incidents over a period of time where the victim and perpetrator are known to one another. All rape investigations are conducted by specially trained Sexual Offence Liaison Officers and are directed by a Senior Investigating Officer.</p> <p>During 2021-22, Police Scotland, Tayside Division doubled its cadre of Domestic Abuse Liaison officers who assess every report of domestic abuse in terms of risk and effective safety planning, ensuring that victims are offered and fully understand access to advocacy services. All investigations are</p>		

	<p>subject to regular reviews to ensure that all available lines of enquiry are identified and progressed. In the vast majority of reports, the person reporting the crime and the offender were either in a domestic relationship or otherwise known to each other prior to, or at the time of, the offence. The detection rate for sexual crime is higher than last year to date, and is also higher than the national average. The detection rate for Rape and Attempted Rape is lower than last year to date, and the national average. The increasing levels of non-recent reports mean investigations are more protracted and take longer to bring to a conclusion, therefore it is anticipated that these detection rates will continue to rise. A number of complex enquiries remain under active investigation by specialist units including the Divisional Rape Investigation Unit and National Rape Task Force. It is positive that more victims now have the confidence to report sexual crime, including non-recent sexual crime, to the Police who will continue to encourage people to report such criminality, working with partners to ensure they are fully supported during and after this time.</p> <p>MARAC (Multi Agency Risk Assessment Centres) – is a local meeting where representatives from statutory and non-statutory agencies meet to discuss individuals at high risk of serious harm or homicide as a result of domestic abuse. The primary focus of the MARAC is to safeguard the adult victim, however, the MARAC will also make links with other agencies to safeguard children and manage the behaviour of the perpetrator.</p> <p>The number of cases discussed at MARAC during the reporting period is 86.</p> <p>(ii)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. Since the Policy was implemented, homeless applications resulting from people experiencing violence or abuse within the household have dropped by 34% from 2019/20 to 2021/22.</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 via the Angus Violence Against Women Partnership (AVAWP) to reduce the numbers of incidents of gender based violence, including domestic abuse.</li> <li>• Continue the working sub groups of AVAWP to support the priorities of AVAWP, and ensure local authority leadership and representation on the groups.</li> <li>• We will undertake a review of the Housing Domestic Abuse Policy planned for 2023, which will focus on stakeholder engagement to highlight areas of good practice, examples of effective partnership working, and any gaps in service provision.</li> <li>• We will continue to 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> </ul>

	Eliminate discrimination	Gender/Age/Pregnancy/ Maternity	iii) Violence to women and girls is reduced
Progress:	<p><b>AVAWP</b>  The partners within AVAWP have continued to work relentlessly on focusing on reducing gender based violence in all its forms, with the ultimate aim of eradicating it in Angus, by raising awareness, providing training etc. Taking a joint approach across Angus, to tackling gender based violence is believed to be the most successful approach. (Partner contributions are detailed below).</p> <p>One campaign is the annual 16 Days of Action to prevent violence against women and girls, and the partner agencies invariably contribute to it. In 2022's campaign:</p> <ul style="list-style-type: none"> <li>• The largest ever number of training and awareness sessions took place. These ranged from, amongst others, gender based violence and people with learning disabilities, to Trauma informed Practice, to Predatory Marriage, and others.</li> <li>• The AVAWP continued its aim to achieve White Ribbon status for the Angus area. White Ribbon is a male led campaign aimed at educating men to encourage personal and collective reflection and behaviour change. During 2021-22, eight people were trained by White Ribbon Scotland to be 'speakers'. White Ribbon speakers are volunteers who are trained in taking White Ribbon messaging out into workplaces, community venues, schools, colleges and other settings. The progress towards achieving White Ribbon status has been slower than first hoped, however, there is still strong commitment from AVAWP to push ahead with the campaign with a revised target date for achieving White Ribbon status of June 2024.</li> <li>• A survey of survivors who were working at the time they experienced violence was undertaken in 2022 to find out their experiences of how employers dealt with the situation. We will use the results to help us target employers in relaunching the Employers Pledge, and will distribute a template gender based violence policy to those Angus employers signing up.</li> <li>• A steering group led by Women's Rape and Sexual Abuse Centre (WRASAC) was established to plan for a Reclaim the Night event for 16 Days of Action in November/December 2023. WRASAC has experience of organising Reclaim the Night for Dundee.</li> </ul> <p><b>Angus Safe and Together Roll Out</b>  Safe and Together (S&amp;T) is a model used to work with families where domestic abuse is present. It is based on recognising that domestic abuse is a parenting choice made by the perpetrator. Safe and Together is guided by three main principles:</p> <ol style="list-style-type: none"> <li>1 – Keeping the Child Safe and Together with the non-offending parent</li> <li>2 – Partnering with non-offending parent as a default position</li> <li>3 – Interviewing with perpetrator to reduce risk and harm to the child</li> </ol> <p>Angus began to embed this model in 2017 by training 20 champions. Since then, it has been furthered rolled out and as of March 2023 we have over 70 champions in both frontline and strategic positions.</p>		

### **Justice Services**

Justice Services continues to deliver programmed interventions including focussed 2:1 work with perpetrators and through the Fergus Programme. Justice Services have developed the Fergus Programme in response to supporting men in Angus to desist from domestically abusing women and children through intense offence focussed intervention. Justice services have adopted a Safe and Together approach to working with perpetrators of domestic abuse and this has resulted in close links with children and families services to ensure a whole family approach is taken.

Around half of the services Social Workers and Community Justice Assistants have now completed the Safe and Together 4-day CORE training and staff continue to deliver training to multi-agency audiences in Angus around 'Engaging with Perpetrators of Domestic Abuse'.

### **WRASAC**

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.

WRASAC continues to strengthen and develop the Angus service and is looking at having premises in Angus so that women can access support at an Angus based WRASAC centre.

WRASAC also provides multi-agency training on behalf of AVAWP.

Over this period of time, 2021/22, WRASAC has supported 191 survivors and provided 3,392 hours of support.

### **Angus Women's Aid**

Angus Women's Aid (AWA) is a specialist linked domestic abuse agency which provides trauma responsive services to women, children and young people in Angus affected by domestic abuse/coercive control. Referrals received by AWA in 2021/22 were:

Children (under 16)	380
Young Women (16-25)	101
Women (26 and older)	545

During this period, AWA established a Domestic Abuse Advocacy Service focussing on short term crisis intervention and safety. Also during this period, AWA received 101 referrals for young women who had experienced domestic abuse, 80 of these were referrals from Police Scotland.

There has been particular concern about the use of technology to control younger women and the increasing levels of violence being seen in these relationships. This was shared and all agencies across Angus began to monitor and record so that a better picture could be formed to better inform use of resources and service development.

Under the terms of the children and young people's Community Mental Health and Wellbeing Supports and Services grant, CEDAR (children experienced domestic abuse recovery):

We have commissioned Angus Women's Aid to deliver CEDAR, an evidenced based programme, providing a groupwork programme to support children and young people who have experienced domestic abuse. The service became operational in January 2023.

	<p><b>Police Scotland</b></p> <p>Police Scotland launched a new strategy to tackle violence against women and girls in March 2023. Alongside partners in all sectors, they aim to achieve a vision for Scotland as a society where women and girls live free from all forms of violence, abuse, exploitation, and harassment. Visit the Scottish Police Authority website to <a href="#">view the VAWG strategy</a></p> <p>Police Scotland’s approach to tackling domestic abuse has been recognised as an exemplar world-wide, as is the perpetrator focused approach to prevention epitomised in the ground-breaking <a href="#">That Guy (that-guy.co.uk)</a> campaign. Although progress has been made, there is more work to do to support culture change and the rights of women and girls to feel safe.</p> <p><b>NHS Tayside</b></p> <p>NHS Tayside recognises it has a pivotal role to play in the appropriate identification and management of some point. As such, a VAWG Advisor post was created in November 2020 as part of the NHS Tayside Adult Protection Team.</p> <p>NHS Tayside has developed a Gender Based Violence Action Plan (2022-23) which identifies a range of key actions which outlines the health board’s role in providing an appropriate, safe and consistent response to those who have experienced domestic abuse or gender based violence. This action plan includes activity ranging from capacity building for front-line staff, to data and intelligence gathering, developing guidance for NHS staff on issues such as human trafficking or Female Genital Mutilation and working with our education colleagues on issues such as healthy relationships.</p> <p><b>The Glens Projects</b> are ongoing, and support vulnerable women, specifically those with children in need of protection: Glen Isla working with women via statutory measures and Glen Clova via voluntary measures. 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><b>Mentors in Violence Prevention (MVP)</b></p> <p>MVP is a peer mentoring programme that gives young people the chance to explore and challenge the attitudes, beliefs and cultural norms that underpin all forms of gender-based violence in our society, and is underway in Angus schools.</p>
<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 preventative actions.</li> <li>• Deliver on AVAWP’s current strategic plan 2021-2024.</li> <li>• Address the concern about the levels and apparent normalisation of sexual violence in young people’s relationships in Angus.</li> <li>• Continue to deliver training to professional staff on a wide range of gender based violence issues, such as trauma informed practice, coercive control, young people and pornography, sexual exploitation etc.</li> <li>• Relaunch the Employers Pledge.</li> </ul>

