

Appendix II



The Moray Council
Equality Outcomes 2013-2017

28 March 2013

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Introduction

The Equality Act 2012 (Specific Duties) (Scotland) Regulations 2012, which came into force on 27 May 2012, places a duty on listed authorities to publish equality outcomes every 4 years. The Act requires each listed authority to develop its own outcomes.

This report sets the equality outcomes for three listed authorities in Moray: the Moray Council as the local authority, The Moray Council Education and Social Care Department as the education authority, and the Moray Licensing Board as the licensing authority. After analysing national and local data and consulting with a range of community groups through the Moray Equalities Forum, the three authorities decided to jointly address three themes. The three themes are:

- Bullying
- Domestic violence
- Access to streets

The decision to opt for joint outcomes arose from the need for a co-ordinated approach with regards to bullying and domestic violence to ensure that repeat or escalating incidences are identified and acted upon.

For each listed authority the outcomes relating to these themes will be outlined separately in appendix 1.

The section summarising the evidence used in developing the outcomes will also describe the general duties and the protected characteristics covered by the themes.

The final section describes the decision making processes followed by the authorities in setting the outcomes.

Overall outcomes

Theme 1: bullying

The outcomes for this section are (responsible listed authorities in bold):

1. Through 2013 and 2014 it is expected that the number of reported incidences of bullying for all protected characteristics will increase through better awareness and reporting mechanisms. The baseline figures will relate to all incidences and will enable us to identify repeat incidences and escalating incidences. All three listed authorities. Licensing Board to contribute by linking incidences of underage drinking to bullying behaviour and feeding these into the overall reporting system.
2. By April 2014 onwards a baseline figure for the number of incidences for all protected characteristics will be established. The Moray Council.
3. From April 2014 the number of repeat incidences of bullying related to protected characteristics will decrease. All three listed authorities will contribute to this.
4. From April 2014 the number of escalating incidences of bullying related to protected characteristics will decrease. All three listed authorities will contribute to this.
5. From April 2014 the overall number of incidences of bullying related to protected characteristics will decrease. All three listed authorities will contribute to this.
6. From April 2013 onwards victims of bullying will be supported in developing better ways of dealing with bullying behaviour. All three listed authorities will contribute to this.

7. From April 2013 onwards people who display bullying behaviour will be supported in addressing their own bullying behaviour. All three listed authorities will contribute to this.

Theme 2: domestic abuse

The outcomes for this section are (responsible authorities in bold):

1. Gain a better understanding of the number of incidences of domestic violence disaggregated by protected characteristic. All three listed authorities will contribute to this. The Moray Licensing Board to provide information about the link between alcohol and domestic abuse in Moray. The Moray Council Education and Social Care Department will follow up on evidence of children suffering from the effects of domestic abuse.
2. Gain a better understanding of the number of repeat incidences and escalating incidences as part of the total number of incidences. All three listed authorities will contribute to this as above.
3. Raise awareness of incidences of domestic abuse and reporting mechanism among front-line officers who are not currently engaged in tackling domestic violence and the public. All three listed authorities will contribute to this by encouraging uptake of GIRFEC and Vulnerable Adult training.
4. Reduce the overall number of incidences of domestic violence. All three listed authorities will contribute to this.
5. Reduce the number of escalating incidences of domestic violence. All three listed authorities will contribute to this.
6. Reduce the number of repeat incidences of domestic violence. All three listed authorities will contribute to this.
7. Victims whose first language is not English will have better access to interpretation services when seeking help. The Moray Council.
8. Victims who have special needs will have quicker access to an assessment by an occupational therapist. The Moray Council.

Theme 3: Access to streets

The outcomes for this section are (responsible authorities in bold):

1. Work with community groups to carry out street audits to gain insight into the physical and psychological barriers that prevent pedestrians or wheelchair users from using the pavements in Moray. The Moray Council.
2. Improve access to streets for all users in Moray. The Moray Council.
3. People feel safe using the streets in Moray. The Moray Council and the Moray Licensing Board.
4. Provide easily accessible information about safety and accessibility of the streets in Moray. The Moray Council.

