Inverclyde council

Report To:	Policy and Resources Committee	Date:	21 March 2017
Report By:	Corporate Director Education, Communities & Organisational Development	Report No:	PR/06/17/WB/JB
Contact Officer:	Janice Boyd, Equalities Officer	Contact No:	01475 712853
Subject:	Equality Mainstreaming Report and Equality Outcomes		

1.0 PURPOSE

1.1 The purpose of this report is to seek approval from the Policy and Resources Committee of the mainstreaming report prior to its publication by 30 April 2017, together with approval of refreshed equality outcomes for 2017-21, both of which are required by the Equality Act 2010.

2.0 SUMMARY

2.1 The Equality Act 2010 requires listed authorities to publish equality outcomes every four years and report on their progress through a mainstreaming report every second year. The existing equality outcomes cover the period 2013-17 and refreshed outcomes are required to be published by 30 April 2017 covering 2017-21.

2.2 The mainstreaming report covers the two year period 2014/15 and 2015/16 and details the action that has been taken against each of the current equality outcomes since the last mainstreaming report which was published in 2015. The report also contains a breakdown of the Council workforce, pay gap information on gender, race and disability and an Equal Pay Statement.

2.3 The equality legislation requires the Equalities Mainstreaming Report, together with revised equality outcomes to be published by 30 April 2017. However, in view of there being local elections in May this year, the Scottish Councils Equality Network and COSLA wrote a joint letter to the Equality and Human Rights Commission and the Scottish Government regarding the timescales involved for publication of the documents. The response is attached as Appendix 1 and advises:

"….local authorities should seek provisional sign off for their Mainstreaming Reports and future Equality Outcomes from the outgoing council, as per the timescales required to ensure publication by end April 2017.

The Commission has agreed to defer commencing their compliance checks for 4 – 6 weeks after the new council is in place to allow the incoming council time to consider the Mainstreaming Reports/Equality Outcomes, make any changes they feel are necessary and ratify the final version of their reports/outcomes."

2.4 The Corporate Equalities Group does not anticipate that it will be necessary to utilise the extended timescale for the mainstreaming report, as this is a report on progress that has been made towards previously agreed equality outcomes. The group further considers there is no reason to extend the timescale for approving the revised Equality Outcomes unless major amendments are proposed during the public consultation exercise which is scheduled to finish in the middle of March.

3.0 RECOMMENDATIONS

3.1 It is recommended that the Policy and Resources Committee:

    a. Offers its approval of the draft Mainstreaming Report;

    b. Offers its conditional approval of the draft Equality Outcomes subject to no major amendments being proposed to the outcomes during the public consultation; and

    c. Agrees final approval of the Equality Outcomes is remitted to the incoming members of the Policy and Resources Committee at the first meeting following the local elections in May if major amendments are required following the public consultation exercise.

Wilma Bain
Corporate Director
Education, Communities & Organisational Development

4.0 BACKGROUND

4.1 The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. The majority of the Act came into force on 1 October 2010. Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single public sector equality duty covering the protected characteristics of race, sex, disability, sexual orientation, religion and belief, age, gender reassignment, marriage and civil partnership and pregnancy and maternity.

The Equality Duty consists of a General Duty and Specific Duties. The purpose of the specific duties is to enable better performance of the general duty.

4.2 General Duty

The general duty came into effect on 5 April 2011 and has three aims. It requires listed public bodies to have 'due regard' to the need to:
1. eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010
2. advance equality of opportunity between people from different groups and
3. foster good relationships between people from different groups.

Due regard means conscious consideration is given to the three aims of the general duty as part of the process of decision-making. Whilst there are many examples of work undertaken to tackle unlawful discrimination, the role of public bodies in advancing equality and fostering good relations is less developed. Greater emphasis requires to be placed on how we engage with people who may be experiencing barriers to accessing services or opportunities as a result of a lack of support or thought in relation to their particular requirements, eg a disability or pregnancy and maternity.

4.3 Specific Duties

Specific duties came into effect on 27 May 2012. The specific duties require public bodies to set specific measurable equality objectives and to publish information about their performance on equality, so that the public can hold them to account. All information must be published in a way that makes it easy for people to access it.

Public bodies covered by the specific duties must:

- set specific measurable equality objectives and publish information about their performance on equality
- publish sufficient information to show they have considered the three aims of the general duty across their functions
- publish evidence of equality analysis undertaken to establish whether their policies and practices would further, or have furthered, the three aims of the General Duty
- gather, use and publish employment information
- publish gender pay gap information
- publish an equal pay statement
- consider award criteria and conditions in public procurement

4.4 Under the specific duties, education authorities are required to publish their equality outcomes and mainstreaming report separately from their partner local authority, and these documents have been the subject of a separate report to the Education and Communities Committee. Licensing has also produced a mainstreaming report which was submitted to the Licensing Board in December.

4.5 A copy of the authority wide draft equality outcomes is attached as Appendix 2 together with a list of actions proposed against each outcome (although this list is not exhaustive and can be added to as appropriate) and the draft mainstreaming report is included as Appendix 3.

4.6 The draft outcomes will be subject to community consultation through an online survey on Survey Monkey and at a series of locality meetings which are scheduled to take place late February/early March. If this results in changes being proposed, then these will be summarised and submitted as a separate paper prior to the Policy and Resources Committee meeting.

5.0 IMPLICATIONS

5.1 Financial Implications - One off Costs

Cost Centre	Budget Heading	Budget Year	Proposed Spend this Report	Virement From	Other Comments
n/a					

Financial Implications - Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (if applicable)	Other Comments
n/a					

5.2 **Human Resources**

There are no HR implications resulting from this report.

5.3 **Legal**

There are no legal implications resulting from this report.

5.4 **Equalities**: This paper aims to progress the Council's commitment to equalities and in doing so comply with the associated legislative requirements.

Has an Equality Impact Assessment been carried out?

    ☐   YES (see attached appendix)

    x   NO - This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

5.5 **Repopulation**

There are no repopulation implications resulting from this report.

6.0 CONCLUSIONS

6.1 The Policy and Resources Committee is asked to consider the terms of the letter from Justin Tomlinson MP.

7.0 LIST OF BACKGROUND PAPERS

7.1 None.

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Integration & Development
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Simon Cameron
Chair
SCEN

21 December 2017

Dear James and Simon

Thank you for your letter of 8 December to myself and Alastair. I am responding on behalf of us both.

We have discussed your request with the Commission and agreed with them that local authorities should seek provisional sign off for their Mainstreaming Reports and future Equality Outcomes from the outgoing council, as per the timescales required to ensure publication by end April 2017.

The Commission has agreed to defer commencing their compliance checks for 4 – 6 weeks after the new council is in place to allow the incoming council time to consider the Mainstreaming Reports/Equality Outcomes, make any changes they feel are necessary and ratify the final version of their reports/outcomes.

The Commission will, however, be checking to ensure drafts have been published within the statutory timescales.

I hope you will agree that this approach provides the flexibility that you were seeking, while remaining consistent with the statutory obligations on public authorities.

ppYVONNE STRACHAN
Head of Equality, Human Rights & Third Sector Division

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Inverclyde Council Equality Outcomes 2017-2021

No	How will we get there? (Action)	How will we know? (Indicators/ Evidence)	Who is responsible?	Which protected characteristics will benefit?
1.	**Inverclyde Council's employees and elected members are able to respond confidently and appropriately to the needs of service users and colleagues.**			
	Regular face to face and online training sessions available for all employees and elected members	Continue to meet the target of participants in training sessions for equalities (annually)	Equalities Officer	Disability, Sexual Orientation, Gender Reassignment, Race, Religion or Belief, Sex, Age
	Raise awareness of cultural differences to help with community integration	Two cultural awareness seminars to be held (one in 2017, one in 2018)	HSCP/Equalities Officer	
	Communications strategy to be implemented	Improved communications across the Council that reflects the diversity of the Council's employees and the wider community it serves (August 2017)	Corporate Communications Manager	
	Increase Hate Crime awareness for employees and Elected Members	Hate crime awareness will increase, together with an understanding on how/where to report hate crime/incidents (by 2018)	Equalities Officer	
	Access to translation services is improved for service users as required	• Officer in each service area identified to monitor usage of telephone interpretation service (June 2017) • Plan in place for incidents that require face to face translation service (October 2017)	Equalities Officer Equalities Officer/ HSCP	
	Budget savings will be subject to equality impact assessments	Equality impact assessments for each budget saving available on Council website (ongoing)	All relevant officers	
2.	**Inverclyde's children, citizens and communities are able to access our services and buildings with ease and confidence**			
	Establish a multi-agency equality group	A multi-agency group is established and communication about equalities issues between communities, the third sector and the council is improved (June 2017)	Equalities Officer	Disability, Sexual Orientation, Gender Reassignment, Race, Religion or Belief, Pregnancy and Maternity

No	How will we get there? (Action)	How will we know? (Indicators/ Evidence)	Who is responsible?	Which protected characteristics will benefit?
	Continue to support refugee families and facilitate engagement with appropriate services	Support provided to refugee families is evaluated on an ongoing basis (ongoing)	All relevant partners	
	Implement actions from Inverclyde's self-assessment surrounding the Pregnancy & Parenthood in Young People Strategy.	• There will be fewer unplanned pregnancies amongst young women (ongoing) • Young people who are becoming parents are provided with ongoing support appropriate to their needs (ongoing)	Sexual Health Implementation Group Sexual Health Implementation Group	
	Continue to develop services, guidance and support for the transgender community	Where practicable, existing toilet facilities will be redesignated as accessible toilets to meet the needs of the transgender community (on a phased basis up to 2018)	Corporate Equalities Group	
	Continue to improve the condition of roads, pavements in line with the new RAMP.	The Council's Environment, Regeneration and Resources Performance Report will provide evidence of improved roads, pavements (every 2nd committee cycle in line with the CDIP performance reporting schedule.)	Environmental & Commercial Services - Service Manager (Roads)	
	Continue to work towards improving access to buildings and Council facilities to ensure they are as inclusive as practicable.	An equality access audit process will be rolled out across Council buildings regularly used by the public (annual programme to be agreed)	Equalities Officer/Corporate Equalities Group	
3.	**Measures to prevent and eradicate violence against women and girls are making Inverclyde a place where all individuals are equally safe and respected and all women and girls can expect to live free from such abuse and the attitudes that perpetrate it**			
	Develop and deliver the Inverclyde Violence against Women Multi Agency Partnership Strategy and yearly action plan.	The Strategy is in place and regular updates on the action plan reported to the Corporate Equalities Group. An annual outcome report is provided to Inverclyde Alliance	Violence Against Women Coordinator	Sex, Race, Religion or Belief

No	How will we get there? (Action)	How will we know? (Indicators/ Evidence)	Who is responsible?	Which protected characteristics will benefit?
4.	**There are no barriers in recruitment, training and promotion opportunities for Inverclyde Council.**			
	All staff to be asked to update Equal Opportunities status during 2017 to allow the Council to monitor, report on and taken action to remove any barriers in recruitment, training or promotion opportunities	The number of staff disclosing information has increased (by end of 2017)	Organisational Development Team Leader	Disability, Race, Sexual Orientation, Gender Reassignment, Religion or Belief (others also affected but disclosure rates for the above need targeted approach)
	Seek to address any identified pay gap through regular promotions and targeted events.	Gender pay gap has reduced (March 2018)	Head of Organisational Development	
	Council to continue membership of Disability Confident scheme	Council has retained membership of Disability Confident (ongoing)	Organisational Development Team Leader	
	Equalities leaflet to be produced to highlight that jobs are not gender specific (2017)	Equalities leaflets/web pages on protected characteristics are available (August 2017)	Organisational Development Team Leader	
5.	**All Inverclyde residents have an opportunity to share in the area's economic growth.**			
	Facilitate the Disability Confident accreditation scheme for Inverclyde employers.	An increase in the number of employers with Disability Confident accreditation (4 per year)	Workforce Development Team Leader	Disability
	Delivery of actions from Skills Development Scotland Equality and Diversity Action Plan	Monitoring of measures included within Action Plan (ongoing)	Workforce Development Team Leader	All
	Ensure equalities are embedded within the Council's procurement approach and documentation	All successful tenderers will have certified their compliance with statutory equality requirements (ongoing)	Corporate Procurement Manager	All

Mainstreaming Report, Progress on Equality Outcomes and Equal Pay Report

2017

This document can be made available in other languages, large print, and audio format upon request.

Arabic

هذه الوثيقة متاحة أيضا بلغات أخرى والأحرف الطباعية الكبيرة وبطريقة سمعية عند الطلب.

Cantonese

本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。

Gaelic

Tha an sgrìobhainn seo cuideachd ri fhaotainn ann an cànanan eile, clò nas motha agus air teip ma tha sibh ga iarraidh.

Hindi

अनुरोध पर यह दस्तावेज़ अन्य भाषाओं में, बड़े अक्षरों की छपाई और सुनने वाले माध्यम पर भी उपलब्ध है

Mandarin

本文件也可应要求，制作成其它语文或特大字体版本，也可制作成录音带。

Polish

Dokument ten jest na życzenie udostępniany także w innych wersjach językowych, w dużym druku lub w formacie audio.

Punjabi

ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਰਾਡ ਹੋਇਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।

Urdu

درخواست پر یہ دستاویز دیگر زبانوں میں، بڑے حروف کی چھپائی اور سننے والے ذرائع پر بھی میسر ہے۔

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Contents

1. Introduction

Inverclyde Council believes in, and is committed to, the principle of equality of opportunity. The Council recognises its responsibilities as a community leader, service provider and employer to encourage the fair treatment of all individuals and to tackle social exclusion and inequality. It also recognises the benefits this brings to the community, the Council and its employees.

The vision for the Inverclyde area is 'Getting it Right for Every Child, Citizen and Community'. This means that the Council and its partners will work in partnership to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are resilient, respected and responsible and able to make a positive contribution to the area. The eight local outcomes, which the Council has adopted as its core strategic outcomes are:

1. Inverclyde's population is stable with a good balance of socio-economic groups.

2. Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life.

3. The area's economic regeneration is secured and economic activity in Inverclyde is increased, and skills development enables both those in work and those furthest from the labour market to realise their full potential.

4. The health of local people is improved, combating health inequality and promoting healthy lifestyles.

5. A positive culture change will have taken place in Inverclyde in attitudes to alcohol, resulting in fewer associated health problems, social problems and reduced crime rates.

6. A nurturing Inverclyde gives all our children and young people the best possible start in life.

7. All children, citizens and communities in Inverclyde play an active role in nurturing the environment to make the area a sustainable and desirable place to live and visit

8. Our public services are of high quality, continually improving, efficient and responsive to local people's needs.

There are also a series of wellbeing indicators, which the Inverclyde Alliance has adopted, and which have been adapted and expanded from 'Getting it Right for Every Child' covering the core areas of Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included (SHANARRI).

These indicators are set out in the Single Outcome Agreement and are as follows:

Safe   Protected from abuse, neglect or harm and supported when at risk. Enabled to understand and take responsibility for actions and choices. Having access to a safe environment to live and learn in.

Healthy   Achieve high standards of physical and mental health and equality of access to suitable health care and protection, while being supported and encouraged to make healthy and safe choices.

Achieving   Being supported and guided in lifelong learning. Having opportunities for the development of skills and knowledge to gain the highest standards of achievement in educational establishments, work, leisure or the community.

Nurtured   Having a nurturing place to live and learn, and the opportunity to build positive relationships within a supporting and supported community.