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|  | <ul style="list-style-type: none"><li>• Through the Equally Safe in Practice Workforce Development Plan increase awareness of gender based violence issues by promoting e-learning modules in gender equality, domestic abuse and sexual violence which are accessible to all staff.</li><li>• Continue awareness raising through work with schools and campaigns e.g. Mentors in Violence.</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>• Aim to achieve White Ribbon status by 2024.</li><li>• Aim to achieve Equally Safe at Work Bronze accreditation status by the end of 2023.</li><li>• Glen Isla project – create the Glens participation module and embed it into everyday practice. Develop trauma informed practice.<ul style="list-style-type: none"><li>• Continue to raise awareness of the experience of women with additional support needs who have faced gender based violence and to provide specialist support for this group of women.</li></ul></li><li>• Develop a protocol for case review to share learning and examples of good practice from local cases.</li></ul> |
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<b>(ii) Financial Scams</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</b>	<b>Age/Disability</b>	<b>Number of people affected by financial scams</b>
Progress:	<p>The Trading Standards and Consumer Protection Teams receive complaints and service requests from a variety of sources. This includes requests from Angus residents, from partner organisations, from other enforcement agencies and via Accessline. There is a protocol in place allowing notifications and referrals to be passed from the national consumer helpline operated by Advice Direct Scotland.</p> <p>Trading Standards also work with local and national partners with the aim of preventing, detecting and investigating criminal activity and other behaviour that results in financial harm. There is a focus on helping the most vulnerable in the community. Vulnerability can be ongoing and maybe due to a long-term physical or mental disability. It can also affect people depending on a change in circumstances at certain times in their life. We can be vulnerable in certain market contexts, such as when we must choose between complex alternatives or make decisions based on imperfect information. Some of us may experience vulnerability during difficult periods of our lives, such as when we go through a bereavement, a divorce or a period of ill health.</p> <p>Trading Standards participate in Financial Abuse Support Team (FAST) meetings called by Adult Protection and Review Officers. These meetings are multi agency to identify early action to assist people at risk from financial harm, or who have already been the victim of financial harm which might be scams and other types of fraud and doorstep crime. The people discussed are often elderly or vulnerable for various reasons.</p> <p>The FAST initiative has recently been the subject of an evaluation with a report having been completed and shared with partners and the Adult Protection Committee. A short-term working group has been created to look at the results and recommended actions.</p> <p>The Trading Standards teams continue to be involved with the Financial Harm Sub Committee (FHSC) with a team leader chairing the monthly meetings. The FHSC's main objectives are Crime Prevention and Intelligence Sharing. These objectives are broken down into actions such as awareness raising, events, information sharing and working in partnership to investigate and disrupt those that cause financial harm by criminal activity or unfair means.</p> <p>Call blocking technology continues to be a significant tool used by Trading Standards to reduce financial harm caused by telephone scams. More than 300 call blocking devices have been installed in Angus since March 2013 to protect vulnerable residents from nuisance and scam phone calls. In total, 204,231 nuisance calls have been received by these devices, of which 203,326 were blocked (over 95%). It is estimated that the project has already prevented 329 scams and made savings of £2,425,052.</p> <p>The Trading Standards teams assist postal scam victims throughout the year, including those identified by the National Trading Standards Scams Team (NTSST). Depending on the nature of the referral this can be by letter, telephone or a prearranged visit in person. This can sometimes be to return money paid to scammers by a local resident who has responded to scam mail.</p>		



	Social media and the press are used either for one off warnings, or for longer term campaigns such as SCAMnesty, Shut Out Scammers, Scams Awareness Fortnight. Awareness raising at events and for local groups is undertaken. This might be at a local church hall, or a Farmers' Market with partner organisations. This has included pre-Christmas shopping and cost of living events with Police Scotland.		
What will we do over the next 3 years?	<ul style="list-style-type: none"> <li>• Continue to be a key partner in FAST to address imminent and actual financial harm.</li> <li>• Continue to participate in the Angus Financial Harm Sub-Committee Group.</li> <li>• Continue to support call blocker installation to prevent scams by telephone.</li> <li>• Continue to inform the public and partners by all suitable media.</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>(iii) Hate Crime</b>	<b>Eliminate discrimination, foster goods relations</b>	<b>All</b>	<b>Number of people subjected to hate crime</b>
Progress:	<p>As reported by Police Scotland to the Scrutiny &amp; Audit Committee in March 2023, over the most recent period 1/4/22 – 31/12/22, there has been a positive reduction in the number of Racially Aggravated Harassment/Conduct Crimes recorded this year to date, in comparison to last year and the 5 year average. Processes remain in place across Angus to monitor and review all Hate crimes and incidents to ensure these are being identified and investigated thoroughly. Across Tayside Division, there is an ongoing regular review of reported Hate Crime to assist with identifying emerging trends and to allow appropriate interventions to take place. Relevant partnership working allows for victims and communities to be signposted to support agencies and for reassurance messages and hate material to be shared.</p> <p>The total number of Racially Aggravated Harassment/Conduct Crimes in 2021/22 was 20. This decreased to 15 in 2022/23. The detection rate for these crimes was 95% for 2021/22 and decreased to 86.7% in 2022/23.</p> <p>The Police officers in the Angus Partnerships department have recently taken part in Third Party Reporting training, and plans are in place to deliver refresher training for existing Third Party Reporting Centres, and to further expand this footprint in Angus. Officers from Angus recently attended a workshop about disability gender based violence which was hosted by Angus Council, and provided an input about hate crime to those in attendance. There continues to be a focus on increasing Police Scotland social media usage to share the #DontTolerateHate campaign and raise awareness of Hate Crime, the importance of reporting Hate Crime and to reassure victims that they will be supported, and any crimes reported will be fully investigated.</p>		

	<p>Keep Safe premises in Angus continue to be supported by Police Scotland by way of new materials and online training videos. The police also check which businesses etc are still able to be utilised by vulnerable people in crisis.</p> <p>A re-invigorated Hate Incidents Multi Agency Panel (HIMAP) involving various Angus Council services, Police Scotland, and Victim Support in Angus was due to commence in 2021, but this was put on hold due to changes in police staffing</p>		
<p>What will we do over the next 3 years?</p>	<ul style="list-style-type: none"> <li>• Explore opportunities for working in collaboration with HIMAP in Dundee.</li> <li>• Develop and implement e-learning for all staff regarding defining and recording hate incidents.</li> <li>• Investigate opportunities for expanding the Keep Safe scheme in Angus.</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 information provided from Police Scotland, and take targeted action where appropriate.</li> </ul>		
<p><b>(iv) Safety</b></p>	<p><b>Eliminate discrimination, advance equality of opportunity and foster good relations</b></p>	<p><b>All, young people</b></p>	<p><b>i) People feeling safe during the day and night</b>  <b>ii) People have safe, stable, affordable housing</b></p>
<p>Progress:</p>	<p><b>Background:</b> From 1/4/22 – 31/12/22 Police Scotland reported that in Angus there was one murder in December 2022 and the alleged perpetrator was arrested soon afterwards. Local police officers are aware of the impact a tragic incident like this can have in the community and have been engaging with the community and partners to provide reassurance.</p> <p>There were no attempted murders over this reporting period, but there have been 11 Serious Assaults recorded in Angus. This is 5 crimes fewer than occurred in Quarter 2, and is slightly below the 5 year average. Of these 11 crimes, 4 have been detected, with the remainder remaining under live investigation. Of these 11 crimes, two occurred between partners in a domestic relationship and three crimes involved the perpetrator and/or victim being under the influence of alcohol or a controlled substance. Four crimes were committed within licensed premises, and one nearby. Four crimes are noted having involved the use of a weapon.</p> <p>Positively, the detection rate for this year to date is 81.4%, compared to 80.0% last year to date. This is also slightly higher than the national average of 78.4%. As per previous reporting periods the challenges around investigation of serious assault remain consistent whereby alcohol and/or drug use impairs witness recollection and can influence levels of engagement. The dedicated Detective Inspector in Angus continues to have oversight of all serious assaults recorded in Angus and directs investigations as appropriate, ensuring a high standard of investigation. The Local</p>		

Officer in Angus continues to carry out high profile patrols around licensed premises, ensuring engagement with staff in licensed premises, particularly during peak weekend times, as part of the “Town Safe” operation in Angus.

(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.

(ii) Quality of life in both the neighbourhood and in Angus has remained consistently high, maintaining the levels reported in 2015.

(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.

(iii) As well as increasing affordable homes, the Council is also focused on increasing the quality and energy efficiency of existing housing stock. Since 2020, we have:

- Continued to improve the energy efficiency of Council stock, meeting Energy Efficiency for Standard of Social Housing (EESH) ensuring all Council new builds meet the ‘greener standard’.
- Provided a range of information and advice materials aimed at improving the condition of private sector homes.
- Responded to new minimum Energy Performance Certificates (EPC) standard introduced in the private rented sector; by 2023 over 2,200 Angus private sector households qualified for the Warmer Homes Fund, improving the energy efficiency of their home.
- Continued to administer our Home Energy Efficiency Programme (HEEPS) using our £2.5m allocation to assist over 730 households. Since 2017, around £6.7m HEEPS funding has been utilised in Angus, improving around 1150 properties.
- Secured additional (Eco) funding for private sector households, aimed at improving energy efficiency, house conditions and reducing fuel poverty.
- Continued to promote the Home Energy Scotland advice service, increasing the number of Angus residents seeking advice and assistance leading to 1,400 measures installed; 450 referrals for income maximisation; and over 400 households switching supplier to reduce energy bills.
- Promoted the Priority Services Register (PSR) to Angus residents. The PSR is run by utility companies, offering a range of assistance to households when utility supplies are affected.

- Continued to fund and promote the Angus Home Energy Advice Team (HEAT), helping local households save energy and reduce their fuel bills. Through 2021/22, an estimated £51,800 was reduced from fuel bills, £32,000 saved via installation of measures and £20,000 fuel bill debt write-off.
- Secured £50,000 grant funding from the Winter Fuel Fund and the Local Authority Covid Economic Recovery fund, providing Angus households with grant funded fuel vouchers to help them with the fuel price increases and cost of living crisis. Over 2,100 households were assisted, helping an estimated 3,000 people including 2000 children, ensuring their homes are warm during the colder months.

Work is ongoing 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.

Notable achievements to date:

- Homeless applications have continued to decrease year on year in Angus. They remain significantly lower than pre-pandemic levels, having decreased by 28% between 2019/20 – to 2021/22 i.e. from 97 applications in 2019/20 to 64 applications in 2021/22.
- Sixteen individuals are now being supported by the Housing First model with good engagement and positive outcomes.
- The Housing service and the AHSCP have agreed to a service review with the view to establishing a new team alongside the Homeless Support Service to increase focus on prevention and early intervention.