Summary of evidence
THEME 1: Bullying

National evidence

Evidence from EHRC report: 'Hidden in Plain Sight', which discussed the results of its inquiry into disability related harassment .

- The inquiry highlighted a range of systemic failures, including a culture of disbelief around incident reporting, insufficient co-ordination of incident reporting which would allow identification of repeat incidents or escalating incidents and an acceptance by victims of bullying and harassment as part of life.
- There is a high number of unreported incidents.
- The approved form may not capture sufficient information to safeguard the victim e.g. there is no space to indicate whether the incident is a repeat incident, nor does it allow identification of risk factors.
- Follow up procedures are not robust enough. Some of the areas that need to be looked at more closely are: co-ordination between agencies; better analysis of report findings; are there different systems capturing similar incidents that work separately; are relevant front-line staff sufficiently aware of the need to record incidents, warning signs and procedures that ensure a more co-ordinated approach?
- Where incidents are reported, there is no procedure for ensuring that the information is fed into a more comprehensive system for co-ordinating and analysing the information in order to identify repeat incidents or escalation.

Evidence from EHRC's report: 'How Fair is Britain?':

- LGBT adults are around twice as likely to report experiencing unfair treatment, discrimination, bullying or harassment at work as other employees.
- Bullying, discrimination and language barriers are identified as issues facing ethnic minority pupils in school.
- Gypsies and travellers are more liable than other groups to face hostilities and experience poor mental health.
- The number of racially motivated crimes reported to the police has risen in Scotland as has the number of cases resulting in court proceedings.
- Homophobic bullying is widespread in British secondary schools.
- LGBT are more liable than other groups to face hostilities and experience poor mental health.
- Small scale studies suggest higher suicide rates among LGBT groups.
- In Scotland, 17% of disabled people are victims of crime.
- In Scotland, 47% of disabled people have experienced hate crime as a result of their disability.
- People who are not Christian are roughly 10 times more likely to report being attacked or harassed because of their faith than Christian people.
- Among transgender people a large proportion of victims of hate crime are still reluctant to report such attacks.

Local evidence

- In March 2011 Grampian Racial Equality Council (GREC) published the results of a study commissioned by the Moray Council on equality issues in Moray. One of the findings suggested that the extent of bullying in schools is larger than our reporting systems indicate. Groups that are particularly affected are people with learning disabilities, Through Care and After Care young people and LGBT people.

The Safer Communities Survey 2009 received 621 (60%) returns from the Moray Citizens' Panel. In the survey:

- 23% reported having experienced deliberate damage to property or a threat of damage to property.
- 11% experienced violence or a threat of violence.
- 7% experienced racial harassment or intimidation.
- 13% experienced other harassment or intimidation.
- The survey doesn't give any figures for disability related harassment but mirrors the figures from the EHRC inquiry. The Safer Communities Survey also states that 65% don't report crime or community safety problems. Again, this mirrors national figures: according to the statistical bulletin, 37% of crimes in Scotland come to the attention of the police.

Results from the Citizens' Panel Single Outcome Agreement Priorities survey (November 2012) provide the following information relating to adult protection:

- Around 2 in 5 respondents indicated that they and/or a member of their family had been subjected to bullying or harassment.
- Around 1 in 5 of those who had (or whose family member had) experienced bullying or harassment indicated that they had not spoken to anyone about this. In terms of those that had spoken to someone about the issue, this was most commonly parents or family, and teachers. This may suggest that a large proportion of these incidents involved bullying or harassment of children.

At meetings on 10 September and 5 October 2012 the Moray Equalities Forum agreed that bullying should be one of the main themes for the Moray Council's equality outcomes.