Active   Having opportunities to take part in activities and experiences in educational establishments and the community, which contribute to a healthy life, growth and development.

Respected & Responsible   Respected and shared responsibilities. Citizens are involved in decision making and play an active role in improving the community.

Included   Overcoming social, educational, health and economic inequalities and being valued as part of the community.

The delivery of outcomes across the Council should also take into consideration how they impact on the above wellbeing indicators.

Our Nurturing Inverclyde approach aims to get it right for every child, citizen and community, and this includes how we ensure that people with protected characteristics are safe, healthy, achieving, nurtured, active, respected, responsible and included. There are particular issues for those with protected characteristics within these wellbeing outcomes. For example, keeping people safe from hate crime, ensuring that leisure services are accessible and making sure that no-one is excluded from being a valued part of the communities of Inverclyde.

1.1   Our Legal Obligations

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. The majority of the Act came into force on 1 October 2010. Prior to the Equality Act 2010, there were three separate public sector equality duties covering ethnicity, disability and gender. The Equality Act 2010 replaced these with a new single public sector equality duty covering the protected characteristics of ethnicity, sex, disability, sexual orientation, religion and belief, age, gender reassignment, and pregnancy and maternity. The equality duty consists of a general duty and specific duties. The purpose of the specific duties is to enable better performance of the general duty. The

legislation also covers marriage and civil partnerships but only for the first aim of the general duty.

General Duty

The general duty came into effect on 5 April 2011 and has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups
- foster good relationships between people from different groups

Due regard means it is necessary to consciously consider the three aims of the general duty as part of the process of decision-making. Whilst there are many examples of work undertaken to tackle unlawful discrimination, the role of public bodies in advancing equality and fostering good relations is less developed. Greater emphasis requires to be placed on how we engage with people who may be experiencing barriers to accessing services or opportunities as a result of a lack of support or thought in relation to their particular requirements, eg a disability or pregnancy and maternity.

Specific Duties

Specific duties came into effect on 27 May 2012. The specific duties require public bodies to set specific measurable equality objectives and to publish information about their performance on equality, so that the public can hold them to account. All information must be published in a way that makes it easy for people to access it.

Public bodies covered by the specific duties must:

- set specific measurable equality objectives and publish information about their performance on equality
- publish sufficient information to show they have considered the three aims of the general duty across their functions
- publish evidence of equality analysis undertaken to establish whether their policies and practices would further, or have furthered the three aims of the General Duty
- gather, use and publish employment information
- publish gender pay gap information
- publish an equal pay statement
- consider award criteria and conditions in public procurement

1.2   Equalities Governance and Organisational Culture

Inverclyde Council has a Corporate Equalities Group whose role is to reinforce and progress the Council's commitment to equalities and in doing so comply with associated legislative requirements.

The focus of the Corporate Equalities Group, which is chaired by the Head of Education, is to:

- drive the Council's commitment to equalities consistently across all services to ensure better equality outcomes
- ensure we are meeting our legislative duties as outlined in the Equality Act 2010
- establish a robust performance and planning framework for equalities

The focus of the Corporate Equalities Group meetings is primarily on understanding and ensuring compliance with the legislative duties arising from the Equality Act 2010. The Group also monitors progress against the published equality outcomes, facilitates support for staff directly involved in delivering the outcomes, and offers relevant services an opportunity to showcase work or projects that relate directly to one or more of the protected characteristics.

1.3 Supporting Directorates/Services to Meet General Duty and Specific Duties

Adopting a 'Business Partner' approach, the Equalities Officer has worked alongside Directorates and Services to help build capacity to effectively mainstream equality and diversity within Inverclyde Council.

Specific examples of interventions have included:

- Reviewing the equality impact assessment process and simplifying the paperwork together
- An option for refresher training for appropriate staff.
- Working alongside staff when conducting equality impact assessments to ensure that due regard is being considered appropriately
- Delivering general equalities training to a wide range of staff, including a session with all Heads of Educational Establishments
- Bringing in Nil by Mouth to deliver a series of training sessions on anti-sectarianism
- Providing support for individual cases where equality considerations may become a potential issue.
- Working alongside partner agencies, including the police and NHS Greater Glasgow and Clyde, to adopt a more cohesive approach to equality and diversity within Inverclyde.
- Establishing a multi-agency equalities forum (modelled on Community Planning Partnerships) that will benefit Inverclyde by ensuring that real value can be added from working in partnership.

2. Equality Outcomes

The equality outcomes have been taken, or rolled up, from the Council's Corporate Directorate Improvement Plans (CDIP) and contribute to the delivery of the general and specific duties of the Single Equality Act 2010. Under the specific duties, education authorities are required to publish their equality outcomes and mainstreaming report separately from their partner local authority. The equality outcomes for the education authority are the subject of a separate report.

Outcome 1 – Through an increase in third party reporting facilities, people with protected characteristics feel safer within their communities and levels of hate crime are reduced.

- In 2014/15, 16 individuals completed hate crime training, this rose to 60 in 2015/16 and, at the time of reporting, stood at 107 for 2016/17 – participants were a mix of Inverclyde Council employees, partner employees and third sector staff/volunteers.
- Following their recent training session, the Council's seven Libraries and the McLean Museum have signed up as 3rd Party Reporting Centres
- Joint promotion of these centres and awareness-raising of hate crime in general with Police Scotland is required to encourage the community to report crimes or incidents in order to get a more accurate picture of the level being carried out.

Outcome 2 – Council employees and elected members are able to respond confidently and appropriately to the needs of service users and colleagues who have protected characteristics.

- The Council currently has several equality and diversity e-learning modules covering general equalities and each of the individual protected characteristics
- Hate Crime training covers discrimination against protected characteristic groups covered by the Hate Crime legislation
- Equality Impact Assessment training also covers the different needs of specific groups
- Face to face training sessions provided for staff new to equalities as well as a shorter refresher session
- Targeted training sessions provided to individual services as requested; training provided to Education HQ Admin staff and the Heads of Educational Establishments
- Briefing on local LGBT community provided to Elected Members

Inverclyde Council carries out an Employee Opinion Survey every 3 years. The table below shows that in 2015, 89% of employees agree or strongly agree that the Council accepts and supports equality and diversity. This is a 9% improvement from the 2012 survey.

Inverclyde Council accepts and supports equality and diversity

	2015	2012
Strongly Agree	25%	15%
Agree	64%	65%
Disagree	8%	15%
Strongly Disagree	3%	5%

Outcome 3 – Increased targeted engagement with Inverclyde's children, citizens and communities who have protected characteristics.

- Continuation of Equalities Officer post since 2013
- LGBT Youth Group (Clyde Pride) has 52 registered members
- Adult LGBT Group recently established
- Inverclyde Council on Disability is represented on Corporate Equalities Group
- 118 individuals have completed ESOL courses over the two year period covered by this report (2014/15 and 2015/16)
- Establishment of an Inverclyde-wide equality forum for representatives of public bodies and local community groups to meet together

Case Study – Secondary School Toilet Signs

The Transpire group is a sub group of Clyde Pride for young Trans and is supported through the Council's CLD Youthwork Team. They raised an issue around using toilet facilities within schools. They were often being advised to use the disabled toilet which caused problems, ie in some schools a key for the disabled toilet had to be requested from reception and highlighted the individual to members of staff who often challenged the young person on why a non-disabled individual was using the disabled toilet. The group came up with a solution whereby a toilet could be labelled as an "accessible toilet" that anyone could use – this would also help other individuals such as those with a fear of using a toilet in front of someone else.
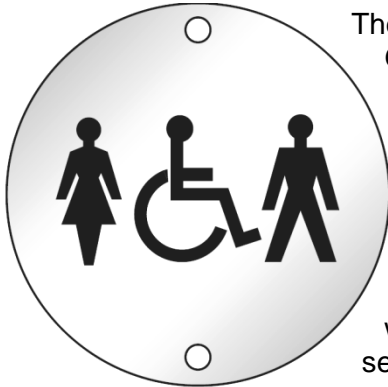
The matter was progressed through the Corporate Equalities Group and it was agreed for accessible toilet signs to put on the disabled toilets within Inverclyde secondary schools. The newer schools already had these in place but older buildings had new signs erected. The project has been highlighted at recent youth events and there is talk of "accessible toilet" signs appearing in the national standards and qualities guidance currently being created as well as promotion within the criteria of a new campaign called "Flushed with Success" which will be carried out by young people within Scotland's secondary school toilets in the near future.

Outcome 4 – All services consistently gather and analyse information on their service users by protected characteristics, where appropriate, which is used to inform Improvement Planning.

- All services continue to encourage feedback from their Service users to inform their service delivery
- Both the Council's budget simulator exercise and Citizens' Panel are asked for details relating to protected characteristics
- Education Services has demographic information relating to pupils

It should be noted that the HSCP (formerly the CHCP) was required to create its own equality outcomes which were effective from 30th April 2016; this document therefore only details progress of Outcomes 5-8 up to 2015/16.

Outcome 5 – All staff within CHCP have a greater awareness of the needs of groups with protected characteristics.

- The HSCP Strategic Plan was developed throughout 15/16 and an EQIA was undertaken
- All staff through regular support and supervision sessions have the opportunity to explore the needs of groups with protected characteristics. The e-KSF process requires individuals to provide evidence of their learning in relation to the equalities agenda and this is also raised through the Council's appraisal system.
- Access to achieving and maintaining greater awareness for staff is supported by managers through Learn Pro, the NHS online e-learning module training system and e-learning modules available internally through the Council. Face to face training is also available through opportunities within the HSCP.

6

- Specific EQIA training was delivered by NHS GGC CIT on undertaking equality impacts of any new strategies and plans.
- Inverclyde HSCP commissions Your Voice/Inverclyde Community Care Forum to undertake a public engagement role through the People Involvement Network. While developing the Strategic Plan and associated Equality Outcomes it became apparent that the network should be reviewed to ensure removal of potential barriers to participation and wider inclusion of protected characteristics groups.

Outcome 6 – Narrow the health inequalities gap through clearly defined programmes of action by our service and in conjunction with our partners.

- A number of inequalities awareness raising sessions were undertaken across the Community Planning Partnership outcome delivery groups and Alliance Board to ensure there was a consistent understanding of the causation of Inequalities.
- Work was undertaken to ensure our most vulnerable groups were responding to the stopping smoking services. This included changes to the service model from fixed groups to rolling groups, supporting those who want to cut down to stop smoking, supporting those who are using e-cigarettes, and ensuring that the wider social determinants of health were addressed, for example financial support, stress management, and employability.
- The Inverclyde Tobacco Strategy was ratified which included an EQIA to ensure that we identify the issues that will have the most impact on different groups.

Outcome 7 – Reduced discrimination is faced by Lesbian, Gay, Bisexual and Transgender people, sensory impaired people and people with learning disabilities in our services.

- Inverclyde was involved in creating a model of best practice on how health and social care workers can be effective in identifying and responding to survivors of gender-based violence amongst people with learning disabilities.
- In order to increase staff knowledge of the impact of discrimination they have access to training, equalities websites, and policy documentation. For example, managers have access to the NHS Transgender Policy and ensure that staff are familiar with this as well as other relevant policies for this outcome.
- Inverclyde has a Sexual Health Local Implementation Group which is chaired by the Director of Education, Communities and Organisational Development. The action plan was reviewed and specific focus related to the LGBT community raised.

Outcome 8 – Information on how different groups access and benefit from our services is more routinely available and informs service planning.

- Through participation in the Afghan and Syrian Resettlement schemes, there has been a requirement to ensure all staff are aware of the need to ensure information is available and translatable in different languages. A number of documents regarding services have been translated into Arabic.
- Information was promoted regarding access to NHS GGC Interpreting services
- The NHS Greater Glasgow and Clyde AIP policy was promoted through a variety of methods and a step-by-step guidance document was sent to staff with a link to the Equalities in Health Website which offers further information and tools to assist staff with the planning and writing of information. Staff forward any information for the

public to the AIP lead for quality checking prior to publishing to ensure that it meets AIP guidelines.

Case Studies – Refugee Integration in Inverclyde

Two sisters from Syria, who were part of the Syrian Vulnerable Persons Relocation Scheme, came to Inverclyde as part of the Council's commitment to the scheme. One of the sisters has a disability which restricts movement in her four limbs. Her sister is her carer.

Inverclyde HSCP, through River Clyde Homes, procured a wheelchair adapted ground floor flat. The flat was fully furnished and is in an area of Greenock close to the town centre and was recently refurbished.

The women were assisted to claim appropriate welfare benefits and were registered at a local GP surgery and at a dental practice in the area. Referrals were made to the Occupational Therapist for additional adaptations and a Home Care Service was put in place.

Neither of the sisters has any English and arrangements are being made for English to be taught at home as the limited mobility of the disabled sister prevents them from travelling to English classes.

Members of the local faith communities have offered a befriending service but the sisters are currently reluctant to be involved in this because of their lack of English. They are, however, in regular contact with other Syrian families in the area.

* * * * *

An Afghan family who relocated to Inverclyde as part of another central Government programme was provided with similar support to the sisters detailed above.

The different challenges presented by this group came mainly from the cultural background of Afghanistan, but also because the mother in the family was brought up during the reign of the Taliban, when women were not allowed access to education. This meant that she could not read or write in her own language.

Another major challenge was the isolation of the woman. Afghan society is very patriarchal and the woman's role is to stay at home and look after the children, take care of the housework etc. This woman did not even have the opportunity to meet or mix with other Afghan women in the area. Her husband had also refused to let her attend the English classes which had been established for the Afghan women.

Eventually, the husband agreed to let her attend the classes which meant that, in addition to learning English, she had the opportunity to engage with other women, not only Afghans. These experiences have transformed her and she is now a very confident and outgoing woman who is challenging traditional roles expected by Afghan men and society.

Outcome 9 – Measures to prevent and eradicate violence against women and girls are making Inverclyde a place where all individuals are equally safe and respected and all women and girls can expect to live free from such abuse and the attitudes that perpetrate it.

- In the last mainstreaming report, it was proposed to change this outcome from the previous wording to "Our aim is to prevent and eradicate violence against women and girls, making Inverclyde a place where all individuals are equally safe and respected and all women and girls live free from such abuse and the attitudes that perpetrated it" but this was altered further as it was seen as an action rather than an outcome.
- A performance indicator has been included in Violence Against Women Multi-Agency Partnership ("MAP") Action Plan that states "Women and girls feel safe, respected and equal in our communities"
- There are systems in place to address Forced Marriage and Honour Based Violence across services in Inverclyde
- There is a standing item on the MAP agenda to identify and address specific issues that arise for women and their children living with violence against women ("VAW") in Inverclyde
- All staff in Greenock Prison are aware of VAW and confident in contacting Women's Aid for support if women prisoners disclose and maintaining ongoing links with workers
- The Mentors in Violence Prevention ("MVP") programme is now operational in Inverclyde Academy, Clydeview and Notre Dame (in addition to St Stephen's, St Columba's and Port Glasgow High Schools where the programme was already active).
- Programmes are being delivered in high schools on awareness of abusive relationships and sexual bullying, and in primary schools in relation to healthy relationships, by staff from Community Learning & Development, Children 1st and Inverclyde Women's Aid

Outcome 10 – The Council has up-to-date data regarding the protected characteristics of employees.