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 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.

<p>What will we do over the next 3 years?</p>	<ul style="list-style-type: none"> <li>• Continue to task Community Wardens and police to patrol areas identified through analysis against the Community Safety priorities. The provision of Community Enforcement Wardens for preventative Anti Social Behaviour patrols is being reviewed as part of the budget setting process for 2023-25. Work with Police Scotland will continue until the outcome of this review is known.</li> <li>• Look to encourage businesses' participation in the Keep Safe 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>• As part of our new LHS (2023-28) the welfare of children remains a key priority as we seek to adopt actions to improve local housing and related services. Much of the focus is on affordability and the steps we can take to reduce poverty and inequalities.</li> <li>• Promote the new Priority Services Register (PSR) minimum EPC standards, ensuring PSR households live in warmer, energy efficient homes, thus reducing fuel costs for occupants. National legislation has been delayed due to the pandemic and cost of living crisis. Likely implementation now is from 2025 but is yet to be signed off by parliament. Our local work to gather PSR EPC data continues.</li> <li>• Housing Supply Programme - the Council is committed to a programme of new affordable housing developments in Angus.</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>• We will continue to make use of the Victims' Fund which is administered by Victim Support Scotland. This funding is for the direct purchase or re-imburement of goods and services on behalf of the victim and can cover household items, and costs to repair or replace damaged goods or property.</li> <li>• Provide a local platform to leverage Eco funding for private sector households in the Angus area over the next 4 years. This is aimed at improving energy efficiency, housing conditions and reducing fuel poverty. We anticipate that over 1,000 homes could benefit and leverage £2 – 3M of Eco into Angus.</li> <li>• Participate in a pilot with the Scottish Government to provide welcome accommodation for Ukrainian people seeking refuge in Scotland.</li> <li>• Deliver a new Local Housing Strategy which will seek to respond to challenges related to rising energy costs, cost of living pressures, child poverty and the availability of affordable housing.</li> </ul>
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<p><b>What is our equality outcome?</b></p>	<p><b><i>2. Licensing Board has increased commitment to equality for persons with protected characteristics and facilitates fair access for all in terms of licensing processes</i></b></p>
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<p><b>(i). Increase Safety on Licenced Premises</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>(ii). Ensure the Licensing applications process is as accessible as possible</b></p>	<p><b>Eliminate discrimination, harassment, and victimisation Advance equality of opportunity</b></p>	<p><b>(i) and (ii) Age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sexual orientation</b></p>	<p><b>(i)The Statement of Licensing Policy is reviewed</b></p>

	<p><b>(iii) Gender</b></p>	<p><b>(ii) An accessible process for Licensing applications is developed</b></p> <p><b>(iii) The number of people using the 'Ask Angela' initiative</b></p>
<p>Progress:</p>	<p>There are two new Equality Outcome actions for the Licensing Board:</p> <p>(i) Ensure the Board's Statement of Licensing Policy under the 2005 Act reflects the Board's commitment to equality for persons with protected characteristics, which will be reviewed during the lifetime of these Outcomes (2023-2025). This will advance equality of opportunity between people who share a relevant protected characteristic and those who do not. It will also ensure compliance with the obligation to eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p> <p>(ii) Develop the licensing process to ensure fair access for all, including the development of applications in different formats and electronic payments in addition to the implementation of hybrid Licensing Board meetings has already taken place. This will advance equality of opportunity between people who share a relevant protected characteristic and those who do not. It will also, eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.</p> <p>(iii) In respect of the existing Outcome, the Business Support Licensing Team wrote to licenced premises in Angus in 2023 to ask for feedback around how many licensed premises are using the Ask Angela* initiative and the number of people that have used the initiative within their premises. The results were:</p> <ul style="list-style-type: none"> <li>• Maybe would be interested in signing up if more information sent out – 3.</li> <li>• Not signed up at this time – no indication either way whether they would or would not sign up – 15.</li> <li>• Not officially signed up but keen to do so and receive posters etc – 13.</li> <li>• Given nature of business this is not an initiative we would actively enrol in nor think it would be required in their premises – 4.</li> </ul> <p>In addition, no member of the public had used the initiative, therefore work needs to be done to raise the public's awareness of the Scheme, as well as the licensed premises.</p> <p><b>How Ask Angela meets the equality objective</b></p> <p>The objective is to encourage licensed premises to support/raise awareness of violence against women and girls.</p>	

	<p>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.</p> <p>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.</p> <p>*For more information: <a href="http://www.areyouok.co.uk/im-a-professional/campaign-materials/ask-for-angela/">http://www.areyouok.co.uk/im-a-professional/campaign-materials/ask-for-angela/</a></p>		
<p>What will we do over the next 3 years?</p>	<p>New actions within this Outcome are (i) to review the Statement of Licensing Policy to ensure it takes cognisance of all protected characteristics. (ii) To develop a licensing process which is as accessible to everyone as possible.</p> <p>(iii)For the existing Outcome, this will be refreshed by having a raising awareness campaign in Angus, with the assistance of Angus Women’s Aid. The actions for the Licensing Board are:</p> <ul style="list-style-type: none"> <li>▪ To support the Ask Angela initiative, and to encourage the participation of licensed premises in Angus, by encouraging them to sign up to the Ask Angela initiative and provide them with a copy of the Ask Angela Guidance.</li> <li>• Provide all new Personal Licence Holders with the Ask Angela Guidance explaining the aim of the initiative.</li> <li>• Provide basic awareness training for licensed premises staff, and a checklist, should anyone Ask for Angela.</li> </ul>		
<p><b>What is our equality outcome?</b></p>	<p><b><i>3. People with a disability maximise their potential</i></b></p>		
<p><b>(i). Education, training, employment, volunteering</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>

	<b>Eliminate discrimination, advance equality of opportunity</b>	<b>Disability/Gender/Age</b>	<b>Number of people with disabilities in employment, training and volunteering</b>
Progress:	The number of people identifying themselves as having a disability, registered with Economic Development Skills and Employability Team and/or 16+ Opportunities for all who moved into employment, training and volunteering is <b>21</b> (April 2020 to March 2022). This is an increase from <b>7</b> people (April 2019 – 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 and Employability Team/16+ will work with external providers to broaden the reach of support into employment and in work support and to facilitate access to financial support for participants eligible for Education Maintenance Allowance (EDA) - which is a means tested payment of £30 per week made to young people in education over the age of 16.</li> <li>• We are working with Voluntary Action Angus and other partners to provide volunteering opportunities for those who are not ready to take the step into employment and specifically targeting those with multiple barriers.</li> </ul>		
<b>(ii) Self Directed Support (SDS)</b>	<b>Advance equality of opportunity</b>	<b>Disability/Age</b>	<b>Number of young people and carers satisfied with self directed support</b>
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 Self Directed Support (SDS) for adults, however the council can report on SDS across the Children, Families and Justice directorate.</p> <p>Until recently, Angus Council had in place a framework agreement for the provision of home and community-based care and support services for children and young people with disabilities, under Self-directed Support Option 3 with Real Life Options. Whilst the contract was to deliver 60 hours per week of support, this was not achieved for the duration of the contract. Real Life Options advised that as many of the packages of support for children were small and mainly evenings and weekends, it was difficult to recruit for these posts. Additional holiday provision is also required, and has successfully been used as follows:</p> <ul style="list-style-type: none"> <li>– <u>Holiday Activity Programme</u> A joint application was made between the Children with Disabilities Team and Strathmore Centre for holiday activities, securing £4.5k. This was utilised to create some inclusive activities for children with complex disabilities, using local providers such as Dreamtime in Kirriemuir for our outdoor cinema, Forfar Academy for our disco and Eden Gardens, thus developing local partnerships and providing a localised service.</li> </ul>		



The activities were planned in a manner to try and consider sensory needs, geography, dietary requirements and to support children to develop social skills and meet other young people of a similar age and interests. The Eden Gardens also allowed a safe and secure environment where children could develop animal care skills, whilst this also enabled one young person to overcome their anxiety around small animals.

The Teams are exploring further opportunities for the October holidays, whilst planning into next year, to extend the range support and activities offered. This includes potential delivery during the Easter (2023) holidays, utilising underspend within the SDS budget(s).

– Angus Playscheme

Angus playscheme is a charity funded in 1990 by parents for 5 to 18-year-olds based at Arbroath Academy, providing structured and supported activities for over 60 children with additional support needs during Easter, Summer and October holidays. However, the waiting list for places is extensive.

**Exploring the fit between values, principles and systems in Self-directed Support**

Utilising Self-Directed Support Transformational Funding monies received from Scottish Government to Angus Health & Social Care Partnership, In-Control Scotland were approached last year to facilitate our explorations of self-directed support across children, Families & Justice in Angus. The suggested starting point for this was to undertake an initial sense check where we were with the approach and roll out across our children with disabilities services.

During summer 2022 engagement was undertaken with the Children with Disabilities Team, some Locality staff and the team at Strathmore Avenue. Specific self-directed support questions looked at were – what is important that we know or discuss to get this right in Angus? How are conversations structured? Default positions and resources. Feedback received from families about experiences of self-directed support was also shared.

**What we learned:**

- While it is common across local areas that resources are short and there have been issues maintaining the range and quality of providers in many situations, Angus is feeling this acutely in relation to children's services.
- There was widespread recognition of a historical bias towards building based services, with Strathmore Centre identified as a victim of its own success in that this perhaps led to a limiting of explorations (by families and workers) with regards all options being fully considered, so that the children get the best fit for them.
- The sense of a concrete resource (fixed number of days in a service) could feel easier to visualise and value than a budget without a clear understanding of what that could buy you / how it could be used.

- The availability of good examples of how budgets could be spent to support outcomes was identified as being needed.
- There was also acknowledgement that as well as the loss of the only Option 2 provider, there was a reliance on agency workers.
- There is an expectation of people receiving a traditional (Option 3) service, and a feeling that more planning and individualising of options could lead to different outcomes.
- Transitions and the options on moving to adult services were also areas where further work to strengthen timescales and options could take place.