Other evidence

- A new study by the University of Cincinnati found that both school bullies and their victims are likely to abuse alcohol after a bullying episode. The study examined bullying, recent alcohol use and heavy drinking episodes among more than 54,000 7th-through-12th grade students in schools across Greater Cincinnati, including the Tristate regions of Ohio, Kentucky and Indiana. The data was collected by the Coalition for a Drug Free Greater Cincinnati as part of the 2009-2010 Pride Survey on adolescent drug use in America.
- The study found that junior high and high school students were one-and-a-half times more likely to have abused alcohol if they had been bullied. "The overall effect of victimization and alcohol use did not differ based on sex, age or race. It has an overall impact on their drinking rates and level of intoxication across all categories. Also, bullies and their victims are reporting similar types of activity in relation to their drinking patterns. We believe the alcohol abuse may often be an effort to escape problems and to self-medicate".

Protected characteristics covered by Bullying Theme

The outcomes will apply to all characteristics protected under the Equality Act 2010.

Public sector duties

The outcomes in this theme relate to the following public sector duties

- The need to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- The need to promote equality of opportunity.
- The need to foster good relations between groups who share a protected characteristic and those who don't.

THEME 2: Domestic Violence

National evidence

'How Fair is Britain?':

- Partner violence accounts for 43% of female homicides compared to 7% for men.
- 1 in 7 women in Scotland have experienced a physical form of partner abuse since reaching the age of 16.
- Women experience over three-quarters of domestic violence and sexual assault and encounter more extreme forms than do men.
- Data suggests that LGB are more likely than average to have experienced sexual assault and domestic violence during their lifetimes.

Local evidence

Moray Safer and Stronger Strategic Assessment 2009/10:

- The numbers of incidents and repeat incidents of domestic abuse have reduced between 2006/07 and 2008/09, by 18% and 17% respectively. The proportion of incidents that were repeat incidents has remained steady over this period.
- The vast majority of victims are female, though there has been a slight reduction since 2006/07, from about 90% to about 86%. The vast majority of perpetrators are male, accounting for virtually the same proportions as female victims, with a similar reduction since 2006/07. The picture is the same nationally. Approximately 84% of victims of both genders are aged 20-50yrs, although the spread within this range is slightly different, with males being split fairly evenly between 20-30yrs, 31-40 yrs and 41- 50 yrs, whereas the majority of females fall within the younger of these two age groups.
- Nationally, around 88% of victims and perpetrators fall into these three age groups, the difference being that Moray has a slightly higher proportion of victims and perpetrators aged under 19yrs.

Children 1st, Cedar Project:

- In 2011 there were over 500 reported incidences of domestic abuse in Moray.

Moray Domestic Abuse Strategy 2011/14:

This strategy is currently under review. A new strategy is expected to be published later in 2013.

- Overall figures need to be seen against the background of inherent underreporting. It is estimated that a victim will only summon up the courage to call the Police on average after seven incidents of abuse.
- During 2010, across the four Children and Families Teams covering Moray, a total of 2100 referrals or initial contacts were made; in 224 of these, 10.67% of the total, Domestic Violence was recorded as the presenting issue.
- Approximately 90% of the victims of Domestic Violence reported to Grampian Police were female.
- Of the incidences reported to Grampian Police in Moray during the financial year 2008/09, 60% of the perpetrators were under the influence of alcohol and 40% of victims at the time of the offence.
- In a large number of cases substantial emotional and physiological damage is done to the victim's children who are often present when the abuse takes place. This has long-term effects which can perpetuate the cycle of violence.

Moray Women's Aid:

- There is insufficient access to interpretation services for victims whose first language isn't English.
- Victims who have special needs often face delays in having their needs assessed, leading to delays in finding suitable accommodation.

Data gaps

There is little information about the incidence of domestic abuse among:

- Minority ethnic groups.
- LGBT community.