- Biennial questionnaire asks staff to update their protected characteristic details.
- The questionnaire has been available online since 2014 to encourage responses.
- Paper copies are available and are sent direct to HR for reasons of confidentiality.
- Questions were updated to include sexual orientation, religion and transgender status in the employee profile.

Outcome 11 – Craft workers are assimilated in single status terms and conditions for Local Government Employees.

- This outcome was completed as reported in our Mainstreaming Report for 2015

Outcome 12 – Employees have access to leadership development and training opportunities through the Council's workforce development and planning process.

- All staff are able to participate in leadership development and training opportunities

- As part of the Performance Appraisal process, learning opportunities are discussed and agreed between the employee and their line manager
- Learning can take place either through e-learning modules or by attendance at classroom-based training sessions
- Staff are also eligible to undertake development through the online Access 2 Learning run by the Improvement Service which includes specific modules for managers.
- More men than women are making use of learning and development opportunities. The percentage of participants at face to face sessions that were male participants was 45.18% and 40% respectively compared with 53.61% and 56.44% for women. This looks like a fairly even split but consideration needs to be given to the fact the Council workforce consisted of more than 70% female for both years so there is a higher proportion of men accessing the training opportunities.

Outcome 13 – People with disabilities get the support to access the technology that they need no matter which library they use.

- ABC funding reduced, ICOD staff member no longer in post and service no longer available in Libraries.
- All assistive technology equipment still available in Libraries.
- Frontline staff received refresher training in use of Assistive Technologies in 2015/16 training plan.

Outcome 14 – Library and museum staff feel they have increased capacity to respond more confidently to the needs of all customers, in particular those with protected characteristics.

- Equalities training remains mandatory on an annual basis. Each member of staff must complete the Brightwave module. In addition all staff will be given the opportunity to attend face-to-face training every three years. This allows for discussion amongst colleagues and helps staff develop a better understanding of the obligation we have as a Council service to promote equalities.
- Library staff have also had awareness training in living with Dementia and all staff are now "Dementia Friends" and all Libraries and the Museum are "Dementia Friendly" establishments.
- In addition Gourock Library scored highly in a recent dementia friendly audit.
- All Libraries are now 3rd Party reporting centres for hate crimes and all staff have been trained to assist those needing to report a hate crime or incident.
- All staff attended Stroke Awareness training in December 2016.
- Nil By Mouth delivered sectarian awareness training to all staff in January 2017.

Outcome 15 – The McLean Museum and Watt Library are fully accessible to people with disabilities, and have been designed with disabled users' needs in mind.

- This outcome was suspended as this project was dependent on external funding which the Council was unable to source in the current financial climate.
- Capital funding has been made available for partial refurbishment and therefore this outcome will be reconsidered for 2017-21

Outcome 16 – Council buildings do not have any barriers to access and better meet the needs of citizens.

- A Citizen's Panel survey was carried out in autumn 2016. Just over a third (36%) of all respondents stated that they had visited the main Council buildings in the last 12 months. This peaked at 42% among respondents aged 25-34 years.
- We have asked the local community about access to Council buildings through the Citizens' Panel since 2008. There has been an increase in the number of people accessing our buildings rising from 26% in 2010 to 29% in 2012 and 41% in 2014, although this has dropped slightly to 36% in 2016. This still exceeds our 2016 target of 42% of the community utilising our buildings. This performance indicator is simply a measure of visits to Council premises rather than a measure of performance.

Have you visited the main Council buildings in the last 12 months?	Total
Yes	36%
No	64%

- Of those people who said they had visited the Council buildings in the last 12 months, 93% of respondents said that they found it either fairly or very easy to access the Council buildings.

How easy did you find it to access the Council buildings?	Total
Very easy	51%
Fairly easy	42%
Neither/nor	3%
Fairly difficult	4%
Very difficult	0%

Respondents who said it was difficult to access the Council buildings gave the following reasons:

- ➢ "The automatic door didn't open!! Got to press a button that's not near the door"
- ➢ "Parking access for drivers and general pedestrian access"
- ➢ "The door had to be opened from the inside"
- ➢ "Disabled and sight impaired – council don't think out this when doing access"
- ➢ "I notice a number of people stopping me in Oak Mall looking for directions to Council buildings, could be better sign posted from all entrances"
- ➢ "I am disabled and can never get a parking space due to constant Portacabins parked in the square. This is appalling and has gone on for years."

- As detailed in outcome 18 below, an equality audit is to be undertaken which will identify any shortcomings or barriers that make it difficult to access our Customer Service Centre. It is also being considered whether this could be rolled out to other Council buildings to identify areas where improvements could be made to improve access for our community.

Outcome 17 – The conditions of roads and pavements do not prevent older people and those with mobility impairment from accessing shops, services and transport.

- The major investment in Inverclyde's roads infrastructure (Roads Asset Management Plan - RAMP) is in year 5 of a 5 year programme. A further RAMP will be considered from 2017 which will further improve access for all.
- The condition of roads are included as a Local Government Benchmarking Framework indicator and reported as part of the Council's Environment, Regeneration and Resources Performance Report
- Street lighting repairs within 7 days are currently at 100% as is the target of road traffic lights repaired within 48 hours
- The service have a prioritised list for gritting and footway clearance ensuring those in most need have safe movement of vehicle and pedestrian traffic in all weather conditions.

Outcome 18 – The Customer Service Centre is able to offer a range of communication options which meet the needs of people with protected characteristics.

- A range of translation and interpretation services is available when required to support customers who contact the Council.
- Guidance is available for staff on the Council's website regarding minimum requirements for people who may need documents available in alternative formats.
- British Sign Language interpretation is available upon request.
- The Council has access to a loop aid for hearing impaired users who contact us by telephone and an accessible desk for people living with mobility issues.
- Documents in alternative formats will be available upon request.
- An equality audit of service provision from the Customer Service Centre is being undertaken, starting with a self-assessment.

Outcome 19 – Corporate Procurement will ensure that equality impact assessments are built into the tendering process as part of its commodity strategy.

- Procurement has continued to update its documentation in line with legislative changes.
- Equalities impact assessments are completed where relevant.
- New staff inductions include training on Equality Impact Assessments.

3. Employee Profile

3.1 Headcount Information

For the purposes of this mainstreaming report the headcount figure which is used represents each unique individual who works for Inverclyde Council. Some employees have more than one job within the organisation and therefore the headcount figure used here, and for the breakdown of protected characteristics, will be less than other figures which express the number of jobs within the Council. Modern apprentices are also included within the calculations, with the exception of the gender pay gap.

3.2   Gender

The following charts show the percentage number of female and male employees within Inverclyde Council.
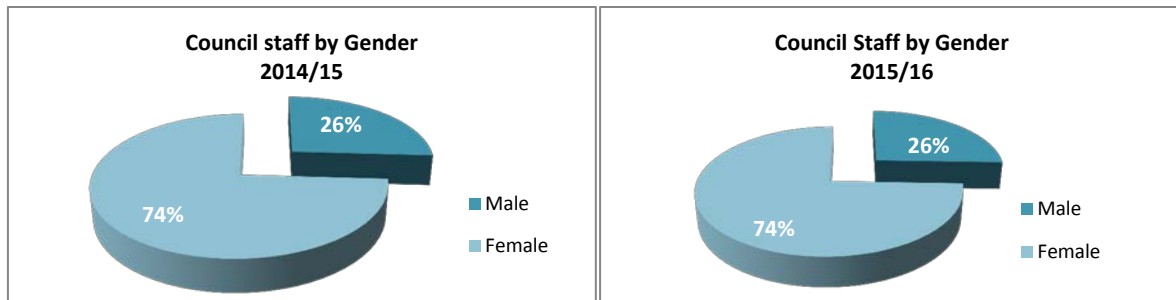
The figure of 74% for female staff in 2014/15 is a small increase (0.12%) on the previously reported figure of 73.88% in 2013/14 and remains stable for 2015/16.

3.3   Age

All Staff	2014/15		2015/16	
16 - 19 years	17	0.4%	18	0.5%
20 - 29 years	346	8.0%	331	8.3%
30 - 39 years	733	17.0%	696	17.5%
40 - 49 years	1153	26.8%	1041	26.1%
50 - 59 years	1552	36.1%	1455	36.5%
60 - 65 years	437	10.2%	375	9.4%
Over 65 years	66	1.5%	66	1.7%
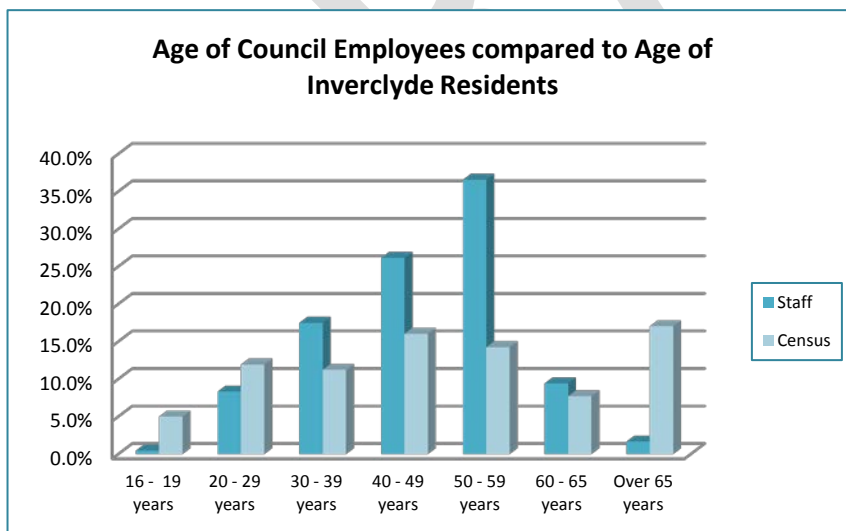
These figures show that 50% of Council employees fall into the age range 40-59 years.

This could illustrate the Council is good at retaining staff, but it may be worth exploring if there is an issue with the Council attracting younger members of staff. These details also indicate Inverclyde Council is increasingly becoming an older workforce, particularly when compared to the age of residents in the area. This is illustrated in the

13

chart above, which shows the percentage of employees within stated age ranges and compares them to the age of Inverclyde residents (from the 2011 Census). The reasons for this should be explored and appropriate actions considered in order to ensure that the age balance of the organisation reflects the population that it serves.

3.4 Disability

All staff	2014/15		2015/16	
Disability	94	2.18%	83	2.08%
No disability	3028	70.35%	2881	72.35%
Prefer not to answer	466	10.83%	409	10.27%
Null / Blank	716	16.64%	609	15.29%

There is a small improvement in the disclosure figures for 2015/16, but it is marginal. It may be necessary to explore if there is anything that could be done to help staff feel more comfortable about disclosing their personal information. (This relates to disclosure of details relating to all protected characteristics and not just disability.)

3.5 Ethnicity

All Staff				
Ethnicity	2014/15		2015/16	
White				
a. Scottish	2802	65.10%	2685	67.43%
b. English	57	1.32%	46	1.16%
c. Welsh	<5	0.07%	<5	0.05%
d. Northern Irish	10	0.23%	10	0.25%
e. British	93	2.16%	87	2.18%
f. Irish	255	5.92%	220	5.52%
g. Gypsy / Traveller	-		-	
h. Eastern European	<5	0.02%	<5	0.03%
i. Other white ethnic group	43	1.00%	39	0.98%
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	<5	0.07%	<5	0.08%
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	-		-	
b. Indian, Indian Scottish or Indian British	<5	0.09%	<5	0.08%
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-		-	
d. Chinese, Chinese Scottish or Chinese British	<5	0.02%	<5	0.05%
e. Other Asian, Asian Scottish or Asian British	<5	0.02%	<5	0.03%
African				
a. African, African Scottish or African British	<5	0.05%	<5	0.03%
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	<5	0.02%	<5	0.03%
b. Black, Black Scottish or Black British	-		<5	0.03%
c. Other Caribbean or Black	-		<5	0.03%

Other Ethnic Group				
a. Arab	<5	0.02%	<5	0.03%
b. Other	5	0.12%	5	0.13%
Prefer not to answer	276	6.41%	243	6.10%
Null / Blank	746	17.33%	630	15.82%

The following chart compares the ethnicity of Inverclyde Council staff and residents in the Inverclyde community, although "White Scottish" has been excluded as the dominance of that group made the smaller levels illegible. Based on employees who have disclosed their ethnicity, the Council workforce comprises 67.43% White Scottish compared with 93.79% of Inverclyde residents (based on the 2011 Census). As can be seen from the chart, for the most part, the ethnicity of the Council's workforce is more diverse than that of the local population.

Ethnicity of Inverclyde Council Staff Compared to Inverclyde Residents (excluding White Scottish)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Staff	3.6	5.5	0.0	0.0	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Residents	3.0	0.8	0.0	0.1	0.7	0.2	0.2	0.3	0.0	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0

Legend:
1. Other White British
2. Irish
3. Gypsy / Traveller
4. Eastern European
5. Other white ethnic group
6. Any mixed or multiple ethnic group
7. Pakistani, Pakistani Scottish or Pakistani British
8. Indian, Indian Scottish or Indian British
9. Bangladeshi, Bangladeshi Scottish or Bangladeshi British
10. Chinese, Chinese Scottish or Chinese British
11. Other Asian, Asian Scottish or Asian British
12. African, African Scottish or African British
13. Caribbean, Caribbean Scottish or Caribbean British
14. Black, Black Scottish or Black British
15. Other Caribbean or Black
16. Arab
17. Other

3.6   Sexual Orientation

All Staff				
Sexual Orientation	**2014/15**		**2015/16**	
Lesbian, Gay or Bisexual	23	0.53%	25	0.63%
Heterosexual/Straight	1564	36.34%	1612	40.48%
Prefer not to answer	93	2.16%	89	2.24%
Null / Blank	2624	60.97%	2256	56.65%

The level of Council staff disclosing their sexual orientation has increased by more than 8% in 2015/16 compared to the disclosure in 2013/14 (33%).

3.7 Religion and Belief

All Staff

Religion or Belief	2014/15		2015/16	
Buddhist	6	0.14%	6	0.15%
Church of Scotland	539	12.52%	542	13.61%
Hindu	10	0.23%	11	0.28%
Humanist	9	0.21%	6	0.15%
None	294	6.83%	296	7.43%
Other Christian	90	2.09%	93	2.34%
Other Religion	17	0.39%	15	0.38%
Pagan	<5	0.07%	<5	0.05%
Prefer not to answer	101	2.35%	102	2.56%
Roman Catholic	661	15.36%	673	16.90%
Sikh	<5	0.02%	-	
Null / Blank	2573	59.78%	2236	56.15%
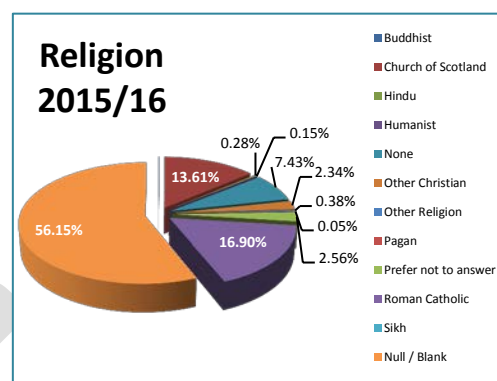
The disclosure rate for religion has increased but consideration should be given as to possible methods to improve this further.