There is a shift towards many people's values and away from how many systems are currently arranged. There is a recognition that in some services there can be a split between a balanced risk assessed approach, which helps young people feel heard and complete their natural shift from childhood to adulthood in a joint / managed way, and a more traditional 'rules based' approach where people have indicated some staff can hold onto power for too long, causing difficulty with engagement and less controlled and managed risks.

#### **Equal Conversations & Unlocking Potential**

A series of 4 'Equal Conversations' workshops were delivered in November 2022, where we took what we learned in the first sessions and explored issues around assessment, process, values and 'rub' points, confidence and improvement. The aim of these sessions was to increase knowledge and understanding of self-directed support and person-centred practices, with staff working together to share ideas and coproduce solutions to the challenges they face in their roles. We had good engagement from Children with Disabilities Team, Strathmore and AHSCP Learning Disability Team and positive feedback about the sessions.

What will we do over the next 3 years?

**Primary (Priority) Actions:**

1. Support Planning training (2-day course), which is suitable for practitioners of all levels and equips participants with a full suite of skills in person-centred planning, enabling them to facilitate plans for the people they support. This includes focusing on approaches to risk and opportunity, using graphics to make plans accessible, supporting decision making as well as relationship mapping and Individual Service Design.

Support planning is **the** key activity that evolves from the assessment process, to deliver a coproduced and accessible, person centred and outcome focused plan for the supported person.

2. Building on this, there is an identified need to develop practitioner skills and competency in delivering Person Centred Planning – one suggested route being to explore Independent Living Fund ‘Transition Fund’ for funded Person Centred Planning training.

Person Centred Planning Network Scotland also has a range of independent planners.

3. We will offer families and children the opportunity to try out self-directed support, and together develop new ways of working together. This will involve us supporting families in Angus to have a ‘practice’ budget, which we are setting at up to £500 (which will be funded from the underspend in the Option 1 budget). We will support them to work out how to spend this in a way that will be most useful to them and have the most impact (best outcome) for their child.

By agreeing to participate, we will ask families to record and share what they have learnt, and keep a record of things in a journal, a photograph album with comments, a video, or other methods of recording. From this we will build a library of stories and examples of how individuals and families have worked creatively to meet agreed outcomes – which meets the identified gap from practitioners.

At the end of the test for change, it is hoped that there will be a group of families, professionals and perhaps external providers with greater knowledge, confidence and expertise to help extend a wider rollout of self-directed support in the area. The families and children involved will also then have the option to move on to a second phase and begin to plan how they could direct all of the resources available to them.

4. This approach will then be reviewed, with the intention that the model is then tested across Children, Families & Justice e.g. within Locality Teams and/or in partnership with providers such as Hillcrest and Aberlour; the team at Horizon with care leavers and/or unaccompanied asylum seeking children.
5. Opportunity to undertake the '**Getting to Grips with Self-Directed Support**' training with In-Control Scotland has been offered to Locality Teams. This is a half-day online session on 28 February 2023, covering the values, principles and processes of self-directed support. This offers an introduction to self-directed support, as part of wider testing and roll out.

**Secondary Actions:**

1. A redesigning of self-directed support assessment paperwork, (linking in with other related initiatives), as well as greater sharing between disciplines and 'the story' going with the person and being added to rather than redefined each time.
2. Linking with Angus Health & Social Care Partnership with regards to their pilot of a new Option 2 service.
3. Exploring other options to build capacity in rural communities – there is an opportunity to learn from the cooperative models of Care and Wellbeing Collective in Perth and Kinross, and the North East Scotland Support and Wellbeing Cooperative. Similar community initiatives have also been developed in Highland.

<b>What is our equality outcome?</b>	<b>4. 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</b>		
<b>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>There is a statutory requirement for the council to have in place a BSL action plan (2018-2024) and renew it in 2024, with alignment to the renewed National BSL Plan (when available). In 2018, the Angus Plan resulted in establishing 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 engagement sessions – one to find out what BSL users wanted and the second to put forward our draft action plan for their approval. These were successful events, and ideas from these sessions were used to develop our BSL Plan.</p> <p>We will be looking to re-engage with BSL users regarding our next BSL Plan, to get their feedback, and obtain their views on what the council should focus on in the next BSL Plan. We will also re-establish a working group within the council.</p> <p>Since 2018 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, and we are looking to have more produced.</p> <p>Our BSL information video about rape and sexual assault, with the involvement of the Women's Rape and Sexual Assault Centre, received feedback from the BSL community that it was a valuable and powerful initiative. It was shared on a national basis in 2023 through the British Deaf Association (BDA) and NHS Scotland.</p> <p>In 2023, a 6 week BSL course for beginners will take place April – May. This is open to all staff and 18 people have signed up to take part, with three others looking for a different evening. Those who are taking part are doing it for a variety of reasons, but mainly because they feel it would be useful for their work, and/or personal activities. Either way, the more employees there are, from a variety of job functions, who know basic BSL is a positive outcome.</p> <p>In 2022, there was a further session of BSL/Deaf awareness training open to all members of staff.</p> <p>In November 2022 we received feedback that no-one had used Contact Scotland, the national video BSL interpreting relay service, to communicate with the council, and no member of staff had used it to communicate with a BSL service user. Since then, we have ensured that Contact Scotland's details are on our website, and will raise awareness of this means of communication again with our employees.</p> <p>In 2023 we received feedback that BSL users found it difficult to find information in BSL on our website. From April 2023 the BSL logo will be added to our webpages – if a BSL user clicks on it, it will take them directly to the relevant page.</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>After receiving feedback that the use of white paper is unsuitable for people with dyslexia, the council is investigating the possibility of moving to pale coloured paper when communicating with residents by letter.</p>
<p>What will we do over the next 3 years?</p>	<ul style="list-style-type: none"> <li>• We will continue to 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 access to a translation and interpretation service which is effective and satisfactory for BSL users.</li> <li>• We will engage with BSL users to provide the information etc that they would find most useful. We will use the feedback from BSL users to inform our services and our next BSL Plan.</li> <li>• We will continue to promote ContactSCOTLAND in our services, and raise awareness of it amongst our staff.</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 investigate the use of pale coloured paper when communicating with Angus residents.</li> <li>• We will have a 6 week BSL beginners class delivered for staff.</li> <li>• We will add the BSL logo to our website.</li> <li>• We will increase the number of information videos in BSL</li> </ul>

What is our equality outcome?	<b>5. We will provide flexible and responsive services to carers to enable them to continue in their caring roles</b>																				
Support for Young Carers	Advance equality of opportunity	Age	Developments/activities in the service provided to young carers																		
Progress:	<p>The number of young carers in Angus schools:</p> <table border="1" data-bbox="515 478 1176 710"> <thead> <tr> <th>No. of YC</th> <th>Secondary</th> <th>Primary</th> </tr> </thead> <tbody> <tr> <td>2017/18</td> <td>22</td> <td>5</td> </tr> <tr> <td>2018/19</td> <td>40</td> <td>6</td> </tr> <tr> <td>2019/20</td> <td>67</td> <td>7</td> </tr> <tr> <td>2020/21</td> <td>83</td> <td>5</td> </tr> <tr> <td>2021/22</td> <td>76</td> <td>12</td> </tr> </tbody> </table> <p>The targeted figure for completion of Young Carer Statements (YCS) was met at the beginning of the 2021/22 session with a number of 88 pupils identified as Young Carers. This figure remains lower than the national average.</p> <p>A Short Life Working Group was set up to assess support available to young carers at the point of transition into adulthood engaging with adult services as evidence suggests that 16 – 25-year-olds are regarded as the hardest to identify and engage and current service configuration is not meeting their needs. Around 70 young adult carers are registered and referral systems have been simplified. There have been attempts to engage the cohort to identify what they think would make their lives better/ where efforts should be targeted.</p> <p>The school transition conferences identify personal outcomes and actions needed to achieve them, but a system to track these is required. We need to know more about if/ how a Young Carer Statement is shared with a young person’s future destination. Schools and colleges have potential to facilitate identification and consultation, but awareness-raising is needed first for staff/ young people who are under the radar and do not see themselves as a carer.</p> <p>A Young Carers Statement Audit Questionnaire was carried out in March 2022 targeting Young Carers both in school and college settings as well as staff with a role completing the Young Carer Statement. The level of participation in the audit was low and responses highlighted the need to ensure that both Young Carers and staff view the process of engaging with the YCS as meaningful. There was also the need to ensure that staff were provided with knowledge and understanding of the impact of the caring role on pupils.</p> <p>A reminder was sent to all Angus schools in October 2022 on how to record Young Carers on SEEMIS.</p> <p>Two schools, one with the highest level of YCS in Angus and one with none, were identified to take part in a test of change project with the aims to:</p>			No. of YC	Secondary	Primary	2017/18	22	5	2018/19	40	6	2019/20	67	7	2020/21	83	5	2021/22	76	12
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	<ul style="list-style-type: none"> <li>- improve the educational and life outcomes amongst unpaid Young Carers</li> <li>- increase the level and quality of Young Carers Statements</li> <li>- greater understanding of Young Carers' needs and caring circumstances</li> </ul> <p>Questions from questionnaire were expanded and explored in greater detail within these settings. The format of the Young Carer Statement has been reviewed, reflecting the feedback from school staff and young people involved. The feedback to the new redeveloped YCS has been deemed as positive by all staff involved in the test of change. The new format for the Young Carer Statement will be tested at the two identified schools between October 2022 and Easter 2023 and evaluated. Staff involved in the test of change in one of the schools mentioned time restrictions impacting on their role supporting young people in a caring role.</p>
<p>What will we do over the next 3 years?</p>	<ul style="list-style-type: none"> <li>• Develop an on-line training module for Angus schools and partners.</li> <li>• Hold virtual groups on a fortnightly basis for young carers to go along and get involved.</li> <li>• Following evaluation of the test of change, the new Young Carer Statement will be rolled out to all Angus schools and the Young Carers Policy updated accordingly in the 2022/23 session, ensuring as well that the United Nations Convention on the Rights of the Child (UNCRC) is incorporated.</li> <li>• A We Care Award for Young Carers is being considered for next session to recognise the achievement of young people in a caring role.</li> </ul> <p>Tracking of outcomes for Young Carers raised at Transition conferences and liaised with future destinations (16+, college and other adult services).</p>