Public Sector Duties

The outcomes relating to domestic violence will help the Moray Council in meeting its duties regarding:

- The need to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- The need to promote equality of opportunity.

Protected characteristics covered by Domestic Violence Theme

The outcomes relate to the following protected characteristics:

- Sex
- Race
- Sexual orientation
- Gender reassignment
- Age
- Pregnancy and maternity

THEME 3: Accessible streets in Moray

National evidence

Equality Evidence Finder:

<http://www.scotland.gov.uk/Topics/People/Equality/Equalities/>

- 7.7 Per cent of the adult population have a long-standing illness, health problem or disability that means they find walking for at least 10 minutes difficult to manage on their own.

- 1.6 per cent of the adult population have a long-standing illness, health problem or disability that means they find using a car difficult to manage on their own.
- 4.7 per cent of the adult population have a long-standing illness, health problem or disability that means they find using a bus difficult to manage on their own.
- 3.6 per cent of the adult population have a long-standing illness, health problem or disability that means they find using a train difficult to manage on their own.

Disability in the UK July 2011 www.papworth.org.uk

- Disabled people travel a third less often than the general public.
- Disabled people drive cars a lot less and are less likely to have one in their household. 60% of disabled people have no car available to their households, compared to 27% of the overall population.
- Despite this, cars are central to disabled people's mobility in England and Wales, with the most common mode of transport being a car driven by someone else.
- Disabled people use buses, taxis and minicabs more often than the general public.
- Around a fifth of disabled people report having difficulties related to their impairment or disability in accessing transport.
- The percentage of people with mobility difficulties in the general population is 14%. Mobility difficulties tend to affect older people more than younger people.

Local evidence

Safer Communities Survey 2009:

- Perception of safety: people generally feel safe about their own neighbourhood but less so when moving further away.
- Perception of safety is affected by under-age drinking: 35% indicating this is a problem for local people at least once a week) and by public drinking/drunkenness (27%).
- As was found in 2006, there was a clear trend in responses with views generally being most positive about the local area and least positive at the national level. In relation to crime the following points emerge:
 - 28% of respondents felt that crime levels had increased in their local area, significantly more than the 8% who felt crime had decreased.
 - 48% felt that crime had increased across Moray as a whole, with just 4% indicating a decrease.
 - Views on crime were most pessimistic for Scotland as a whole – 61% felt that crime had increased nationally and just 3% felt there had been a decrease.
- Results do suggest that the time of day is the most significant factor in how safe respondents feel in their local area. Very few felt unsafe walking alone or taking public transport during the day (just 3% for each).
- However respondents were significantly more likely to feel unsafe in these situations at night, with around a fifth of respondents indicating that they

would not feel safe walking alone (20%) or on public transport (21%) at night.

- The profile of safety measures taken recently by respondents was broadly similar to that reported in 2006. In particular, respondents were most likely to have avoided certain places (53%), avoided going out alone at night (44%) and improved their home security (40%). The relative ranking of these three measures has changed since 2006, and in particular somewhat fewer respondents mentioned improving home security, but there has been little significant change.
- There is no information on how perception of community safety affects the different protected characteristics.

Feedback from Moray Disability Forum:

- The Forum has given many examples of physical features in Moray which make it difficult or impossible to effectively use a great number of footpaths in Moray. These features range from temporary features (such as cars parked on kerbs, wheelie bins, a-frame signs, or other temporary obstacles blocking the pavement) to more permanent obstacles (such as dropped kerbs that are too high, narrow pavements, pavements made too narrow by drainpipes, lampposts, steep gradients, unsecure embankments, insufficient or non-compliant disabled parking spaces, cobbled streets). These features affect wheelchair users, people who are visually impaired, elderly and parents with young children. In some extreme cases, these obstacles are impossible to negotiate without a significant detour, e.g. the platforms at Elgin railway station.