3.8 Marriage and Civil Partnership Status

All Staff

Marriage/Civil Partnership	2014/15		2015/16	
Divorced/Separated	252	5.86%	240	6.03%
Living with Partner	228	5.30%	227	5.70%
Married/Civil Partnership	2106	48.93%	1942	48.77%
Single	729	16.94%	739	18.56%
Widowed	49	1.14%	37	0.93%
Prefer not to answer	423	9.83%	371	9.32%
Null / Blank	517	12.01%	426	10.70%

4. Recruitment

4.1 Gender

Gender - 2014/15						
	Applications		Interviews		Appointments	
Male	3910	41.76%	702	29.03%	219	26.94%
Female	5367	57.33%	1698	70.22%	588	72.32%
Prefer not to answer	28	0.29%	7	0.29%	1	0.12%
Blanks	54	0.56%	11	0.45%	7	0.86%

Gender - 2015/16						
	Applications		Interviews		Appointments	
Male	2631	29.80%	536	24.58%	171	27.45%
Female	6117	69.29%	1614	74.00%	442	70.95%
Prefer not to answer	11	0.12%	3	0.14%	1	0.16%
Blanks	69	0.78%	28	1.28%	9	1.44%

An initial look at the tables above would appear to indicate females are more likely to be appointed than males, but the charts below highlight that 31% of males compared with 35% of females were offered a post after interview in 2014/15. This situation reverses in 2015/16 with 32% of males and 27% of females being successful following interview.
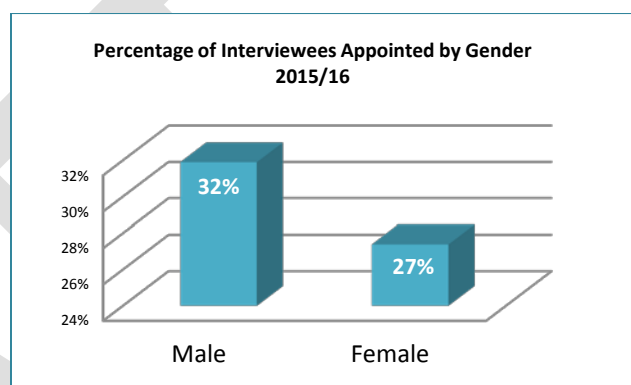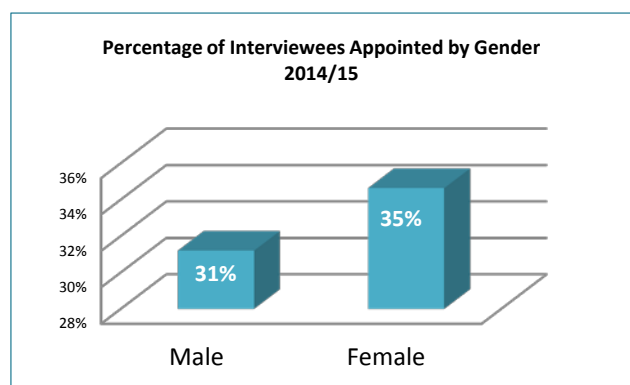
Promoted posts	2014/15		2015/16	
Male	17	19.10%	21	29.58%
Female	72	80.90%	51	71.83%
Prefer not to answer	0	0.00%	<5	1.41%

The table above shows the number and percentage of successful applications made by existing employees. This is further analysed for 2015/16 below where the table shows the number of existing employees that applied for a promoted post and the number of appointments made as a result. The percentage success rate shows that females are marginally more likely to be successful when applying for a promoted post. This is the first year appropriate data was gathered to permit this analysis.

Applications for promoted posts - 2015/16			
	Applications	Appointments	Success Rate
Male	141	21	14.89%
Female	324	51	15.74%
Totals	465	72	15.48%

4.2   Age

2014/15						
Age Group	Applications		Interviews		Appointments	
Under 20 years	429	4.58%	82	3.39%	18	2.21%
20-29 years	3073	32.83%	761	31.47%	274	33.62%
30-39 years	1847	19.74%	520	21.51%	187	22.94%
40-49 years	2075	22.17%	571	23.61%	188	23.07%
50-59 years	1477	15.78%	374	15.47%	100	12.27%
60-65 years	290	3.10%	68	2.81%	30	3.68%
Over 65 years	11	0.12%	3	0.12%	3	0.37%
Blanks/Unknown	157	1.68%	39	1.61%	15	1.84%

2015/16						
Age Group	Applications		Interviews		Appointments	
Under 20 years	228	2.58%	16	0.73%	12	1.93%
20-29 years	3389	38.39%	712	32.65%	221	35.47%
30-39 years	2077	23.53%	559	25.63%	152	24.40%
40-49 years	1660	18.80%	470	21.55%	129	20.71%
50-59 years	1182	13.39%	313	14.35%	84	13.48%
60-65 years	148	1.68%	37	1.70%	8	1.28%
Over 65 years	6	0.07%	1	0.05%	0	0.00%
Blanks/Unknown	138	1.56%	73	3.35%	17	2.73%

The following charts show the breakdown of successful applicants by age group.
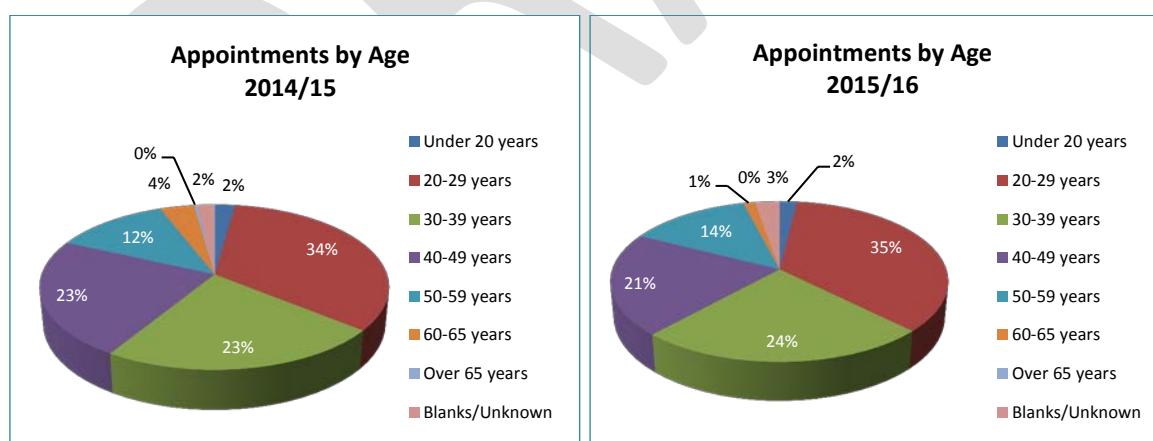
The following chart has taken the number of interviewees within each age group and calculated the percentage of those that went on to be successfully appointed. Interestingly, in 2014/15, only 22% of those aged under 20 years were offered a job compared to 75% within the same age group the following year. For comparison purposes, the general percentage rate for successful interviewees for each year was 34% and 29% respectively.

Percentage of Interviewees Appointed by Age Group
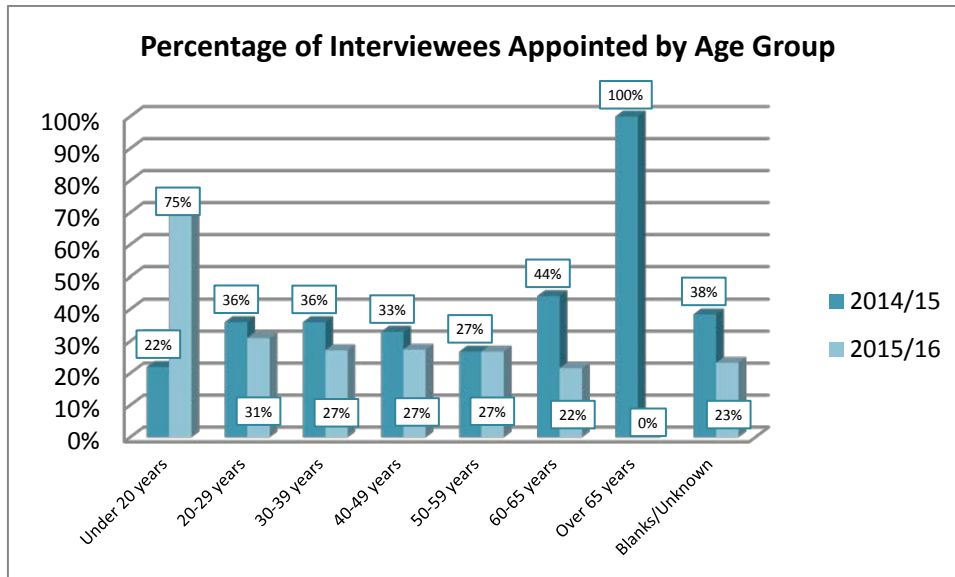
4.3   Disability

Disability Status - 2014/15						
	Applications		Interviews		Appointments	
Disability	598	6.39%	170	7.03%	34	4.17%
No Disability	8647	92.39%	2222	91.89%	772	94.72%
Prefer Not to Answer	45	0.48%	14	0.58%	2	0.25%
Blanks	69	0.74%	12	0.50%	7	0.86%

Disability Status - 2015/16						
	Applications		Interviews		Appointments	
Disability	267	3.02%	94	4.31%	11	1.77%
No Disability	8424	95.42%	2054	94.18%	601	96.47%
Prefer Not to Answer	54	0.61%	7	0.32%	<5	0.16%
Blanks	83	0.94%	26	1.19%	10	1.61%

Comparison of Successful Applicants by Disability/No disability
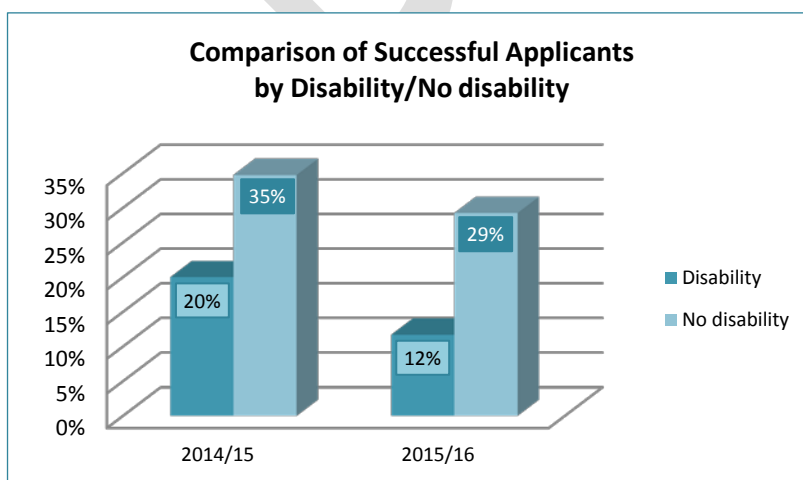
While the scheme was live, Inverclyde Council was a 'Double Tick' employer which meant any applicant meeting the minimum job criteria that disclosed a disability was guaranteed an interview. This scheme has now been replaced by the Disability Confident Scheme and the Council has migrated to the scheme at Level 2 to ensure continuation of attraction and retention of disabled employees.

4.4 Ethnicity

Applications	2014/15		2015/16	
White				
a. Scottish	8413	89.89%	7893	89.41%
b. English	-	-	-	-
c. Welsh	-	-	-	-
d. Northern Irish	-	-	-	-
e. British	445	4.75%	370	4.19%
f. Irish	62	0.66%	69	0.78%
g. Gypsy / Traveller	<5	0.03%	<5	0.01%
h. Eastern European	31	0.33%	41	0.46%
i. Other white ethnic group	82	0.88%	90	1.02%
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	25	0.27%	28	0.32%
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	10	0.11%	13	0.15%
b. Indian, Indian Scottish or Indian British	28	0.30%	43	0.49%
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	<5	0.01%	<5	0.01%
d. Chinese, Chinese Scottish or Chinese British	9	0.10%	12	0.14%
e. Other Asian, Asian Scottish or Asian British	10	0.11%	9	0.10%
African				
a. African, African Scottish or African British	24	0.26%	11	0.12%
b. African Other	9	0.10%	28	0.32%
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	-	-	14	0.16%
b. Black, Black Scottish or Black British	8	0.09%	11	0.12%
c. Other Caribbean or Black	<5	0.02%	<5	0.01%
Other Ethnic Group				
a. Arab	5	0.05%	5	0.06%
b. Other	21	0.22%	-	-
Prefer not to answer	58	0.62%	81	0.92%
Null / Blank	113	1.21%	107	1.21%

Interviews	2014/15		2015/16	
White				
a. Scottish	2183	90.28%	1990	91.24%
b. English	0	-	-	-

	2014/15		2015/16	
c. Welsh	0	-	-	-
d. Northern Irish	0	-	-	-
e. British	115	4.76%	74	3.39%
f. Irish	15	0.62%	15	0.69%
g. Gypsy / Traveller	<5	0.04%	-	-
h. Eastern European	5	0.21%	11	0.50%
i. Other white ethnic group	21	0.87%	14	0.64%
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	5	0.21%	6	0.28%
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	<5	0.17%	<5	0.18%
b. Indian, Indian Scottish or Indian British	9	0.37%	6	0.28%
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	<5	0.04%	-	-
d. Chinese, Chinese Scottish or Chinese British	<5	0.08%	<5	0.05%
e. Other Asian, Asian Scottish or Asian British	0	-	<5	0.05%
African				
a. African, African Scottish or African British	5	0.21%	6	0.28%
b. African Other	<5	0.04%	<5	0.09%
Caribbean or Black				0.00%
a. Caribbean, Caribbean Scottish or Caribbean British	0	0.00%	<5	0.09%
b. Black, Black Scottish or Black British	<5	0.17%	3	0.14%
c. Other Caribbean or Black	<5	0.04%	-	-
Other Ethnic Group				
a. Arab	<5	0.08%	1	0.05%
b. Other	<5	0.12%	-	-
Prefer not to answer	13	0.54%	10	0.46%
Null / Blank	28	1.16%	35	1.60%

Appointments	2014/15		2015/16	
White				
a. Scottish	727	89.20%	574	92.13%
b. English	-	-	-	-
c. Welsh	-	-	-	-
d. Northern Irish	-	-	-	-
e. British	36	4.42%	17	2.73%
f. Irish	9	1.10%	<5	0.48%
g. Gypsy / Traveller	-	-	-	-
h. Eastern European	<5	0.37%	6	0.96%
i. Other white ethnic group	11	1.35%	-	-
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	<5	0.37%	<5	0.16%
Asian, Asian Scottish or Asian British				0.00%
a. Pakistani, Pakistani Scottish or Pakistani British	-	-	-	-

b. Indian, Indian Scottish or Indian British	<5	0.49%	<5	0.32%
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	<5	0.12%	-	-
d. Chinese, Chinese Scottish or Chinese British	-	-	<5	0.16%
e. Other Asian, Asian Scottish or Asian British	-	-	-	-
African				
a. African, African Scottish or African British	<5	0.12%	-	-
b. African Other	-	-	-	-
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	-	-	<5	0.32%
b. Black, Black Scottish or Black British	<5	0.37%	<5	0.16%
c. Other Caribbean or Black	-	-	-	-
Other Ethnic Group				
a. Arab	-	-	<5	0.16%
b. Other	-	-	-	-
Prefer not to answer	6	0.74%	5	0.80%
Null / Blank	11	1.35%	10	1.61%

The charts below show the success rate for interviewees by ethnicity. There appears to be a reasonable level of appointments of individuals from a diverse range of ethnicities. Individuals from some ethnic backgrounds appear to have been less successful one year, and then more successful in the other reported period. As previously advised, the general percentage rate for successful interviewees for each year was 34% and 29% respectively. Some exploration could be useful on the low success rate of those from an African, African Scottish or African British background as only 20% of them were successful in 2014/15 and none in 2015/16.