<b>What is our equality outcome?</b>	<b>6. People will find it easy to travel in Angus</b>		
<b>Improve accessible and active travel</b>	<b>Which part of the general duty are we addressing?</b>	<b>What are the key protected characteristics/</b>	<b>How will we measure progress?</b>
	<b>Advance equality of opportunity, eliminate discrimination</b>	<b>Disability/Age/Gender</b>	<b>Improvements made to travelling in Angus</b>
Progress	<p>A new <b>Angus Transport Network</b> 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 &amp; 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.</p> <p>Network objectives:</p> <ul style="list-style-type: none"> <li>• Transport and Accessibility</li> <li>• Sounding Board</li> <li>• Looking at items in the planning phase</li> <li>• Feeding into Local Plans</li> <li>• Link to equality and access forums – Fairer Scotland duty and Equality Impact Assessments</li> </ul> <p>Key areas to develop, taking cognisance of the National, Regional and Local Transport Strategies are:</p> <ul style="list-style-type: none"> <li>• Public Transport</li> <li>• Climate Change</li> <li>• Health</li> <li>• Equalities</li> <li>• Active Travel Commuting</li> </ul> <ul style="list-style-type: none"> <li>• The number of bus boarders/raised kerbs in place remains at 492. Their locations can be found at <a href="http://www.travelinescotland.com/accessibility">http://www.travelinescotland.com/accessibility</a></li> </ul>		

- Digital demand responsive transport (DDRT) services will be considered as part of local bus tendering processes in years 23/24 and beyond.
- As a partner of the Tactran ENABLE project, funded by EU Horizon, a digital platform to help manage DDRT services will be developed.

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 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 – now complete**

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.

What will we do over the next 3 years?

- We will be delivering the above activities and pipeline of Active Travel projects detailed above and continue to deliver the actions in the **Angus Active & Sustainable Travel Action Plan 2020-24.**

In addition to the pipeline of projects described above, following discussions of the Road Safety MOWG officers agreed to actively seek funding opportunities for a project to improve active travel links, particularly for commuting, between Brechin and Montrose.

- We will also seek funding opportunities to fund other active travel and sustainable transport projects.

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

What is our equality outcome?	<i>7. People are supported to maximise their employment opportunities</i>				
<b>(i) 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>
	Advance equality of opportunity, eliminate discrimination		Age/Disability/Gender/Pregnancy/ Maternity		The number of people in positive destinations who have identified themselves as having a disability, registered with Skills and Employability Team, and/or 16+ Opportunities for All People
Progress:	<b>Age</b>	<b>Number</b>	<b>Male</b>	<b>Female</b>	The Skills and Employability Team have been working with employers to support local job seekers into local jobs, along with the 16+ Team who have been working with local training providers to support young people to address barriers that are preventing them from progressing into further education, training, and employment.
	<b>16-18</b>	93	46	47	
	<b>19-25</b>	42	22	20	
	<b>26-49</b>	16	3	13	
	<b>50-65</b>	3	0	3	
	<b>TOTAL</b>	154	71	83	
<p>The success of this Outcome is more apparent when looking back at the numbers in 2019/2020. The total number of participants then was 61 (38 males and 23 females). This has increased significantly to 154 participants (71 males and 83 females) in 2020/21.</p> <p>From 2019 – 2020 there were 7 participants who had a disability. This has also increased significantly to 21 in 2020/21.</p>					

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>(ii) 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> <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:</p> <ul style="list-style-type: none"> <li>• 67 employers</li> <li>• Majority are SMEs of which 50% have 25 or less employees</li> <li>• Majority are within Tayside with occasional representation from boundaries (Fife/Aberdeenshire) or central belt (specialist contractors)</li> </ul> <p>Apprentices feedback (via YouTube)</p> <ul style="list-style-type: none"> <li>• <a href="#">What do you like best about your job? 1min28sec</a></li> <li>• <a href="#">How did you get into your career? 2min53sec</a></li> <li>• <a href="#">Shared experience 2min09sec</a></li> <li>• <a href="#">What does your future look like? 1min21sec</a></li> </ul> <p>SAL offers its apprentices:</p> <ul style="list-style-type: none"> <li>• broad range of experience and skill development</li> <li>• 3-4 placements on average across four years</li> <li>• exceptional support arrangements, helping those in most need</li> <li>• targeting underrepresented groups</li> </ul> <p>Within the council's Workforce Plan our aim is to increase foundation/modern and graduate apprenticeships</p>		

	<p>A 2–3-year pilot programme started (in August 20) with 17 Modern Apprentices appointed across range of service areas – Business Admin. IT. Housing, Building Standards, Active Schools, Organisational Development.</p> <p>August 20 – 17 Starts with 17 Positive destinations</p> <p>August 21 – 15 starts, 13 positive destinations</p> <p>August 22 – 2 starts to date</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 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 Apprentices in Angus Council through our MA pilot scheme.</li> <li>• Make partnership and collaborative working an essential priority both locally, regionally and nationally to make best use of increasingly scarce resource and achieve collaborative advantage which broadens the range of engagements and opportunities for people.</li> <li>• There will be priority places for care experienced young people in Angus Works.</li> <li>• Continue to offer Angus Works and mini–Angus Works programme.</li> <li>• Explore progression routes for sustained employment.</li> </ul>

<b>What is our equality outcome?</b>	<b>8. Gypsy Travellers are given equal respect and are given opportunities to live, work and receive education in Angus</b>		
<b>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>The number of Gypsy Travellers using council sites</b>
<b>Progress:</b>	<p>The permanent site at St Christopher’s Montrose continues to be full and has a waiting list. There have been 10 encampments in Angus in 2022/23. One encampment worked with Community Housing team and has secured permanent accommodation. 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. Work is ongoing with this group to review and update the Management of Unauthorised Encampments in Angus Policy. 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> <ul style="list-style-type: none"> <li>• Additional Support Needs (ASN) Locality Teachers are continuing to support learning, targeting families at both council sites, in permanent accommodation in the community and in illegal encampments where appropriate. Seven families at St Christopher’s site, and two families at the Balmuir site remotely have engaged in learning with support from the Digital Families project developed by the Traveller Education Network (STEP). Most families are very much engaged with the learning/teaching provision. 3 families attend the digital sessions weekly and the children are achieving/ progressing steadily through early level. 1 family has been supported through face-to-face contact. The current level of engagement with families at the Balmuir site is limited.</li> <li>• There is no current plan to access the site office at St Christopher as a learning environment for families.</li> </ul>		



- The local authority is continuing to 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.
- We shared materials to share awareness and reduce the number of bullying incidents towards children and young people from travelling backgrounds such as the graphic novel *Shifting*, created by Metaphrog. The magazine Travellers Times is regularly distributed to the families we are working with and this is well received.
- The music project supported with funding from Youth Music Initiative (YMI) to broaden the curriculum and support opportunities for shared learning was continued. During the last academic session, it took place at Lochside Primary School in Montrose and Tealing Primary School in Tealing to support a more inclusive approach towards engaging children from travelling backgrounds and peers from their settings. The project was well received with a high level of engagement from pupils.
- The STEP starter sack project has been delivered to 6 families to support engagement at early years stage with travelling families with the aim to support transitions into primary settings and encourage engagement with early years settings. Although the families that received STEP starter sacks are not engaged with local schools and do not intend their children to attend school, they are keen to engage with further education support from the ASN Locality Team. Two families with children under 6 are requesting support from ASN locality team mainly around numeracy & literacy. About 6 families will be added to the ASN Locality learning/ teaching group in 2022/23. The families have reported that they do access the website to follow the activities proposed by the ASN Locality Team.
- We have developed links with 16+ workers to support outcomes for young people wishing to engage with college and this is being offered to families as appropriate.

The focus of support at local primary schools with the highest percentage of pupils registered on SEEMIS as being from travelling background has grown from two (Lochside Primary and Tealing Primary) to three, following an increase in pupils from travelling background at Rosemount Primary. 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.

Regarding bullying in schools, this remains low:

#### Bullying incidents Gypsy travellers compared to previous years

Secondary schools	Incidents	Primary schools	Incidents
2018/19	0	2018/19	0
2019/20	0	2019/20	0
2020/21	1	2020/21	0
2021/22	0	2021/22	0

What will we do over the next 3 years?

- Continue to use best practice discussed in the Negotiated Stopping group wherever practicable.
- Refresh our policy for unauthorised encampments, based on Scottish guidance, by engaging with local and national Stakeholders.
- 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.
- 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.
- Continue to support post-16 outcomes for young people wishing to engage with college.
- 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. A group has been established to respond to the recommendations of Improving Outcomes for Children and Young People from Travelling Cultures.
- Boost community and parental engagement at Council sites – Learning day to be arranged with community learning/ adult learning/ college identified staff.