Protected characteristics covered by Accessible Streets in Moray theme

- Age
- Disability
- Sex
- Pregnancy and maternity

Public sector duties

The outcomes in this theme relate to the following public sector duties

- The need to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- The need to promote equality of opportunity.
- The need to foster good relations between groups who share a protected characteristic and those who don't.

Decision making process

The equality outcomes were approved by the following bodies:

- Moray Equalities Forum on 5 October 2012.
- The Moray Council Equality and Diversity Corporate Advisory Forum on 11 January 2013.
- The Moray Licensing Board on 17 January 2013.
- The Moray Council Corporate Management Team on 11 March 2013.
- The Moray Council on 27 March 2013.

Appendix 1: Outcomes per listed authority

Outcomes for the Moray Council

Bullying

1. Through 2013 and 2014 it is expected that the number of reported incidences of bullying for all protected characteristics will increase through better awareness and reporting mechanisms. The baseline figures will relate to all incidences and will enable us to identify repeat incidences and escalating incidences.
2. By April 2014 onwards a baseline figure for the number of incidences for all protected characteristics will be established.
3. From April 2014 the number of repeat incidences of bullying related to protected characteristics will decrease.
4. From April 2014 the number of escalating incidences of bullying related to protected characteristics will decrease.
5. From April 2014 the overall number of incidences of bullying related to protected characteristics will decrease.
6. From April 2013 onwards victims of bullying will be supported in developing better ways of dealing with bullying behaviour.
7. From April 2013 onwards people who display bullying behaviour will be supported in addressing their own bullying behaviour.

Domestic violence

1. Gain a better understanding of the number of incidences of domestic violence disaggregated by protected characteristic.
2. Gain a better understanding of the number of repeat incidences and escalating incidences as part of the total number of incidences.
3. Raise awareness of incidences of domestic abuse and reporting mechanism among front-line officers who are not currently engaged in tackling domestic violence and the public. All three listed authorities will contribute to this by encouraging uptake of GIRFEC and Vulnerable Adult training among its services.
4. Reduce the overall number of incidences of domestic violence.
5. Reduce the number of escalating incidences of domestic violence.
6. Reduce the number of repeat incidences of domestic violence.
7. Victims whose first language is not English will have better access to interpretation services when seeking help.
8. Victims who have special needs will have quicker access to an assessment by an occupational therapist.

Accessible streets in Moray

1. Work with community groups to carry out street audits to gain insight into the physical and psychological barriers that prevent pedestrians or wheelchair users from using the pavements in Moray.
2. Improve access to streets for all users in Moray.
3. People feel safe using the streets in Moray.
4. Provide easily accessible information about safety and accessibility of the streets in Moray.

Outcomes for Moray Council Education and Social Care Department

Theme 1: bullying

1. Through 2013 and 2014 it is expected that the number of reported incidences of bullying for all protected characteristics will increase through better awareness and reporting mechanisms. The baseline figures will relate to all

incidences and will enable us to identify repeat incidences and escalating incidences.

2. From April 2014 the number of repeat incidences of bullying related to protected characteristics will decrease.
3. From April 2014 the number of escalating incidences of bullying related to protected characteristics will decrease
4. From April 2014 the overall number of incidences of bullying related to protected characteristics will decrease.
5. From April 2013 onwards victims of bullying will be supported in developing better ways of dealing with bullying behaviour.
6. From April 2013 onwards people who display bullying behaviour will be supported in addressing their own bullying behaviour.