Percentage of Interviewees Appointed by Ethnicity 2015/16
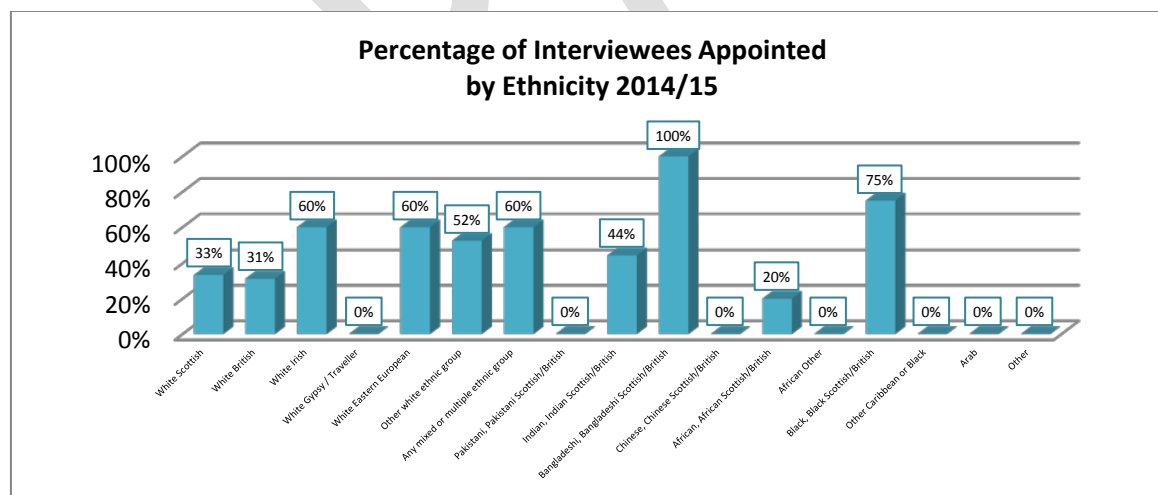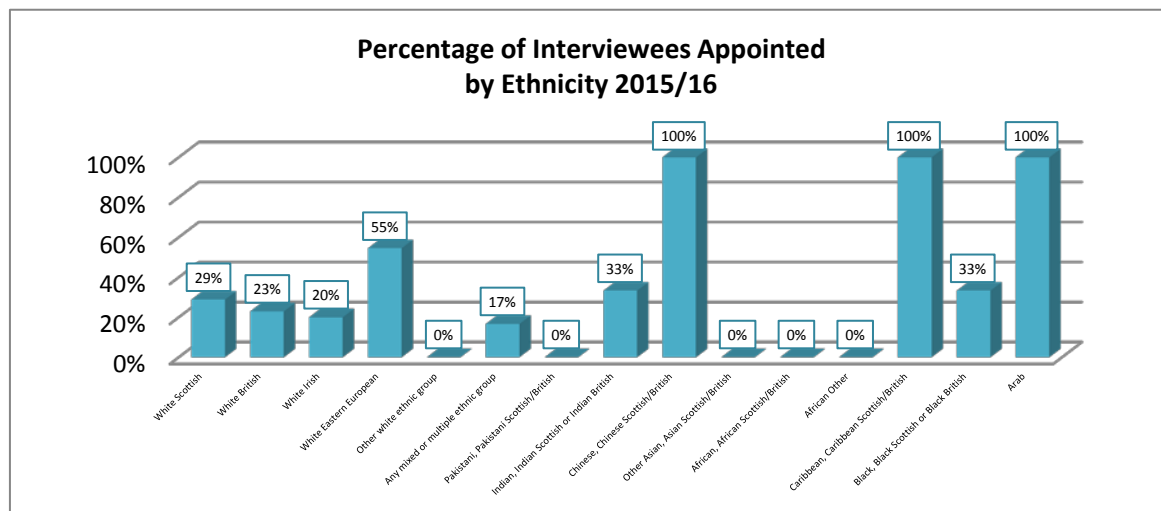
4.5 Sexual Orientation

Sexual Orientation - 2014/15						
	Applications		Interviews		Appointments	
Lesbian, Gay or Bisexual	154	1.65%	36	1.49%	9	1.10%
Heterosexual/Straight	8792	93.94%	2280	94.29%	771	94.60%
Other	11	0.12%	-	-	-	-
Prefer not to answer	273	2.92%	79	3.27%	23	2.82%
Null / Blank	129	1.38%	23	0.95%	12	1.47%

Sexual Orientation - 2015/16						
	Applications		Interviews		Appointments	
Lesbian, Gay or Bisexual	167	1.89%	36	1.65%	12	1.93%
Heterosexual/Straight	8236	93.29%	2048	93.90%	582	93.42%
Other	30	0.34%	<5	0.14%	-	-
Prefer not to answer	276	3.13%	62	2.84%	18	2.89%
Null / Blank	119	1.35%	32	1.47%	11	1.77%

The above tables indicate no major anomalies between the percentage of applicants and those who were interviewed or appointed into a role. There were 36 LGB interviewees in each reported year with a slight increase of appointments for 2015/16.

4.6 Religion and Belief

Religious/Belief - 2014/15						
	Applications		Interviews		Appointments	
Buddhist	22	0.24%	<5	0.08%	<5	0.12%
Church of Scotland	2076	22.18%	568	23.49%	193	23.68%
Hindu	19	0.20%	<5	0.17%	<5	0.25%
Humanist	11	0.12%	<5	0.04%	-	-
Jewish	2	0.02%	-	-	-	-

Muslim	17	0.18%	6	0.25%	<5	0.12%
None	2610	27.89%	568	23.49%	189	23.19%
Other Christian	569	6.08%	160	6.62%	76	9.33%
Other Religion	147	1.57%	18	0.74%	7	0.86%
Pagan	7	0.07%	<5	0.12%	<5	0.25%
Roman Catholic	3117	33.30%	886	36.64%	288	35.34%
Sikh	9	0.10%	<5	0.04%	<5	0.12%
Prefer not to answer	628	6.71%	174	7.20%	43	5.28%
Null / Blank	125	1.34%	27	1.12%	12	1.47%

Religious/Belief - 2015/16						
	Applications		Interviews		Appointments	
Buddhist	22	0.25%	5	0.23%	<5	0.16%
Church of Scotland	1737	19.68%	463	21.23%	143	22.95%
Hindu	27	0.31%	<5	0.18%	<5	0.16%
Humanist	11	0.12%	<5	0.18%	<5	0.48%
Jewish	<5	0.03%	<5	0.09%	-	-
Muslim	19	0.22%	5	0.23%	-	-
None	2456	27.82%	522	23.93%	147	23.60%
Other Christian	543	6.15%	145	6.65%	48	7.70%
Other Religion	40	0.45%	12	0.55%	<5	0.32%
Pagan	<5	0.05%	<5	0.05%	-	-
Roman Catholic	3174	35.95%	861	39.48%	235	37.72%
Sikh	17	0.19%	<5	0.09%	<5	0.16%
Prefer not to answer	562	6.37%	112	5.14%	27	4.33%
Null / Blank	213	2.41%	43	1.97%	15	2.41%

There are no trends arising from this mainstreaming report, or the last one published in 2015, which suggest any unconscious bias regarding religious or other belief during the selection process.

4.7   Marriage and Civil Partnership Status

Marriage/Civil Partnership Status - 2014/15						
	Applications		Interviews		Appointments	
Divorced / Separated	642	6.86%	151	6.24%	51	6.26%
Living with Partner	947	10.12%	219	9.06%	71	8.71%
Married / Civil Partnership	2804	29.96%	921	38.09%	324	39.75%
Single	4675	49.95%	1047	43.30%	342	41.96%
Widowed	54	0.58%	18	0.74%	5	0.61%
Prefer not to answer	92	0.98%	25	1.03%	9	1.10%
Null / Blank	145	1.55%	37	1.53%	13	1.60%

Marriage/Civil Partnership Status - 2015/16	Applications		Interviews		Appointments	
Divorced / Separated	529	5.99%	140	6.42%	38	6.10%
Living with Partner	1104	12.51%	266	12.20%	72	11.56%
Married / Civil Partnership	2661	30.14%	795	36.45%	248	39.81%
Single	4300	48.71%	916	42.00%	252	40.45%
Widowed	57	0.65%	11	0.50%	-	-
Prefer not to answer	91	1.03%	23	1.05%	<5	0.64%
Null / Blank	86	0.97%	30	1.38%	9	1.44%

5. Leavers

5.1 Gender

Leavers	2014/15		2015/16	
Male	110	29.97%	106	31.93%
Female	240	65.40%	226	68.07%

Comparison of Leavers with Appointments and Workforce by Gender 2014/15

Comparison of Leavers with Appointments and Workforce by Gender 2015/16
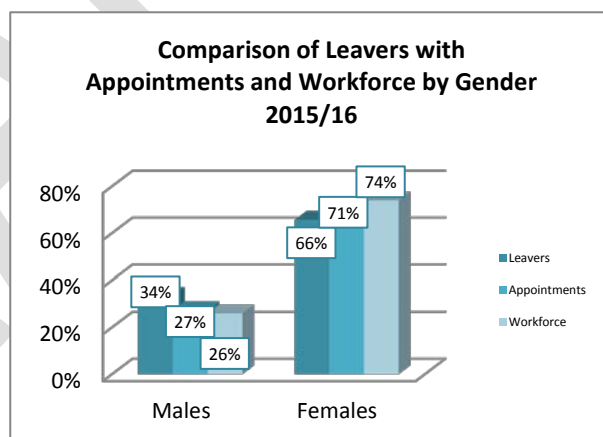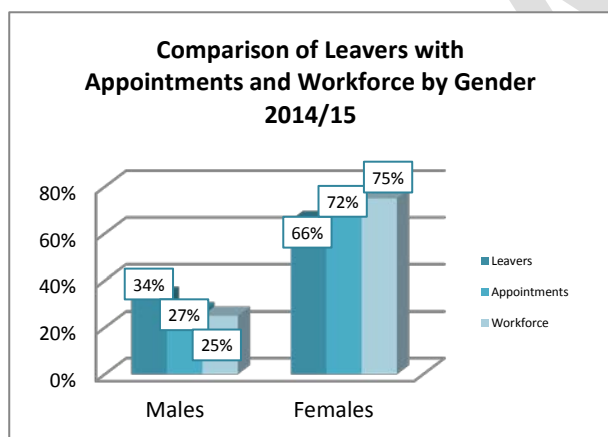
5.2 Age

Age Category - Leavers	2014/15		2015/16	
Under 20 years	<5	1.14%	-	
20-29 years	47	13.43%	44	13.25%
30-39 years	50	14.29%	49	14.76%
40-49 years	57	16.29%	57	17.17%
50-59 years	98	28.00%	77	23.19%
60-65 years	83	23.71%	87	26.20%
Over 65 years	11	3.14%	18	5.42%

Leavers by Age
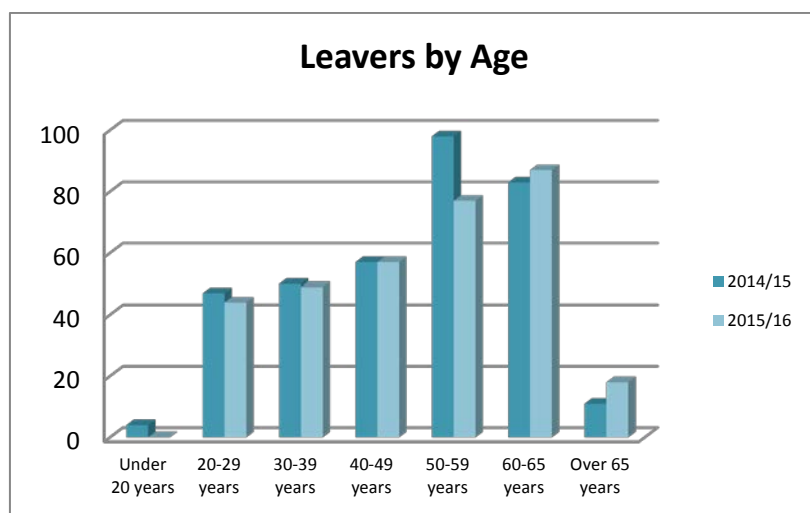
5.3 Disability

Disability - Leavers	2014/15		2015/16	
Disability	12	3.43%	9	2.71%
Not disabled	239	68.29%	244	73.49%
Prefer Not to Answer	35	10.00%	27	8.13%
Blanks	64	18.29%	52	15.66%

5.4 Ethnicity

Ethnicity – All Staff	2014/15		2015/16	
White				
a. Scottish	213	60.86%	215	64.76%
b. English	6	1.71%	10	3.01%
c. Welsh	<5	0.57%	-	-
d. Northern Irish	<5	0.29%	-	-
e. British	9	2.57%	13	3.92%
f. Irish	20	5.71%	20	6.02%
g. Gypsy / Traveller	-	-	-	-
h. Eastern European	<5	0.29%	-	-
i. Other white ethnic group	5	1.43%	<5	1.20%
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	-	-	-	-
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	-	-	-	-
b. Indian, Indian Scottish or Indian British	-	-	<5	0.60%
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-	-	-	-
d. Chinese, Chinese Scottish or Chinese British	-	-	-	-
e. Other Asian, Asian Scottish or Asian British	-	-	-	-
African				
a. African, African Scottish or African British	-	-	<5	0.30%

Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	-	-	-	-
b. Black, Black Scottish or Black British	-	-	-	-
c. Other Caribbean or Black	-	-	-	-
Other Ethnic Group				
a. Arab	-	-	-	-
b. Other	-	-	<5	0.60%
Prefer not to answer	21	6.33%	14	4.22%
Null / Blank	72	21.69%	51	15.36%

5.5   Sexual Orientation

All Leavers	2014/15		2015/16	
Lesbian, Gay or Bisexual	<5	1%	<5	1%
Heterosexual/Straight	117	35%	149	45%
Prefer not to answer	6	2%	5	2%
Null / Blank	237	71%	175	53%

There is a high level of null/blanks for sexual orientation, but there is still a significant increase in reporting figures since the last mainstreaming report (90.15% null/blank in 2013/14).

5.6   Religion or Belief

Religion or Belief	2014/15		2015/16	
Buddhist	-	-	-	-
Church of Scotland	27	7.42%	50	15.06%
Hindu	-	-	-	-
Humanist	<5	0.27%	<5	0.30%
None	40	10.99%	39	11.75%
Jewish	-	-	-	-
Muslim	-	-	-	-
Other Christian	5	1.37%	6	1.81%
Other Religion	<5	0.55%	<5	0.30%
Pagan	<5	0.27%	-	-
Roman Catholic	44	12.09%	58	17.47%
Sikh	-	-	<5	0.30%
Prefer not to answer	10	2.75%	9	2.71%
Null / Blank	234	64.29%	167	50.30%

As with sexual orientation, there is a high level of null/blank responses for religion or belief. As can be seen in the tables below, leavers appear to be more comfortable to disclose their marriage and civil partnership status than some other categories. More needs to be done to establish what can be done to improve the disclosure rates. Staff should never be made to feel pressurised to provide their personal details, but a "prefer not to answer" response would be preferable to a null/blank response.