<b>What is our equality outcome?</b>	<b>9.All children will reach their expected development milestones</b>		
<b>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>Since August 2020, all Local Authority Early Learning and Childcare (ELC) settings have delivered 1140 hours of funded ELC provision in one of three delivery models. These are designed to be flexible to meet the needs of families and communities. A commitment to partnership with contracted private and voluntary ELC providers and childminders allows parents further flexibility in how they can access funded ELC. The open procurement framework offers providers on-going opportunities to submit tenders. This can be in response to parental requests.</p> <p>The role of the Central Early Years team is to assure the quality of funded ELC and support the provision of this within local authority and contracted provider settings. The central team offers both universal and targeted support based on identified needs. Early Years Managers assure the quality of provision in all ELC settings offering funded ELC through annual Quality Assurance visits.</p> <p>The universal support for settings includes access to an extensive programme of continued professional development for practitioners at all levels. Training delivered on in-service days for all ELC staff has focused on literacy, mathematics and numeracy. Job-specific training opportunities are offered as core training for staff in all settings. Collaboration with NHS colleagues, including Speech and Language Therapy (SALT), and colleagues from locality Additional Support Needs (ASN) teams has led to opportunities for practitioners to access training on language and speech development, English as an Additional Language (EAL), sensory spaces and supporting children’s behaviour. Training in teaching and learning outdoors has been accessed by all settings and as a result outdoor experiences are embedded in the daily ELC opportunities for children. Further opportunities are offered for staff to engage in advanced outdoor training, allowing for continued skills development across the ELC workforce.</p> <p>Network meetings are offered to senior practitioners, managers and childminders to support them to develop leadership skills to develop and improve the quality of ELC being delivered. Sessions based on UNCRC legislation have supported awareness of this. The programme of delivery of Solihull Approach Foundation training for all ELC staff across Angus continues to evolve, with almost half of all practitioners in local authority settings trained. Solihull in Practice sessions have been initiated to support staff to embed this approach in their day-to-day practice.</p> <p>Regular visits to all ELC providers are part of the universal support offered from members of the Early Years central team. Where specific needs are identified, a programme of targeted support is planned and implemented, including short-term focused action plans and a high frequency of support visits.</p> <p>Collaboration work with health practitioners and Additional Support Needs (ASN) colleagues across the Tayside Regional Improvement Collaborative (TRIC) has led to the development of an ASN transition pathway for early years. Collaboration with Health Visitors has increased their awareness of the eligibility criteria for 2-year-old funding and the flexibility for families in accessing funded ELC. All parents now receive information on welfare rights and working tax credits as their children begin in ELC.</p>		

Through collaboration with the TRIC focus group, a tool for tracking and analysing children's achievement of developmental milestones has been developed. This enables settings to collate milestone data for all children and analyse the data gathered to plan appropriate interventions for children and their families. This tracker has been adapted in response to feedback and is now being formatted to create further continuity with the 5-18 tracker used in schools.

Specific targeted interventions with children and families in priority Scottish Index of Multiple Deprivation (SIMD) settings, are led by 3 Equity and Excellence leads. P1 EYPs have been appointed in 22 settings to support transitions into primary 1 and work alongside teachers supporting interventions to close the attainment gap. The Nurture Team have continued to support the development of nurture practice in settings across Angus.

The Family Nurture support team have continued to develop the early intervention support they offer to families including the Incredible Years, Triple P, Solihull Approach Parenting and 5 to Thrive programmes. The Parents Education Partnership (Peep) learning together programme is now offered to groups in all localities and the team continue to offer 1-2-1 support where required. The Family Nurture support team offer additional family support through the telephone advice line for parents and home visits and offer practical support through the organisation of food banks and holiday fun programmes.

What we will do over the next 3 years?

- We will consult with parents to review the delivery of funded ELC in all localities to ensure continued flexibility of provision, in line with the National Standard.
- Following the review of the role of Senior Early Years practitioners in the Early Years review, we will continue to develop the ELC workforce to ensure the highest quality ELC provision is offered to children and families.
- Having reviewed the central team structure to ensure its effectiveness we will make any necessary adaptations to the support that settings receive. We will continue to develop the training provided for staff in line with the identified needs of the workforce and local and national policy and guidance.
- We will launch a new tracking tool in schools for partner providers and will support them to use this, and the data gathered to support children's progress. Centrally, we will analyse achievement and milestones data to track children's progress over time and evaluate the impact of intervention programmes delivered.
- We will expand the parental support offered through the work of the Family Nurture Support Team, the Equity and Excellence leads and the on-going commitment to train all ELC practitioners in the Solihull Approach.
- We will use new data sharing possibilities to ensure an increased awareness of the provision of ELC for eligible 2- year-olds. This will support us to ensure more parents access this provision and allow us to identify areas for targeted family work.

<b>What is our equality outcome?</b>	<b>10. The life chances of learners are increased</b>		
<b>(i) English for Speakers of Other Languages (ESOL)</b>	<b>Which part of the General Duty are we addressing?</b>	<b>What are the key protected characteristics?</b>	<b>How will we measure progress?</b>
	<b>Advance equality of opportunity, eliminate discrimination, foster good relations</b>	<b>Ethnicity/Age</b>	<b>The number of ESOL learners</b>
Progress:	<p>In 2022/23 due to the situation in Afghanistan and the war in Ukraine there has been a sharp increase in referrals to ESOL provision. The Vibrant Communities team has worked in partnership with D&amp;A college, Dundee City Council and Dundee International Women’s Centre to extend the availability of English language learning for refugees and New Scots.</p> <p>In the period April 2020 to March 2022, 295 ESOL learners were registered. They attended a mix of online and face-to-face to face provision.</p>		
What we will do over the next 3 years?	<ul style="list-style-type: none"> <li>• A new Resettlement team for Angus will be located in the Vibrant Communities Team. This team will include the current ESOL staff, consisting of an ESOL co-ordinator and 2.5 ESOL tutors.</li> <li>• We will extend both online and face-to-face English provision, including the re-establishment of face-to-face provision in Montrose, Brechin and Forfar, and an increased number of online classes.</li> <li>• A pilot ESOL / Employability project in Brechin will be used to develop a model to roll out in Angus.</li> </ul>		

<b>(ii) 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 21/22, 111 adults were supported to develop literacy and numeracy skills, a significant reduction on pre-pandemic figures. A complete figure for 22/23 is not yet available but registration and attendance continue to rise as face-to-face provision is re-established across Angus.</p> <p>A move to online delivery in most areas of life during 2020 demonstrated the need for increased provision of digital literacy skills for those most isolated and furthest from employment or education. Many adult learners were further isolated by the lack of IT equipment, connection and digital skills. Through the Connecting Scotland scheme, 146 learners were supplied with chromebooks or i-pads and internet connections. All were supported to develop their digital skills for a minimum period of six months.</p>		
What we will do over the next 3 years?	<ul style="list-style-type: none"> <li>• Provide Learning Hubs offering literacy, numeracy and digital literacy tuition in Arbroath, Brechin, Forfar and Montrose.</li> <li>• As part of the UK Shared Prosperity Fund Multiply project, create two new Communities Officer posts to provide basic numeracy tuition to adults for a period of 23 months.</li> <li>• Work with partners to develop clear learning pathways for adults.</li> </ul>		

## WORKFORCE DEVELOPMENT

<b>What is our equality outcome?</b>	<b>11. The workforce will be reflective of the communities we serve and is valued and respected</b>		
<b>(i) 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 number 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 and 66 in 2023. In terms of recruitment, there was an increase in people of other ethnicities who were successful in 2023, i. e. 24, compared to 13 in 2018 and 9 in 2021.</p> <p>The number of applicants declaring Polish/Eastern European ethnicity increased from 47 in 2018 to 53 in 2020, to 138 in 2023, demonstrating that the end of free movement of European workers due to Brexit has not resulted in a drop in applicants from these ethnicities.</p> <p>In 2019 60 employees declared a disability compared to 61 in 2021 and 58 in 2023.</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 (LGBTI+) 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 2023, the number remains at 10 out of 4,527 employees. In the employee survey we undertook in 2021, we consulted with staff regarding what the perceived barriers were for people declaring any protected characteristic, and there were concerns expressed regarding the confidentiality of declaring sexual orientation in particular. This indicates that there is more to be done to inform and reassure employees regarding use of their personal data.</p> <p><b>Full details of employee monitoring results are detailed in the Mainstreaming Report</b></p> <p>In 2021 a new Special Leave Policy now gives employees new leave entitlements under various protected characteristics and clearer guidance on alternatives to unpaid leave. Enhanced bereavement and compassionate leave, time off to be a donor, foster/kinship carer leave, fertility policy and support for professional, sporting and cultural activities.</p> <p>The revised Guaranteed Job Interview scheme was extended to include People with disabilities, young people with recognised caring responsibilities, Care experienced young people including care leavers (up to the age of 26), current Angus Council employees who have caring responsibilities; current Angus</p>		

	<p>Council Modern Apprentices; young people who have successfully completed Angus Works or Mini Angus Works placement within the council in the current or last academic year.</p> <p>In August 2022 a new Hybrid &amp; Homeworking Policy was introduced to support the council’s agile working and employees could voluntarily agree to work in new defined workstyles allowing flexibility and greater work-life balance. To support this, Happy to Talk Flexibly was introduced in August 2022 for job applicants to discuss flexible working options at the point of recruitment. The Flexible Working Policy was amended to allow employees to request flexible working (reduction in working hours/change of working days/to work from home) from the first day of employment.</p> <p>The council has continued to hold its Sponsorship Licence to enable the recruitment of workers from outwith the UK, albeit numbers are very small, and to support the Skilled Worker Visa process. We brought in an option for job applicants to submit CVs as well as applications forms for specific roles making the application process easier.</p> <p>Training in transgender awareness for employees is under discussion with the providers.</p>
<p>What we will do over the next 3 years?</p>	<ul style="list-style-type: none"> <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> <li>• We will provide a new employee benefits package to include support on financial wellbeing.</li> <li>• We will continue through the health &amp; wellbeing strategy to support employee wellbeing.</li> <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 promote the council as a diverse employer with social work students, as part of our race equality commitment.</li> <li>• We aim to deliver transgender awareness sessions for our employees in 2023.</li> </ul>



<b>(ii) 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 no informal cases of bullying/harassment dealt with by the council's Contact Network in 2021-2023.</p> <p>Over the period 1/1/21 – 31/12/22 there were 9 formal harassment/bullying cases investigated. One was on the grounds of a protected characteristic, namely sex. One case resulted in formal action being taken. Of the others, several employees resigned before hearings took place, or they did not result in formal action following investigation.</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>(iii) Employee Satisfaction</b>	<b>Advance equality of opportunity, eliminate discrimination</b>	<b>All</b>	<b>i)Leavers who express specific dissatisfaction at Exit Interview</b>  <b>ii) Health &amp; wellbeing</b>  <b>iii)Feedback via staff surveys</b>
Progress:	<p>i)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 or can choose to meet with a member of HR. If there is an instance of a more serious reason, this would be passed on to directorate level for investigation.</p> <p>ii) In response to the long term effects of COVID 19, and the subsequent financial crisis leading to an increase in poverty (including in-work poverty) there has been a significant emphasis in the council on employees' health and wellbeing. There is a health &amp; wellbeing strategy in place, and we will provide a new employee benefits package to include support on financial wellbeing. There is a network of staff wellbeing champions, and a dedicated area on the council's sharepoint site for wellbeing issues, which includes: mental, physical, financial, and menstrual wellbeing, and healthy eating. There is also a link there to the National Wellbeing Hub for Scotland.</p> <p>Employee walks in varying parts of Angus have recently commenced in 2023, and there are weekly meditation slots. Regular breaks from laptops etc are encouraged. There is also support available from the council's counselling service, PAM assist.</p>		

iii) There has been an increase in staff engagement with numerous HIVE surveys taking place, the latest one being in 2022 – results are below. There have also been numerous engagement sessions over the last two years involving the Chief Executive communicating with staff, face to face and 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 wellbeing.