Theme 2: domestic violence

1. Gain a better understanding of the number of incidences of domestic violence disaggregated by protected characteristic. Education will follow up on evidence of children suffering from the effects of domestic abuse.
2. Gain a better understanding of the number of repeat incidences and escalating incidences as part of the total number of incidences.
3. Raise awareness of incidences of domestic abuse and reporting mechanism among front-line officers who are not currently engaged in tackling domestic violence and the public. All three listed authorities will contribute to this by encouraging uptake of GIRFEC and Vulnerable Adult training among its services.
4. Reduce the overall number of incidences of domestic violence.
5. Reduce the number of escalating incidences of domestic violence.
6. Reduce the number of repeat incidences of domestic violence

Outcomes for the Moray Licensing Board

Theme 1: bullying

1. Through 2013 and 2014 it is expected that the number of reported incidences of bullying for all protected characteristics will increase through better awareness and reporting mechanisms. The baseline figures will relate to all incidences and will enable us to identify repeat incidences and escalating incidences. Licensing Board will contribute by linking incidences of underage drinking to bullying behaviour and feeding these into the overall reporting system.
2. From April 2014 the number of repeat incidences of bullying related to protected characteristics will decrease.
3. From April 2014 the number of escalating incidences of bullying related to protected characteristics will decrease.
4. From April 2014 the overall number of incidences of bullying related to protected characteristics will decrease.
5. From April 2013 onwards victims of bullying will be supported in developing better ways of dealing with bullying behaviour.
6. From April 2013 onwards people who display bullying behaviour will be supported in addressing their own bullying behaviour.

Theme 2: domestic violence

1. Gain a better understanding of the number of incidences of domestic violence disaggregated by protected characteristic. Licensing Board will provide information about the link between alcohol and domestic violence in Moray.

2. Gain a better understanding of the number of repeat incidences and escalating incidences as part of the total number of incidences. Licensing Board will provide information about the link between alcohol and domestic violence in Moray
3. Raise awareness of incidences of domestic abuse and reporting mechanism among front-line officers who are not currently engaged in tackling domestic violence and the public. All three listed authorities will contribute to this by encouraging uptake of GIRFEC and Vulnerable Adult training among its services.
4. Reduce the overall number of incidences of domestic violence.
5. Reduce the number of escalating incidences of domestic violence.
6. Reduce the number of repeat incidences of domestic violence.

Theme 3: Access to streets

1. People feel safe using the streets in Moray.

The Moray Council Mainstreaming Report 2013

Introduction

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires local authorities to publish a report on the progress it has made in integrating the general equality duty to the exercise of its functions, so as to better inform that duty. The report must be published not later than 30 April 2013 and subsequently at intervals of not more than two years. This is the first mainstreaming report of the Moray Council and Moray Council's Education and Social Care Department (the Education Authority).

The report must include:

- An annual breakdown of the information it has gathered under its duty to gather and use employee information.
- Details of the progress that it has made in gathering and using that information to enable it to better perform the general equality duty.
- Details of how equality is taken into account in the way the authority exercises its functions

Although there is no specific requirement to mainstream the equality duty, the principle behind mainstreaming may help authorities to 'pay due regard' to the general equality duty in the exercise of its functions.

The General Equality Duty

Section 149 of the Equality Act 2010 requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The duty covers the protected characteristics of age, disability, sex, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The public sector duty also covers marriage and civil partnerships, with regards to eliminating unlawful discrimination in employment.

Employee information

The EHRC recommends publishing the following information:

- “The race, disability, gender and age distribution of your workforce at different grades, and whether they are full- or part-time employees
- “An indication of the likely representation in terms of sexual orientation and religion and belief, provided that no individuals can be identified as a result
- “An indication of any issues for transsexual staff, based on involvement of transsexual staff or equality organisations
- “Details and feedback from involvement with staff and trade unions
- “Quantitative and qualitative research with employees, e.g. staff surveys
- “Records of how you have shown due regard to the needs of the duty in decision-making concerning employment in your organisation, including any assessments of impact on equality and any evidence used
- “Details of policies and programmes that have been put in place to address equality concerns raised by staff and trade unions.” (Equality and Human Rights Commission Scotland, 2012: *Employee information and the public sector equality duty: A guide for public authorities (Scotland)*)