5.7   Marriage and Civil Partnership Status

Marriage/Civil Partnership	2014/15		2015/16	
Divorced / Separated	19	5.22%	21	6.33%
Living with Partner	20	5.49%	32	9.64%
Married / Civil Partnership	143	39.29%	131	39.46%
Single	91	25.00%	74	22.29%
Widowed	7	1.92%	<5	1.20%
Prefer not to answer	32	8.79%	26	7.83%
Null / Blank	52	14.29%	44	13.25%

6. Disciplinary Action

6.1   Gender

Disciplinary Procedures

	2014/15		2015/16	
Male	18	90.00%	65	76%
Female	<5	10.00%	20	24%

In 2014/15, 90% of disciplinary actions involved males and this dropped to 76% for 2015/16. The last mainstreaming report showed a broadly even split of 51% male and 49% female for 2013/14.

6.2   Age

The age category for individuals involved in disciplinary procedures is shown in the table below. This detail was not available for the last mainstreaming report but, for both the years covered in this report, it can be seen that more than 50% of the individuals involved are aged between 40-59 years.

Age Category	2014/15		2015/16	
16 - 19 years	-	-	<5	2.35%
20 - 29 years	<5	15.00%	6	7.06%
30 - 39 years	5	25.00%	17	20.00%
40 - 49 years	5	25.00%	24	28.24%
50 - 59 years	6	30.00%	30	35.29%
60 - 65 years	<5	5.00%	6	7.06%
Over 65 years	-	-	-	-

6.3   Disability

Disability	2014/15		2015/16	
Disabled	<5	5.00%	-	-
Not disabled	18	90.00%	61	71.76%
Prefer not to answer	<5	5.00%	13	15.29%
Null / Blank	-	-	11	12.94%

6.4   Ethnicity

Disciplinary - Ethnicity	2014/15		2015/16	
White				
a. Scottish	18	90.00%	57	67.06%
b. English	-	-	<5	1.18%
c. Welsh	-	-	-	-
d. Northern Irish	-	-	-	-
e. British	<5	5.00%	<5	3.53%
f. Irish	<5	5.00%	5	5.88%
g. Gypsy / Traveller	-	-	-	-
h. Eastern European	-	-	-	-
i. Other white ethnic group	-	-	-	-
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	-	-	-	-
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	-	-	-	-
b. Indian, Indian Scottish or Indian British	-	-	-	-
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-	-	-	-
d. Chinese, Chinese Scottish or Chinese British	-	-	-	-
e. Other Asian, Asian Scottish or Asian British	-	-	-	-
African				
a. African, African Scottish or African British	-	-	-	-
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	-	-	-	-
b. Black, Black Scottish or Black British	-	-	-	-
c. Other Caribbean or Black	-	-	-	-
Other Ethnic Group				
a. Arab	-	-	-	-
b. Other	-	-	-	-
Prefer not to answer	-	-	9	10.59%
Null / Blank	-	-	10	11.76%

6.5   Marriage/Civil Partnership Status

Marriage/Civil Partnership	2014/15		2015/16	
Divorced/Separated	<5	5.00%	<5	3.53%
Living with Partner	<5	5.00%	10	11.76%
Married/Civil Partnership	11	55.00%	41	48.24%
Single	6	30.00%	22	25.88%
Prefer not to answer	<5	5.00%	<5	4.71%
Null / Blank	-	-	5	5.88%

7. Grievances

7.1   Gender

The breakdown of gender for grievances for 2014/15 and 2015/16 is as follows:

Gender	2014/15		2015/16	
Male	22	19.13%	8	28.57%
Female	93	80.87%	20	71.43%

Grievances by Gender
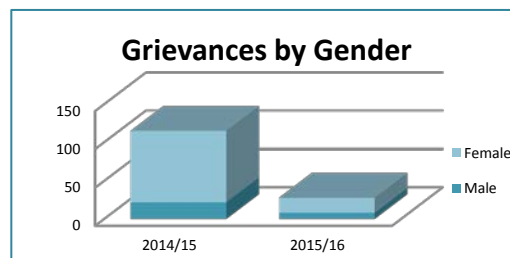
7.2   Age

Age category	2014/15		2015/16	
Under 20	-	-	-	-
20-29 years	<5	1.74%	<5	3.57%
30-39 years	10	8.70%	6	21.43%
40-49 years	30	26.09%	9	32.14%
50-59 years	61	53.04%	12	42.86%
60-65 years	9	7.83%	-	-
Over 65 years	<5	2.61%	-	-

7.3   Disability

Disability	2014/15		2015/16	
Yes	<5	3.48%	<5	11%
No	83	72.17%	20	71%
Prefer not to answer	23	20.00%	<5	7%
Null / Blank	<5	4.35%	<5	11%

7.4   Ethnicity

With regard to ethnicity the following is a breakdown of grievances per ethnic group:

Ethnicity				
White	**2014/15**		**2015/16**	
a. Scottish	76	66.09%	18	64.29%
b. English	<5	1.74%	<5	3.57%
c. Welsh	-	-	-	-
d. Northern Irish	-	-	-	-
e. British	<5	0.87%	-	-
f. Irish	10	8.70%	<5	14.29%
g. Gypsy / Traveller	-	-	-	
h. Eastern European	-	-	-	
i. Other white ethnic group	<5	0.87%	-	

Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	-	-	-	-
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	-	-	-	-
b. Indian, Indian Scottish or Indian British	-	-	-	-
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-	-	-	-
d. Chinese, Chinese Scottish or Chinese British	-	-	-	-
e. Other Asian, Asian Scottish or Asian British	-	-	-	-
African				
a. African, African Scottish or African British	-	-	-	-
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	-	-	-	-
b. Black, Black Scottish or Black British	-	-	-	-
c. Other Caribbean or Black	-	-	-	-
Other Ethnic Group				
a. Arab	-	-	-	-
b. Other	-	-	-	-
Prefer not to answer	20	17.39%	<5	7.14%
Null / Blank	5	4.35%	<5	10.71%

7.4   Marriage and Civil Partnership Status

Grievances

Marriage/Civil Partnership	2014/15		2015/16	
Divorced/Separated	11	9.57%	-	-
Living with Partner	<5	1.74%	<5	7.14%
Married/Civil Partnership	71	61.74%	14	50.00%
Single	11	9.57%	8	28.57%
Widowed	-	-	-	-
Prefer not to answer	16	13.91%	<5	7.14%
Null / Blank	<5	-	<5	7.14%

8. Flexible Working Requests

In 2014/15, there were 58 applications made for flexible working with 48 requests being approved. The number of applications rose to 80 for 2015/16, and 72 of these were successful. The charts below show the success rate for each of those years.

31
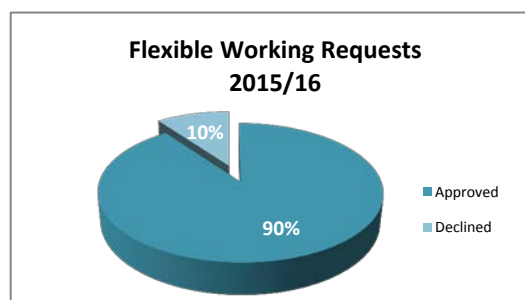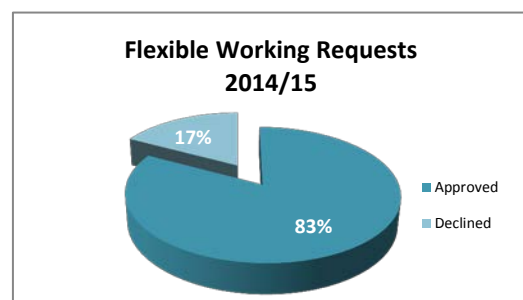
Flexible Working Requests		
	Requests	Increase
2013/14	44	-
2014/15	58	31.82%
2015/16	80	37.93%

As reported in the last mainstreaming report, in April 2014 a new flexible working policy was introduced. It was advised that the number of flexible working applications would be monitored to determine if it is succeeding in encouraging more applications from a wider range of staff. As can be seen from the table above, there has been a steady increase in applications since then and it appears more employees are able to take advantage of the policy.

8.1   Gender

Flexible Working Requests				
	2014/15		2015/16	
Male	5	8.62%	7	8%
Female	53	91.38%	73	86%

8.2   Age

Age Category	2014/15		2015/16	
16 - 19 years	0	0.00%	0	0.00%
20 - 29 years	<5	6.90%	<5	2.50%
30 - 39 years	27	46.55%	31	38.75%
40 - 49 years	16	27.59%	11	13.75%
50 - 59 years	9	15.52%	21	26.25%
60 - 65 years	<5	3.45%	15	18.75%
Over 65 years	0	0.00%	0	0.00%

The table above shows the breakdown of requests by age category. Although the percentages are roughly the same for both years, there is a shift in trend from the data in the last mainstreaming report which showed 47% of the requests made by individuals in the 30-39 years category.

8.3   Disability

Disability	2014/15		2015/16	
Disabled	0	0.00%	<5	0.37%
Not disabled	52	89.66%	74	92.50%
Prefer not to answer	6	10.34%	<5	1.25%
Null / Blank	0	0.00%	<5	2.50%

8.4 Ethnicity

Ethnicity		2014/15		2015/16	
White					
a.	Scottish	38	65.52%	52	65.00%
b.	English	<5	1.72%	<5	3.75%
c.	Welsh	-		-	
d.	Northern Irish	-		-	
e.	British	<5	1.72%	<5	3.75%
f.	Irish	<5	5.17%	7	8.75%
g.	Gypsy / Traveller	-		-	
h.	Eastern European	-		-	
i.	Other white ethnic group	-		-	
Mixed or Multiple Ethnic Groups					
a.	Any mixed or multiple ethnic group	-		-	
Asian, Asian Scottish or Asian British					
a.	Pakistani, Pakistani Scottish or Pakistani British	-		-	
b.	Indian, Indian Scottish or Indian British	-		-	
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-		-	
d.	Chinese, Chinese Scottish or Chinese British	-		-	
e.	Other Asian, Asian Scottish or Asian British	-		-	
African					
a.	African, African Scottish or African British	-		-	
Caribbean or Black					
a.	Caribbean, Caribbean Scottish or Caribbean British	-		-	
b.	Black, Black Scottish or Black British	-		-	
c.	Other Caribbean or Black	-		-	
Other Ethnic Group					
a.	Arab	-		-	
b.	Other	<5	1.72%	<5	1.25%
Prefer not to answer		13	22.41%	<5	5.00%
Null / Blank		<5	1.72%	10	12.50%

8.5 Marriage and Civil Partnership Status

All Staff				
Marriage/Civil Partnership	2014/15		2015/16	
Divorced/Separated	<5	5.00%	<5	3.53%
Living with Partner	<5	5.00%	10	11.76%
Married/Civil Partnership	11	55.00%	41	48.24%
Single	6	30.00%	22	25.88%
Prefer not to answer	<5	5.00%	<5	4.71%
Null / Blank	-	-	5	5.88%

Marriage and Civil Partnership Status for Staff Requesting Flexible Working

A stacked bar chart comparing 2014/15 and 2015/16 with categories: Null / Blank, Prefer not to answer, Widowed, Single, Married/Civil Partnership, Living with Partner, Divorced/Separated. Y-axis ranges from 0.00% to 100.00% in 10% increments.
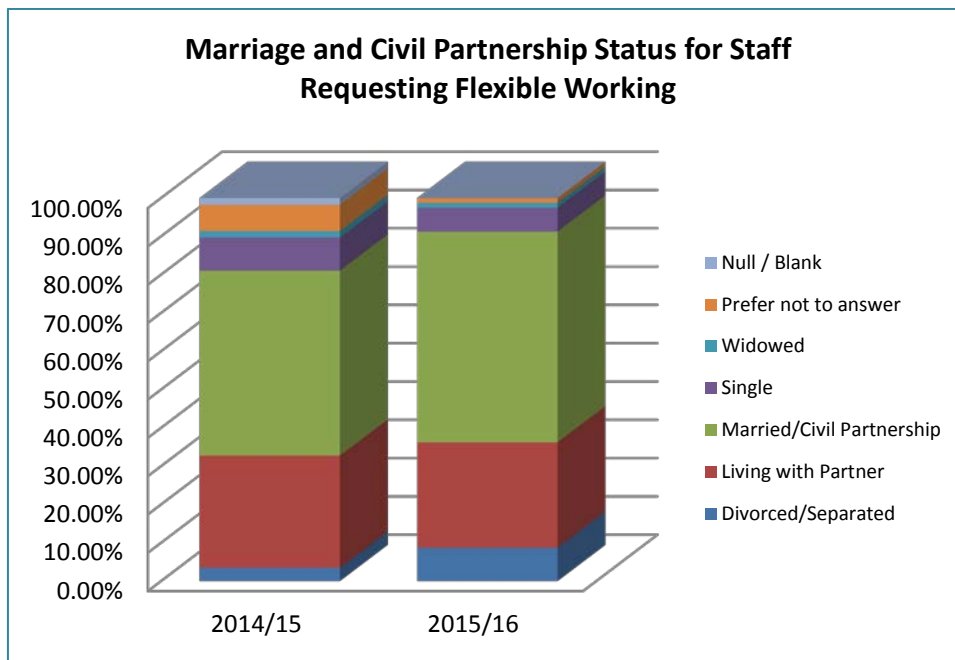
9. Adoption

There were no staff on adoption leave for 2014/15 and less than five in 2015/16. Reporting on their protected characteristics has not been included in this report in order to protect their identity.

10. Pregnancy and Maternity

The Council offers a broad range of assistance to pregnant employees and those returning to work after having a baby that go above and beyond the statutory requirements. We do not wish any member of staff to feel discriminated against due to their pregnancy or maternity status. The following case study highlights the experience of an employee during her pregnancy, maternity and return to work.

Pregnancy and Maternity Case Study

Employee B was pregnant in 2014 and on maternity leave in 2015. During her pregnancy, maternity leave and return to work she found her manger and team leader to be very approachable in discussing any concerns she had. She also found that her work colleagues were undaunted by her being a pregnant lesbian and throughout this period they showed much kindness and support.

It would have been beneficial to have a quiet, private space for hospital appointment calls, periods of discomfort during pregnancy and for expressing milk. There was one room that was made available for expressing but it did feel like someone might interrupt, making the process a bit more challenging.

An information pack could be emailed to managers and those expecting so there could be more clarity on what is specifically expected of everyone on satisfying legal requirements i.e. health and safety risk assessments etc.

11.   Training

It should be noted that the training calculations are for the number of participants in a training event and, therefore, staff that have completed more than one training course will be counted more than once. For the face to face participants, this will only be a small number but it is anticipated that several individuals will have completed more than one e:learning course and therefore trends will be more important than actual figures.

11.1 Gender

The following table shows the breakdown of gender for participants at face to face training sessions.

Face to Face Participants	2014/15		2015/16	
Male	75	45.18%	146	40.00%
Female	89	53.61%	206	56.44%
Unknown	<5	1.20%	13	3.56%

E:learning Participants	2014/15		2015/16	
Male	1752	33.04%	1387	21.60%
Female	3470	65.43%	5027	78.29%
Unknown	81	1.53%	7	0.11%

11.2 Age

The following tables show the breakdown of participants by age category. The last column for the face to face participants table shows the percentage of employees that have participated in a face to face training session in 2015/16, although this should be considered a rough indicator for the reason outlined at the top of section 10. The same calculation has not been applied to the e:learning table due to the high level of individuals who have undertaken more than one course.