**HIVE survey 2022:**

Overall, 17% of the workforce completed the survey, which is the lowest response rate in the last 3 years. There were a number of reasons which could have contributed to that, in particular around the timing of it. One of the aims of this engagement survey was to benchmark ourselves against our previous full engagement survey, which took place in December 2019. That survey had a response rate of 25% (800 responses).

There were 14 questions asked in both surveys and the organisational level response for each survey is broken down below. Figures are out of 10.

	2019/20	2022/23
I feel proud to work for Angus Council	6	6.4
I feel valued by the organisation	4.7	5
Our Senior Leaders are visible and approachable	4.5	5.6
I can count on my colleagues to help out when needed	7.9	8.3
I have a clear understanding of what is expected of me	7.8	8.1
We put citizens at the heart of our decision making	4.8	6.5
My manager makes time for me and supports me to do my job well	6.8	8
I have regular and purposeful conversations with my manager regarding my performance and development	6.2	7.4
We see mistakes as an opportunity for learning	6.8	6.8
There is a sense of openness and transparency	4.5	5
The team I am part of is trusted and enabled to deliver	7.2	8
My colleagues often say “thank you” or “well done” for the contribution I’ve made.	7.1	7.7
I know how my specific role contributes to the success of Angus Council	6.8	7.9
My manager keeps me informed about what is happening across the organisation	6.6	7.5

Across all these questions we have seen an increase in the average score. Some of these increases are marginal, whilst others have increased by a greater amount. However, only half of these questions are scoring a 7 or above, which would be our minimum target.

**Additional Questions**

	<b>2022/23</b>
I understand the values and am able to live them in my day-to-day work	7.5
We demonstrate compassion and care for each other	7.2
We are good at collaborating with different parts of the organisation	6.1
We see mistakes as an opportunity for learning	6.5
I am routinely able to work in an environment that best suits the requirements of my role	7.4
Our organisation is a good place to work	6.3
My manager makes time for me and supports me to do my job well	8
I am given enough autonomy to perform my work effectively	8.3
We share and celebrate success in my team	7.7
I have the opportunity to voice my opinions	8.1
I know where to access information about the organisation's performance	6.3
Our internal processes and structure allow us to be flexible and responsive to change	6.1
I have confidence in the leadership provided by my manager	7.9
I have confidence in the leadership provided by senior leaders	6
I feel mentally well at the moment	6.8
I feel physically well at the moment	7.3
My wellbeing is prioritised by my manager	7.6
I feel comfortable talking to my manager about my personal health and wellbeing	7.5
I would feel comfortable asking my manager for support to sustain a healthy work-life balance	7.7
I feel able to cope effectively with the demands of my role	7.5
On average I have more good days than bad days at work	7.5
I do not worry about work outside my working hours	5.6
I take regular breaks throughout my working day	5.7
I am only expected to work my contracted weekly hours	7.3

I have the opportunity to grow and develop	6.8
I have someone I trust who I can talk to at work	8.2
I feel cared for by the organisation	5.1

What will we do over the next 3 years?

**Next Steps - HIVE**

Directors and Service Leaders have been sent a breakdown of the results for their service areas and those will be cascaded through teams so everyone has a shared knowledge of how people are feeling across the teams.

We would like to drill into the information in more detail to understand more about why people did not complete the survey, but also to understand in more depth how people are feeling about their work and what could be done to build on and improve the elements identified in the benchmarking survey.

**Other actions:**

- Review of career grade structures and increase career pathways for staff.
- Undertake a pay and grading review to create a fair and equitable grading structure.
- Develop arrangements for further staff engagement.
- Expand the Early Years programme by recruiting more existing staff into post wherever possible, and provide relevant training for them.
- 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.
- We will participate in the Equally Safe at Work Workforce Development Plan initiative for all staff to undertake gender based violence awareness training.

<b>What is our equality outcome?</b>	<b><i>Occupational segregation in the workforce will be minimised</i></b>		
<b>(iv) Occupational Segregation</b>	<b>Advance equality of opportunity, eliminate discrimination</b>	<b>Gender</b>	<b>(i)The percentage of the highest paid 5% of earners among the council employees who are women</b> <b>ii) The percentage of primary teachers who are males</b> <b>iii)The proportion of social care officers who are males</b>
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 increase continued, and reached 60.65%. This figure continued to rise in 21/22 to 63% and as of 01/03/23 there are 62.25% females in the top 5% of earners.</p> <p>(ii) The number of male primary school teachers has decreased by 3 to 31 in 2023. This is from 33 in 2019, and 34 in 2021.</p> <p>(iii)The number of male social care officers has increased again, to 10.03% in 2023 from 8.7% in 2021.</p> <p>In 2019 we had no male Modern Apprentices working in Early Years. This increased in 2021 to 2, but in 2023 dropped back to 0 again. However, in Early Years Assistant/Early Years Practitioner posts, there was an increase in males from 4 to 7 in 2021-2023.</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

<b>What is our equality outcome?</b>	<b>12. Raise the achievement and attainment of all our children and young people</b>																																														
<b>(i) Positive destinations</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>Age/Disability/Gender/Ethnicity</b>	<b>Use measures to be reported through the Local Government Benchmarking Framework (LGBF) for education</b>																																												
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="591 756 1644 1286"> <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> <tr> <td>2020</td> <td>93.7%</td> <td>92.8%</td> <td>93.5%</td> </tr> <tr> <td>2021</td> <td>95.7%</td> <td>95.6%</td> <td>95.5%</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%	2020	93.7%	92.8%	93.5%	2021	95.7%	95.6%	95.5%
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	Over the last nine 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.																																														

In July 2021, 249 children and young people of all ages were formally 'looked after.' This represents less than 2% of our overall school population. However, we know that our care-experienced children and young people achieve less positive outcomes overall. A key outcome of The Promise is for closer alignment of the attainment of care-experienced children to their peers.

The majority of leavers achieve five or more awards at level 5, and a majority achieve at least three awards at level 6. In 2021 attainment for leavers in Q1 increased at level 5 and decreased slightly at level 6. Attainment increased against both measures for leavers in Q5. The overall percentage point gap between Q1 and Q5 has increased. Fewer care-experienced leavers achieved five or more awards at level 5 than the previous year. There was an increase in the percentage of care-experienced leavers achieving three or more awards at level 6.

### **Positive Destinations**

Positive destinations have improved for care-experience leavers. In the most recent reporting year (2020-2021), most (81%) were in an initial positive destination. At the follow-up survey this had reduced to 67%. This is a larger reduction compared to the overall school leaver population where almost all (92.8%) remained in a positive destination at the follow-up survey.

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' is to provide information and support decisions related to careers pathways. The Education Directorate continues to work collaboratively with other service areas across the council to develop employability programmes. Overall, all secondary schools continue to work closely with Dundee and Angus College to ensure that leavers can 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.

### **Attendance**

Overall attendance has fallen for both primary and secondary school-aged children and young people. Primary school attendance is lower than average for Q1 and higher than average for Q5. The same pattern can be seen at secondary school.

Care-experienced primary school aged-children attend school almost all of the time, whether they are looked after at home or away from home. Young people who are looked after at home attend secondary school a majority of the time. This figure has reduced in the past year, but attendance remains higher than in 2019/20. Young people looked after away from home attend school most of the time.

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. For this group, attendance at secondary school is significantly lower.

	<p>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.</p> <p>The latest Local Government Benchmarking Framework data (2020/21) indicates that Angus Council has a slightly lower school exclusion rate overall than the national average of 11.6 per 1,000, compared to 11.9 for the national average. However, Angus has a higher exclusion rate than the national average for looked after children, although this figure has dropped significantly over time:</p> <p><b>2018/19</b></p> <p>Angus: 310 exclusions per 1,000 pupils</p> <p>Scotland: 152.2 exclusions per 1,000 pupils</p> <p><b>2020/21</b></p> <p>Angus: 102.9 exclusions per 1,000</p> <p>Scotland: 77.8 exclusions per 1,000</p> <p>Angus Council exclusions for looked after children are average (i.e. higher than four councils and lower than three) compared to others in our LGBF benchmarking 'family group' which constitutes the following similarly sized councils: 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 continue to improve outcomes and life chances for all our children and young people.</p> <p>We are exploring alternative ways to monitor attendance. For 2022/23 we have a specific focus on increasing attendance in the Arbroath North and Brechin Clusters. We are also looking specifically at care-experienced young people.</p> <p><b>Care experienced children and young people fund:</b></p> <p>We are positively building on aspects of our inclusion support service and adapting our approach to focus on care experienced children and young people living at home or in kinship care. The focus is to increase attendance, inclusion and to improve their overall learning experience. We are pooling Scottish Attainment Challenge (SAC) funding to test an approach with two clusters: Brechin High School and Arbroath Academy. In Brechin, the pilot will test a wider community approach to meaningfully engage the third sector and draw upon wider community support. It will also measure and address the impact of poverty, including rural poverty, and evaluate progress. The Arbroath Academy cluster will benefit from additional targeted support across the P7-S1 transition. Both clusters will benefit from strong existing local partnerships with third sector organisations and established connections with social work, health, housing and local policing.</p>