Breakdown by sex

Table 1: Workforce

	Number	Percentage
Total workforce	5232	100
Female	3785	72
Male	1447	28

Table 2: Applicants

	Number	Percentage
All applicants	6923	100
Female	4768	69
Male	1890	27

Table 3: Shortlisted Applicants

	Number	Percentage
All shortlisted applicants	547	100
Female	411	75
Male	106	19
Prefer not to say	14	3
Did not answer	224	41
Unknown	27	5

Breakdown by race
Table 4: Workforce

	Number	Percentage
WHITE:		
Scottish	1739	33
English	258	5
Welsh	13	0.25
Irish	10	0.19
Northern Irish	12	0.23
Polish	7	0.13
Any other White	172	3
Any Mixed background	2	0.04
Asian, Asian Scottish,		
Indian	2	0.04
Pakistani	2	0.04
Bangladeshi	1	0.02
Chinese	1	0.02
Any other Asian	2	0.04
Black, Black Scottish,		
Caribbean	1	0.02
African	1	0.02
Any other Black	0	0
Any other background	0	0
No response	2945	56
Unknown	63	1

Table 5: All applicants

	Number	Percentage
WHITE:		
Scottish	4514	65
English	1579	22
Welsh		0.00
Irish	71	1
Any other White background	178	3
Any Mixed background	30	0.43
Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:		
Indian	50	0.72
Pakistani	25	0.36
Bangladeshi	4	0.06
Chinese	7	0.10
Any other Asian background	11	0.16
Black, Black Scottish, Black English,		

Black Welsh, or other Black British		
Caribbean	4	0.06
African	36	0.52
Any other Black background	10	0.14
Any other background	39	0.56
No response	42	0.61
Unknown	323	5

Table 6: Shortlisted applicants

	Number	Percentage
WHITE:		
Scottish	367	67
English	128	23
Welsh	1	0.18
Irish	3	0.55
Any other White	10	2
Any Mixed background	0	0.00
Asian, Asian Scottish,		
Indian	0	0.00
Pakistani	1	0.18
Bangladeshi	0	0.00
Chinese	0	0.00
Any other Asian	1	0.18
Black, Black Scottish,		
Caribbean	1	0.18
African	0	0.00
Any other Black	1	0.18
Any other background	1	0.18
Prefer Not To Say	3	0.55
Unknown	30	5

There are no comparable figures for Moray available yet from the 2011 Census. The breakdown from the 2001 doesn't give figures for race, instead it uses a broad breakdown of geographical origin. These are given in the next table (source: scroll.gov.uk):

Table 7: Census 2001 data on country of origin.

CAS015 Country of birth by sex						
All people						
Geographical level : Council Area – Moray						
	ALL PEOPLE	%	Male s	%	Femal es	%
ALL PEOPLE	86940	100.00 %	4344 7	100.00 %	43493	100.00%
Europe	85383	98.21%	4271 3	98.31%	42670	98.11%
United Kingdom	83736	96.31%	4193 9	96.53%	41797	96.10%
England	14101	16.22%	7541	17.36%	6560	15.08%
Scotland	68250	78.50%	3364 7	77.44%	34603	79.56%
Northern Ireland	578	0.66%	313	0.72%	265	0.61%
Wales	789	0.91%	427	0.98%	362	0.83%
UK part not specified	18	0.02%	11	0.03%	7	0.02%
Republic of Ireland	183	0.21%	78	0.18%	105	0.24%
Ireland part not specified	0	0.00%	0	0.00%	0	0.00%
Channel Islands/ Isle of Man	52	0.06%	24	0.06%	28	0.06%
Other Western Europe	1313	1.51%	611	1.41%	702	1.61%
EU countries	1182	1.36%	532	1.22%	650	1.49%
Non EU countries	131	0.15%	79	0.18%	52	0.12%
Eastern Europe	99	0.11%	61	0.14%	38	0.09%
Africa	300	0.35%	145	0.33%	155	0.36%
Asia	701	0.81%	334	0.77%	367	0.84%
North America	339	0.39%	152	0.35%	187	0.43%
South America	43	0.05%	22	0.05%	21	0.05%
Oceania	155	0.18%	72	0.17%	83	0.19%
Other	19	0.02%	9	0.02%	10	0.02%
Footnotes:						
1 The European Union as defined on Census day (29 April 2001).						