Face to Face Participants	2014/15		2015/16		No of employees 2015/16	
16 - 19 years	-	-	13	3.56%	18	72.22%

20 - 29 years	14	8.43%	26	7.12%	331	7.85%
30 - 39 years	20	12.05%	51	13.97%	696	7.33%
40 - 49 years	34	20.48%	84	23.01%	1041	8.07%
50 - 59 years	77	46.39%	142	38.90%	1455	9.76%
60 - 65 years	18	10.84%	34	9.32%	375	9.07%
Over 65 years	<5	0.60%	<5	0.55%	66	3.03%
Unknown	<5	1.20%	13	3.56%	-	-

E:learning Participants	2014/15		2015/16	
16 - 19 years	155	2.92%	183	2.85%
20 - 29 years	642	12.11%	633	9.86%
30 - 39 years	940	17.73%	1090	16.98%
40 - 49 years	1163	21.93%	1716	26.72%
50 - 59 years	1599	30.15%	2145	33.41%
60 - 65 years	684	12.90%	624	9.72%
Over 65 years	39	0.74%	23	0.36%
Unknown	81	1.53%	7	0.11%

11.3 Disability

Face to Face Participants	2014/15		2015/16	
Disability	7	4.22%	11	3.01%
No disability	143	86.14%	299	81.92%
Prefer Not to Answer	9	5.42%	16	4.38%
Blanks	7	4.22%	39	10.68%

E:learning Participants	2014/15		2015/16	
Disability	253	4.77%	260	4.05%
No disability	4180	78.82%	5278	82.20%
Prefer Not to Answer	360	6.79%	422	6.57%
Blanks	510	9.62%	461	7.18%

11.4 Ethnicity

Face to Face Participants		2014/15		2015/16	
White					
a. Scottish		129	77.71%	249	68.22%
b. English		<5	0.60%	13	3.56%
c. Welsh		-	-	-	-
d. Northern Irish		<5	0.60%	<5	0.27%
e. British		<5	1.81%	8	2.19%
f. Irish		18	10.84%	41	11.23%
g. Gypsy / Traveller		-	-	-	-

	2014/15		2015/16	
h. Eastern European	-	-	-	-
i. Other white ethnic group	<5	0.60%	8	2.19%
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	-	-	-	-
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	-	-	-	-
b. Indian, Indian Scottish or Indian British	-	-	-	-
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-	-	-	-
d. Chinese, Chinese Scottish or Chinese British	-	-	-	-
e. Other Asian, Asian Scottish or Asian British	-	-	-	-
African				
a. African, African Scottish or African British	-	-	-	-
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	-	-	<5	0.27%
b. Black, Black Scottish or Black British	-	-	-	-
c. Other Caribbean or Black	-	-	-	-
Other Ethnic Group				
a. Arab	-	-	-	-
b. Other	-	-	-	-
Prefer not to answer	7	2.11%	8	2.19%
Null / Blank	6	1.81%	36	9.86%

E:learning Participants	2014/15		2015/16	
White				
a. Scottish	3967	74.81%	4859	75.67%
b. English	125	2.36%	62	0.97%
c. Welsh	-	-	43	0.67%
d. Northern Irish	<5	0.06%	6	0.09%
e. British	85	1.60%	128	1.99%
f. Irish	277	5.22%	423	6.59%
g. Gypsy / Traveller	-	-	-	-
h. Eastern European	-	-	9	0.14%
i. Other white ethnic group	45	0.85%	112	1.74%
Mixed or Multiple Ethnic Groups				
a. Any mixed or multiple ethnic group	-	-	<5	0.02%
Asian, Asian Scottish or Asian British				
a. Pakistani, Pakistani Scottish or Pakistani British	-	-	-	-
b. Indian, Indian Scottish or Indian British	-	-	-	-
c. Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-	-	-	-
d. Chinese, Chinese Scottish or Chinese British	-	-	-	-
e. Other Asian, Asian Scottish or Asian British	<5	0.02%	<5	0.06%
African				
a. African, African Scottish or African British	-	-	-	-

b. Other African	-	-	13	0.20%
Caribbean or Black				
a. Caribbean, Caribbean Scottish or Caribbean British	<5	0.08%	6	0.09%
b. Black, Black Scottish or Black British	-	-	-	-
c. Other Caribbean or Black	-	-	-	-
Other Ethnic Group				
a. Arab	-	-	-	-
b. Other	12	0.23%	6	0.09%
Prefer not to answer	243	4.58%	227	3.54%
Null / Blank	541	10.20%	522	8.13%

11.5   Sexual Orientation

Face to Face Participants	**2014/15**		**2015/16**	
Lesbian, Gay or Bisexual	<5	0%	5	1.37%
Heterosexual/Straight	80	24%	157	43.01%
Prefer not to answer	7	2%	11	3.01%
Null / Blank	78	23%	192	52.60%

E:learning Participants	**2014/15**		**2015/16**	
Lesbian, Gay or Bisexual	60	1.13%	91	1.42%
Heterosexual/Straight	2338	44.09%	2666	41.52%
Prefer not to answer	239	4.51%	253	3.94%
Null / Blank	2666	50.27%	3411	53.12%

11.6   Religion or Belief

Face to Face Participants	**2014/15**		**2015/16**	
Buddhist	-	-	-	-
Church of Scotland	28	16.87%	51	13.97%
Hindu	-	-	-	-
Humanist	<5	0.60%	-	-
None	28	16.87%	30	8.22%
Jewish	-	-	-	-
Muslim	-	-	-	-
Other Christian	9	5.42%	14	3.84%
Other Religion	<5	0.60%	<5	0.27%
Pagan	-	-	-	-
Roman Catholic	23	13.86%	65	17.81%
Sikh	-	-	-	-
Prefer not to answer	7	4.22%	16	4.38%
Null / Blank	69	41.57%	188	51.51%

E:learning Participants	2014/15		2015/16	
Buddhist	6	0.11%	9	0.14%
Church of Scotland	832	15.69%	883	13.75%
Hindu	-	-	-	-
Humanist	20	0.38%	31	0.48%
None	622	11.73%	716	11.15%
Jewish	-	-	-	-
Muslim	-	-	-	-
Other Christian	145	2.73%	305	4.75%
Other Religion	7	0.13%	18	0.28%
Pagan	-	-	-	-
Roman Catholic	831	15.67%	1011	15.75%
Sikh	-	-	-	-
Prefer not to answer	255	4.81%	164	2.55%
Null / Blank	2585	48.75%	3284	51.14%

11.7 Marriage and Civil Partnership Status

Face to Face Participants	2014/15		2015/16	
Divorced / Separated	16	9.64%	14	3.84%
Living with Partner	14	8.43%	17	4.66%
Married / Civil Partnership	94	56.63%	213	58.36%
Single	29	17.47%	74	20.27%
Widowed	<5	0.60%	-	-
Prefer not to answer	9	5.42%	14	3.84%
Null / Blank	<5	1.81%	33	9.04%

E:learning Participants	2014/15		2015/16	
Divorced / Separated	278	5.24%	479	7.46%
Living with Partner	340	6.41%	473	7.37%
Married / Civil Partnership	2606	49.14%	3155	49.14%
Single	1376	25.95%	1617	25.18%
Widowed	45	0.85%	16	0.25%
Prefer not to answer	245	4.62%	310	4.83%
Null / Blank	413	7.79%	371	5.78%

12. Equal Pay

12.1 Average Total Pay Analysis

2014/15						
Equal Pay Work Group	Male		Female			
	Count	Avg Total Hourly Rate	Count	Avg Total Hourly Rate	Difference	Pay Gap %
A	30	7.65	182	7.65	0.00	0
B	32	7.65	200	7.65	0.00	0
C	144	8.11	513	8.21	-0.10	-1.23
D	144	9.02	627	9.05	-0.03	-0.33
E	157	10.48	142	10.35	0.13	1.24
F	95	11.94	325	11.96	-0.02	-0.17
G	63	13.95	104	13.82	0.13	0.93
H	73	15.59	119	15.60	-0.01	-0.06
I	57	17.33	97	17.43	-0.10	-0.58
J	27	19.05	44	18.91	0.14	0.73
K	45	20.86	59	20.73	0.13	0.62
L	10	22.9	7	22.84	0.06	0.26
M	1	24.42	1	23.03	1.39	5.69
N	5	25.62	6	25.67	-0.05	-0.20
O	15	27.12	15	27.33	-0.21	-0.77
C1	1	60.62	0	0	60.62	
C2	2	53.95	1	53.95	0.00	0.00
C3	2	43.95	0	0	43.95	
C4	5	39.55	5	39.10	0.45	1.14
C5	1	33.34	0	0	33.34	
Educational Psychologist	1	32.15	8	31.45	0.70	2.18
Music Instructor	9	19.17	15	18.63	0.54	2.82
Teacher	116	20.41	532	20.37	0.04	0.20
Principal Teacher	51	25.69	101	24.99	0.70	2.72
Depute Head	7	29.11	38	28.80	0.31	1.06
Head Teacher	10	36.10	23	33.57	2.53	7.01
QIO	3	35.06	2	35.06	0.00	0.00
QIM	0	0	1	36.57	-36.57	
	1106	**14.46**	**3167**	**13.27**	**1.19**	**8.23**

*1 – Grade M – this is simply down to the male employee being at a higher point of the banding for his grade, having been in post longer than the female employee. The gap closes significantly for 2015/16 (see below).
*2 - Head Teacher - Inverclyde Council has no control over teaching salaries as they are set nationally. The pay gap here is due to the number of females being Head Teachers in pre-5 and primary schools (which are paid less) in comparison with Head Teachers in secondary schools.

2015/16						
Equal Pay Work Group	Male		Female			
	Count	Avg Total Hourly Rate	Count	Avg Total Hourly Rate	Difference	Pay Gap %
A	28	7.97	167	7.97	0	0
B	18	7.97	186	7.97	0	0
C	123	8.31	465	8.36	-0.05	-0.60
D	133	9.17	582	9.15	0.02	0.22
E	141	10.63	121	10.53	0.1	0.94
F	102	12.06	353	11.98	0.08	0.66
G	59	14.02	100	14.05	-0.03	-0.21
H	58	15.95	110	15.87	0.08	0.50
I	52	17.67	88	17.72	-0.05	-0.28
J	24	19.38	37	19.28	0.1	0.52
K	38	21.19	53	21.08	0.11	0.52
L	9	22.99	8	23.03	-0.04	-0.17
M	2	24.79	1	24.42	0.37	1.49
N	2	26.31	4	26.31	0	0.00
O	18	27.46	11	27.83	-0.37	-1.35
C1	1	61.53	0			
C2	2	54.76	1	54.76	0	0.00
C3	2	44.61	0			
C4	4	39.69	4	39.69	0	0.00
Educational Psychologist	1	32.63	8	31.92	0.71	2.18
Music Instructor	9	19.01	11	19.54	-0.53	-2.79
Teacher	115	20.81	482	20.59	0.22	1.06
Principal Teacher	47	26	95	25.46	0.54	2.08
Depute Head[*1]	5	30.24	30	29.33	0.91	3.01
Head Teacher[*2]	12	35.94	22	33.74	2.2	6.12
QIO[*3]	3	33.51	3	34.71	-1.2	-3.58
QIM	0		1	36.21		
	1008	14.79	2943	13.18	1.61	10.89

*1 Depute Head – Inverclyde Council has no control over teaching salaries as they are set nationally. The pay gap here is due to the number of males in higher paid roles within secondary schools against the lower paid Depute Head Teachers within primary schools

*2 Head Teacher – Similarly to Depute Heads, the pay gap here is due to the number of females being Head Teachers in pre-5 and primary schools in comparison with Head Teachers in secondary schools.

*3 QIO - 2 males are towards the bottom of the grade; the gap will close as they progress up the grade

The above table indicates the average basic total hourly pay (excluding overtime) broken down into male and female employees within each grade.

Across the whole organisation, and taking into account all roles, the average total hourly rate for female employees in 2014/15 was £13.27. The figure for male employees is £14.46. **This represents a total pay gap for the organisation of 8.23%** for 2014/15.

This figure declines slightly for 2015/16 when the average total hourly rate for female and male employees was £13.18 and £14.79 respectively. **This represents a total pay gap for the organisation of 10.89%** for 2015/16.
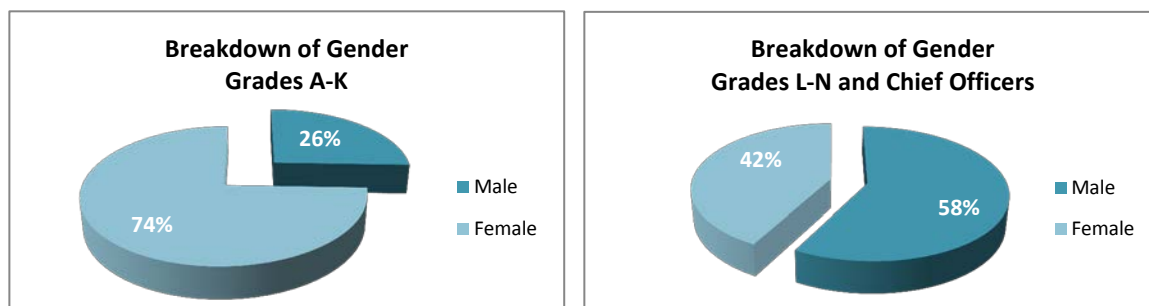
The pay gap is perhaps better understood by breaking down the gender of employees by grades. For 2015/16, it is evident that females are more likely to be employed than males in Grades A-K. This position alters to more males than females when an analysis of Grades L-N and Chief Officers is undertaken. This shows that more needs to be done to ensure the balance of gender carries throughout the different grades and thus tackles the pay gap.

In order to explore whether there are barriers or cultural issues that prevent females from being employed in the higher grades, a seminar for female employees has been arranged for International Women's Day 2017. This will highlight success stories of female employees within the local authority and offer an opportunity to highlight any issues that discourage female employees from applying for promoted posts.

The disability and ethnicity pay gap information, although not required at this time to be published, are shown below and both present a good and an improving position, further demonstrating the Council's full commitment to equal opportunities for all employees.