	<p>Phase one of the pilot will run from January 2023 - June 2024. The pilot will have a dedicated resource of 6.6 FTE employees, including a senior practitioner to jointly develop approaches with schools and communities and six engagement workers to provide direct support to children and young people. The pilot will provide universal and targeted support to explore family issues as part of the Angus Continuum of Need; supporting early intervention. Targeted support will involve a joined-up approach of social work, community and third sector organisations. The pilot will provide opportunity and resource to work directly and closely with schools and to measure the impact of outputs, leading to improved outcomes for care experienced children and young people.</p> <p>We will continue to implement and evaluate interventions funded by these monies and have improved outcomes for the target groups of children.</p>		
<b>(ii) Pupil Equity Fund</b>	<b>Advance equality of opportunity, eliminate discrimination</b>	<b>Age/Disability/Gender/ Ethnicity</b>	<b>Evaluation report on the impact of funded interventions</b>
Progress:	<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. The Strategic Equality Fund (SEF) is funding given by Scottish Government to local authorities to improve the educational outcomes of children and young people affected by poverty.</p> <p>Angus Council has developed and embedded adequate governance arrangements to support schools with their use of PEF. All schools in receipt of PEF are voluntarily contributing 2.5% of their annual allocation to support SEF activities; ensuring collective endorsement. There is an increased focus to effectively target the use of PEF through deepening the understanding of data at school and classroom level. There is strong clarity of messaging to maximise Best Value and collaboration to ensure impactful outcomes for children and young people.</p> <p>The Scottish Attainment Challenge (SAC) Lead continues to have regular engagement with the attainment advisor (AA) who provides advice and guidance, builds capacity of staff and contributes to robust evaluation and impact of the Pupil Equity Fund (PEF). To support development of curriculum pathways within the senior phase, the council continues to work effectively with Dundee University and has made links with Education Scotland's curriculum innovation link for Tayside.</p> <p>Angus will continue to support and lead on regional activities relating to the refreshed mission of the SAC. In turn, this will support economies of scale, sharing effective practice and providing access to further support. Further exploratory work and professional learning on Participatory Budgeting (PB) will be provided in 2022-23 for headteachers and practitioners to raise awareness of effective practice and approaches for PEF.</p>		
What we will do over the next three years?	<p>The SEF plan outlines longer term ambitions across intersecting policy areas including the National Improvement Framework, The Promise and the United Nations Convention on the Rights of the Child. The SEF will be utilised to:</p> <ul style="list-style-type: none"> <li>• increase attendance for a targeted group of learners who have consistently attended school for less than 80% of the academic session.</li> <li>• maximise engagement with curriculum entitlements for learners.</li> <li>• ensure achievements of learners are reflective of age and stage; and that they progress towards a positive destination.</li> <li>• increase attendance, inclusion and support for care experienced learners, and those at home in kinship care, to improve their learning experience.</li> </ul>		

	<ul style="list-style-type: none"> <li>enhance positive learning experiences, informed by feedback from children and families.</li> </ul>																																						
<b>(iii) Exclusions</b>	<b>Advance equality of opportunity, eliminate discrimination</b>	<b>Age/Disability/Gender/Ethnicity</b>			<b>The percentage of young people excluded from schools</b>																																		
Progress:	<p><b>Exclusions</b></p> <p>While exclusion levels in primary schools peaked in 2019/20 at 12 per 1,000 pupils, there has been a drop in exclusions in 2020/21 and in 2021/22 to 6.2 then 5 respectively. In secondary schools, exclusion levels peaked in 2018/19 to 30 per 1,000 pupils, dropped to 17.6 in 2020/21, and has risen again to 38 per 1,000 pupils in 2021/22.</p> <p>In June 2022, part 3 of the national guidance 'Included, Engaged and Involved' was published for consultation for local authorities. A multiagency partnership group is being set up to respond to the consultation and reflect changes in Angus Council guidance.</p> <p><b>Angus School Exclusion Rates</b></p> <table border="1"> <thead> <tr> <th></th> <th><b>Exclusions levels per 1,000 children and young people</b></th> <th><b>2015/16</b></th> <th><b>201/17</b></th> <th><b>2017/18</b></th> <th><b>2018/19</b></th> <th><b>2019/20</b></th> <th><b>2020/21</b></th> <th><b>2021/22</b></th> <th></th> </tr> </thead> <tbody> <tr> <td><b>Primary</b></td> <td></td> <td>9</td> <td>8</td> <td>6</td> <td>10</td> <td>12</td> <td>6.2</td> <td>5</td> <td></td> </tr> <tr> <td><b>Secondary</b></td> <td></td> <td>32</td> <td>42</td> <td>44</td> <td>50</td> <td>30</td> <td>17.6</td> <td>38</td> <td></td> </tr> </tbody> </table>										<b>Exclusions levels per 1,000 children and young people</b>	<b>2015/16</b>	<b>201/17</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>		<b>Primary</b>		9	8	6	10	12	6.2	5		<b>Secondary</b>		32	42	44	50	30	17.6	38	
	<b>Exclusions levels per 1,000 children and young people</b>	<b>2015/16</b>	<b>201/17</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>																															
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More explanation of the following tables for Looked After Children (LAC) is in section 1 above (Positive Destinations)

Exclusions rates per 1,000 pupils <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
2020/21	31.3	0	0
2021/22	0	12	95.7

Exclusions rates per 1,000 pupils <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
2020/21	185.2	74.4	90.9
2021/22	120	161.9	77.5

What will we do over the next 3 years?

- 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.
- Continue to ensure that exclusions are minimised through partnership working between schools, and parent / carers, family support services and the extended support provided for vulnerable children and young people.

What is our equality outcome?	<b>13. Provide positive, nurturing and inclusive environments to support learning and development</b>		
(i) Anti-Bullying	<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>
Progress:	<b>Advance equality of opportunity, eliminate discrimination, foster good relations</b>	<b>Age/Disability/Sexual Orientation/Transgender/ Gender/Ethnicity/Religion &amp; Belief</b>	<b>Analyse number and profile (i.e. by protected characteristic) of bullying incidents</b>
What will we do over the next 3 years?	<p>A <a href="#">schools newsletter</a> (see information in this) for anti-bullying week on 14-18 November 2022 was sent out to just under 2,800 people. It is aimed at parents and carers but there are also some teachers on the mailing list. There were also some posts on social media during the week as well, including a few posts from Respect Me Scotland.</p> <p>Angus Council’s Anti-bullying Policy was refreshed for Schools and Learning and Early Learning and Child Care settings in January 2020. It was developed in line with ‘Respect for All’, the national approach to anti-bullying for Scotland’s children and young people which provides an overarching framework and context for all anti-bullying work in Scotland.</p> <p>This policy acknowledges developments in technological communication and social media and the national legislative and policy landscape, including Equality Act, 2010; the UN Convention on the Rights of the Child (UNCRC); Getting it Right for Every Child; Included, Engaged and Involved Part 2 (Scottish Government, June 2017) and Supporting Transgender Young People (2017). This policy also takes into consideration the 12 recommendations from the ‘Think Before You Type’ campaign. This is a campaign developed in partnership between Angus Council, Respectme and NSPCC Scotland, and led by 16 young people from across Angus. It engaged young people, parents, carers, practitioners, as well as local government, in renewed efforts to address online bullying – helping to contribute to positive relationships, behaviour change and cultures of respect in their communities.</p> <p><b>Tables of the breakdown of instances and types of bullying can be found in the accompanying Mainstreaming Report.</b></p> <ul style="list-style-type: none"> <li>• Take forward the recommendations of the Think Before You Type 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>(ii) LGBTI+ Issues</b>	<b>Advance equality of opportunity, eliminate discriminate, foster good relations</b>	<b>Transgender/Sexual Orientation/Age</b>	<b>i) LGBTI+ support in place ii) Inclusive Relationships</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 addition, a national Relationships, Sexual Health and Parenthood (RSHP) online resource has been launched and professional learning offered to schools in relation to this.</p> <p>In terms of addressing discrimination and promoting inclusion, gender identity and transphobic bullying are included in our revised Antbullying policy for schools in Angus. Resources from national organisations including LGBT Youth Scotland and Stonewall Scotland are also promoted.</p> <p><b>Review of Relationship, Sexual Health and Parenthood (RSHP) education</b></p> <p>A review of the RSHP curriculum across all primary and secondary schools has been carried out (including provision for children and young people with additional support needs); and a report reflecting current practice, outlining key recommendations was shared with all schools in December 2021. The RSHP Review highlighted the range of interesting practice in schools. The inclusive and respectful school culture across Angus is a key strength. Children and young people commented positively on school being a place where everyone and their family is accepted for who and what they are. “We have been taught to respect each other and that everyone is different and special in their own way.” (primary learner).</p> <p>In addition to making use of the national online resource for RSHP, Brechin High School has created an imaginative approach to exploring relationship themes. Senior learners are randomly allocated a ‘partner’ and work together to make decisions regarding parenting and lifestyle choices. In secondary schools, young people commented on the usefulness of learning about the difference between toxic and positive, mutually respectful relationships.</p> <p><b>Rights Respecting Schools</b></p> <p>In August 2022, 16 Angus schools are accredited with Rights Respecting Schools, 11 have achieved bronze awards, four have achieved silver awards and one school has achieved gold.</p> <p>By June 2023, an additional 20 schools will have Rights Respecting Schools accreditation.</p>		
What will we do in the next 3 years?	<ul style="list-style-type: none"> <li>• Continue to provide support young people in relation to transgender and LGBT+ issues.</li> <li>• Continue to raise awareness of LGBTI+ issues within the schools setting.</li> <li>• Promote through the Tayside Regional Collaborative</li> </ul>		