Disability Pay Gap 2014/15	No Disclosed Disability		Disclosed Disability		Difference	% Pay Gap
	% of Workforce	Avg Total Hourly Rate (£)	% of Workforce	Avg Total Hourly Rate (£)		
Modern Apprentices[*1]	0.58%	6.53	0.02%	6.79	-0.26	-3.98
A	4.75%	7.65	0.19%	7.65	0.00	0.00
B	5.28%	7.65	0.12%	7.65	0.00	0.00
C	14.91%	8.13	0.37%	8.04	0.09	1.11
D	17.73%	9.04	0.21%	9.06	-0.02	-0.22
E	6.82%	10.42	0.14%	10.46	-0.04	-0.38
F	9.51%	11.96	0.26%	11.62	0.34	2.84
G	3.68%	13.88	0.21%	13.54	0.34	2.45
H	4.35%	15.60	0.12%	15.38	0.22	1.41
I	3.40%	17.39	0.19%	17.41	-0.02	-0.12
J	1.56%	18.96	0.09%	18.95	0.01	0.05
K	2.33%	20.79	0.09%	20.58	0.21	1.01
L	0.37%	22.86	0.02%	23.03	-0.17	-0.74
M	0.05%	23.73				

	% of Workforce	Avg Total Hourly Rate (£)	% of Workforce	Avg Total Hourly Rate (£)	Difference	% Pay Gap
N	0.26%	25.65				
O	0.65%	27.21	0.05%	27.49	-0.28	-1.03
C1	0.02%	60.62				
C2	0.07%	53.95				
C3	0.05%	43.95				
C4	0.23%	39.32				
C5	0.02%	33.34				
Educational Psychologist	0.21%	31.53				
Music Instructor	0.56%	18.83				
Teacher[*2]	15.00%	20.41	0.07%	18.20	2.21	10.83
Principal Teacher[*3]	3.51%	25.26	0.02%	24.08	1.18	4.67
Depute Head[*4]	1.02%	28.87	0.02%	27.92	0.95	3.29
Head Teacher	0.77%	34.33				
QIO	0.12%	33.49				
QIM	0.02%	35.68				
	97.81%	13.61	2.19%	12.70	0.91	6.69

*1 – The difference for modern apprentices exists due to there being a higher rate paid in the 2nd year.
*2 – The gap for teachers is due to there being probationary teachers amongst the low number of those who have declared a disability.
*3 – Principal teachers – this gap is related to placement on the salary scale and all principal teachers will progress until they are on the highest point
*4 – Depute Head Teachers – Inverclyde Council has no control over teaching salaries as they are set nationally. The pay gap here is due to the number of males in higher paid roles within secondary schools against the lower paid Depute Head Teachers within primary schools

Disability Pay Gap 2015/16	No Disclosed Disability		Disclosed Disability			
	% of Workforce	Avg Total Hourly Rate (£)	% of Workforce	Avg Total Hourly Rate (£)	Difference	% Pay Gap
Modern Apprentices	0.70%	6.66	0.05%	6.69	-0.03	-0.45
A	4.70%	7.97	0.18%	7.97	0.00	0.00
B	5.00%	7.97	0.13%	7.97	0.00	0.00
C	14.43%	8.36	0.35%	8.19	0.17	2.03
D	17.84%	9.16	0.13%	9.01	0.15	1.64
E [*1]	6.51%	10.59	0.08%	10.27	0.32	3.02
F	11.18%	12	0.25%	11.79	0.21	1.75
G [*1]	3.82%	14.05	0.18%	13.40	0.65	4.63
H	4.07%	15.91	0.15%	15.72	0.19	1.19
I	3.34%	17.70	0.18%	17.71	-0.01	-0.06
J	1.43%	19.32	0.08%	19.52	-0.20	-1.04
K	2.16%	21.16	0.13%	20.86	0.30	1.42
L	0.40%	22.99	0.03%	23.38	-0.39	-1.70
M	0.08%	24.54				
N	0.15%	26.31				
O	0.68%	27.57	0.05%	27.90	-0.33	-1.20
C1	0.03%	61.53				
C2	0.08%	54.76				
C3	0.05%	44.61				
C4	0.20%	39.69				

Educational Psychologist	0.23%	32.00				
Music Instructor	0.50%	19.30				
Teacher[*1]	14.90%	20.71	0.10%	16.85	3.86	18.64
Principal Teacher	3.52%	25.69	0.05%	25.41	0.28	1.09
Depute Head	0.88%	29.51				
Head Teacher	0.85%	34.52				
QIO	0.15%	34.11				
QIM	0.03%	36.21				
	97.91%	13.76	2.09%	13.21	0.55	4.00

*1 – In all 3 situations, the gap is due to placing on salary scale and will reduce annually

In relation to the ethnicity pay gap details provided below, guidance suggested analysis should be carried out based on white and non-white employees. However, definitions selected by some employees do not explicitly define whether an employee is white or not. Analysis has therefore been carried out based on whether an employee is both British **and** white or not. It is considered that many of those who have not disclosed their ethnicity will fall into the white and British category which would reduce the gap. Action will be taken to encourage disclosure, by teachers in particular, for the next reporting period.

Ethnicity Pay Gap 2014/15	White & British*		Not White & British*		Difference	Pay Gap %
	% of Workforce	Avg Total Hourly Rate	% of Workforce	Avg Total Hourly Rate		
Modern Apprentices	0.60%	6.54				
A	4.21%	7.65	0.58%	7.65	0	0.00%
B	5.07%	7.65	0.09%	7.65	0	0.00%
C	11.61%	8.15	1.26%	8.34	-0.2	-2.46%
D	15.21%	9.03	0.79%	9.03	0	0.00%
E	5.58%	10.40	0.40%	10.56	-0.16	-1.54%
F[*1]	6.51%	11.86	1.63%	12.25	-0.37	-3.12%
G	2.84%	13.77	0.60%	14.15	-0.39	-2.83%
H	3.42%	15.54	0.51%	15.79	-0.25	-1.61%
I	2.44%	17.35	0.65%	17.47	-0.11	-0.63%
J	1.37%	18.91	0.14%	19.23	-0.32	-1.69%
K	1.77%	20.79	0.49%	20.77	0.02	0.10%
L	0.35%	22.85	0.05%	23.03	-0.18	-0.79%
M	0.05%	23.73				
N	0.16%	25.71	0.07%	25.42	0.29	1.13%
O	0.58%	27.21	0.12%	27.33	-0.12	-0.44%
C1	0.02%	60.62				
C2	0.05%	53.95	0.02%	53.95	0	0.00%
C3	0.02%	43.95	0.02%	43.95	0	0.00%
C4[*1]	0.21%	39.10	0.02%	41.33	-2.23	-5.40%
Educational Psychologist	0.05%	31.52				
Music Instructor	0.09%	17.14				

	5.30%	18.56	0.28%	18.73	-0.17	-0.91%
Teacher	5.30%	18.56	0.28%	18.73	-0.17	-0.91%
Principal Teacher	0.84%	25.17	0.02%	25.04	0.13	0.52%
Depute Head	0.19%	29.09				
Head Teacher	0.26%	33.25				
QIO	0.02%	34.20				
QIM	0.02%	35.68				
	68.85%	11.95	7.75%	13.27	-1.32	-11.05

* Those who did not disclose their ethnicity or chose "prefer not to answer" have been excluded from the analysis

*1 – For both grades highlighted, the gap is due to placing on salary scale and will reduce annually

Ethnicity Pay Gap 2015/16	White & British*		Not White & British*			
	% of Workforce	Avg Total Hourly Rate	% of Workforce	Avg Total Hourly Rate	Difference	Pay Gap %
Modern Apprentices	0.70%	6.66				
A	4.20%	7.97	0.35%	7.97	0.00	0.00%
B	6.16%	7.97	0.10%	7.97	0.00	0.00%
C	11.18%	8.32	1.26%	8.44	0.12	1.42%
D	16.26%	9.14	0.68%	9.20	0.06	0.65%
E	5.43%	10.57	0.38%	10.69	0.12	1.12%
F*1	8.29%	11.87	1.76%	12.38	0.51	4.12%
G*1	3.22%	13.96	0.60%	14.40	0.44	3.06%
H	3.37%	15.88	0.35%	16.14	0.26	1.61%
I	2.44%	17.67	0.60%	17.78	0.11	0.62%
J	1.21%	19.30	0.15%	19.52	0.22	1.13%
K	1.71%	21.13	0.45%	21.11	-0.02	-0.09%
L	0.35%	23.03	0.08%	22.92	-0.11	-0.48%
M	0.08%	24.54	0.03%	24.79	0.25	1.01%
N	0.10%	26.31	0.03%	26.31	0.00	0.00%
O	0.60%	27.43	0.13%	27.90	0.47	1.68%
C1	0.03%	61.53				
C2	0.05%	54.76	0.03%	54.76	0.00	0.00%
C3	0.03%	44.61	0.03%	44.61	0.00	0.00%
C4	0.20%	39.69				
Educational Psychologist	0.05%	31.99				
Music Instructor	0.08%	17.21				
Teacher	6.46%	19.01	0.25%	19.58	0.57	2.91%
Principal Teacher	1.36%	25.52				
Depute Head	0.20%	29.65				
Head Teacher	0.33%	33.69				
QIO	0.05%	34.71				
QIM	0.03%	36.21				
	74.14%	12.29	7.24%	13.56	-1.27	-10.33

* Those who did not disclose their ethnicity or chose "prefer not to answer" have been excluded from the analysis

*1 – For both grades highlighted, the gap is due to placing on salary scale and will reduce annually

12.2 Occupational Segregation

Employees have been categorised into eight groups as detailed in the following tables.

2014/15							
Occupational Group	Female	Male	Disability Disclosed	No Disability Disclosed	White & British	Blank/ Prefer not to Answer*	Not White & British
Care	88.47%	11.53%	1.78%	98.22%	79.04%	11.74%	9.22%
Catering	98.89%	1.11%	0.74%	99.26%	88.56%	8.86%	2.58%
Cleaning	89.71%	10.29%	2.94%	97.06%	88.97%	2.94%	8.09%
Clerical and Administrative	89.52%	10.48%	2.59%	97.41%	76.14%	13.90%	9.96%
Managers	46.55%	53.45%	3.45%	96.55%	77.59%	3.45%	18.97%
Operational, Craft and Physical	8.26%	91.74%	2.06%	97.94%	77.28%	19.44%	3.28%
Professional and Technical	60.06%	39.94%	4.69%	95.31%	75.04%	12.10%	12.86%
Teachers	78.76%	21.24%	0.53%	99.47%	32.03%	66.49%	1.48%
Totals	75.06%	24.94%	2.17%	97.83%	69.05%	23.54%	7.40%

2015/16							
Occupational Group	Female	Male	Disability Disclosed	No Disability Disclosed	White & British	Blank/ Prefer not to Answer*	Not White & British
Care	87.88%	12.12%	1.67%	98.33%	80.98%	9.68%	9.34%
Catering	99.10%	0.90%	0.90%	99.10%	92.76%	7.24%	0.00%
Cleaning	96.36%	3.64%	1.62%	98.38%	95.95%	4.05%	0.00%
Clerical and Administrative	89.67%	10.33%	1.89%	98.11%	76.44%	14.33%	9.22%
Managers	46.51%	53.49%	2.33%	97.67%	76.74%	2.33%	20.93%
Operational, Craft and Physical	10.22%	89.78%	2.99%	97.01%	77.81%	19.45%	2.74%
Professional and Technical	60.32%	39.68%	4.60%	95.40%	77.78%	10.48%	11.75%
Teachers	77.69%	22.31%	0.88%	99.12%	38.68%	59.78%	1.54%
Totals	75.32%	24.68%	2.07%	97.93%	71.63%	21.90%	6.47%

* Blanks and those who selected "prefer not to answer" have been included for analysis of ethnicity as they have not disclosed which category they would fall into

The tables above illustrate horizontal occupational segregation within Inverclyde Council over the last two years. This is the first time we have reported on occupational segregation across disability and ethnicity. For disability, employees have been grouped into those who disclosed a disability and those who did not (including those who did not provide this information or chose to select "prefer not to answer"). For the ethnicity pay gap, the blanks and "prefer not to answer" have been shown separately and the remaining employees have been split into "white and British" (those that selected white British, white Scottish, white English, white Northern Irish or white Welsh) or "not white and British" (any other ethnicity, including white other and white Eastern European).

13.   Equal Pay Statement

Policy Statement

Inverclyde Council supports the principles of equal opportunities in employment and believes that all staff, regardless of their gender, ethnicity, age, pregnancy and maternity, gender reassignment, sexual orientation, religion or belief, marital/civil partnership status, ethnic origin and disability, should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

We believe it is in the Council's interest to ensure that pay is awarded fairly and equitably and proactive steps are taken to address equality issues and pay gaps between men and women. Unless barriers to men's and women's participation in occupations stereotypically dominated by one gender, and to women achieving the most senior posts are removed, then the Council cannot be confident that it is recruiting the most skilled and talented individuals.

The chart on page 15 of the mainstreaming report shows that the ethnicity of the Council's workforce is broadly reflective of the community it serves. However the Council is not complacent about this and will continue to consider methods to attract the broadest possible range of applicants for vacant Council positions in order to ensure that, not just the characteristics of sex, disability and ethnicity, but all of the protected characteristics are appropriately represented within its workforce.

According to our latest data, Inverclyde Council does not have a detrimental ethnicity pay gap and only a minor disability pay gap and it will continue to monitor this and take any appropriate steps to address any imbalance that occurs. It is hoped that registering for the Disability Confident scheme will assist in redressing the slight disability pay gap that is detailed in the Council's mainstreaming report.

We believe, therefore, that we should operate a pay and grading system which is transparent, based on objective criteria and free from bias, on any grounds. We aim to avoid unfair discrimination, to reward fairly the skills, experience and potential of all employees thereby increasing motivation, loyalty, productivity and effectiveness and to enhance the Council's reputation and image.

The Council uses an analytical job evaluation system to assess the value of jobs and their place in the Council's grading structure. For teachers, promoted posts are subject to job sizing for salary purposes.

The Council's grading and pay scheme is based on job evaluation and therefore, satisfies equality impact assessments fully, with the last EQIA completed in 2013 and another due to be carried out in 2018.

In addition the following is presented as a means of further demonstrating the Council's commitment to a culture of equality of opportunity:

- Recruitment and selection – shortleeting is conducted with reference only to experience and qualifications, other personal aspects of the applicant are not known by shortleet panel – interviews are competency based, successful

candidates chosen on merit and captured for all to refer to against selection pro forma with references only being taken up for successful candidates

- Work-life balance – includes a range of varying working patterns for employees to consider
- Flexible working – allows daily attendance flexibility
- Modern Apprentices Scheme – to help recruit young people from that age bracket/group
- Disability Confident – fully signed up for this exciting new development
- Workforce information and activity report – highlights equality and poses challenges to address where relevant
- Diversity training provided through face to face and e-learning opportunities
- Policies and procedures in place to support employees to raise examples of any behaviour exhibited against expected high equality standards – whistleblowing, grievance, dignity and respect
- The Council welcomes a cohort of students with a disability each year on work placement from West College Scotland; around 12 young people are accommodated each time
- Awareness of diversity of local population and recognition of the value for all groups represented in employee population

Our Objectives

We have one simple objective:

- To eliminate any unfair, unjust or unlawful practices that impact on pay equality

Our Actions

In order to put Inverclyde Council's commitment to providing equal pay into practice, we will:

- Continue to work with trade union representatives after implementation of job evaluation and the Single Status Agreement which had developed a new pay and grading model free of sex-bias.
- The new Pay & Grading model introduced at Single Status is based on the national Job Evaluation scheme which was then applied locally following an equality impact assessment by a national expert.
- Pay and Grading and Allowances and Conditions of Service were all looked at for equality implications by the expert at that time. A favourable EqIA was carried out in March 2013 by an independent expert.
- In partnership with trade unions, implement regular equal pay reviews in line with EHRC guidance for all staff, to identify any pay gaps and their causes.
- Assess and review the findings of the equal pay review and take action to address the gaps identified.
- Provide training and guidance for those involved in determining pay and benefits.
- Inform employees of how these practices work and how their own pay is determined.
- Respond to grievances on equal pay as a priority.
- Monitor pay statistics annually.

Responsibility for Delivering the Policy

The Council's Head of Education is the Corporate Management Team lead officer for monitoring and promoting equality across the Council and ensuring the delivery of the Council's Equality Outcomes. The Head of Organisational Development, Human Resources and Communications is responsible for meeting equalities duties in respect of employment and equal pay. He will be responsible for ensuring the commitments made in this policy are implemented.