2 'Other' consists of people born at sea or in the air, or with country of birth not stated.	
3 People born in Central America have been included in North America.	

Breakdown by disability

Table 8: All staff

	Number	Percentage
Yes	16	0.31
No	2284	44
Did Not Answer	2932	56

Table 8: Applicants

	Number	Percentage
Yes	255	4
No	6280	91
Did Not Answer	326	5

	Number	Percentage
Yes	11	2
No	499	91
Prefer not to say	4	0.73
Did not answer	33	6

Breakdown by religion

Table 9: Workforce⁶

	Number	Percentage
Christian	1341	26
Other	13	0.25
None	545	10
Prefer not to say	61	1
Did not answer	3265	62

Table 10: Applicants

	Number	Percentage
Buddhist	16	0.23
Church of Scotland	1624	23
Other - Christian	917	13
Roman Catholic	461	7
Hindu	41	0.59
Sikh	7	0.1
Jewish	5	0.07

⁶ For the existing workforce, non-Christian religions have been put together into one category. Because of the small numbers it was felt that a further breakdown could reveal personal and sensitive information about individuals.

Muslim	33	0.48
None	2805	41
Other Religion or Belief	137	2
Unknown	417	6
Prefer Not To Say	460	7

Table 11: Shortlisted applicants

Church of Scotland	134	24
Other - Christian	72	13
Roman Catholic	33	6
Hindu	41	7
None	214	39
Other Religion or Belief	26	4
Pagan	2	0.37
Unknown	37	7
Prefer Not To Say	38	7

Transgender

The question used for determining whether or not a member of staff is transgender is: is your gender the same as it was at birth. The results appear to indicate that this question is not well understood. In future the following two questions, recommended by the EHRC, will be used:

At birth, were you described as....

Please tick one option

Male ☐

Female ☐

Intersex ☐

I prefer not to say

☐

Which of the following describes how you think of yourself?

Please tick one option

Male ☐

Female ☐

In another way ☐: _____

Sexual orientation

It has been decided not to publish these figures at the moment. The Moray Council is working in partnership with Stonewall Scotland to find ways of obtaining more reliable data in the future.

Non-response rates

Generally, there have been high levels of non-response among the workforce for questions regarding most protected characteristics (table 11). The non-response is substantially higher for questions regarding sexual orientation and religion.

Table 12: Non-response rates by protected characteristic

	Workforce	Job Applicants	Shortlisted applicants
Sex	0	4	7
Race	57	5	6
Disability	56	5	6
Religion	64	13	13

Transgender	57	3.5	5
Sexual orientation	63	8	9

The high rate of non-response to equality questionnaires among existing staff is a matter of some concern for the Moray Council. It proposes the following steps to address the issue:

- Awareness raising among staff for the need to collate and analyse this data.
- Reassure staff that the information will be treated sensitively and confidentially.
- Work with Stonewall Scotland to tackle some of the misgivings staff may have about providing equality information.
- Using the Myjobscotland portal to ensure that we have the equality information for new staff and can link this with information on staff development, grievance, disciplinary procedures and staff leaving. This will be subject to new staff giving permission for this data to be used.

Census data

Population

The population of Scotland on census day in 2011 was estimated to be 5,295,400 - the highest ever.

There were more women (2,728,000 or 51.5 per cent) than men (2,567,400 or 48.5 per cent) in Scotland. This was the case for all council areas except for Shetland Islands.

Age structure

In 2011, 17 per cent of the population were aged 65 and over. This percentage ranges from 14 per cent in West Lothian to 22 per cent in Argyll & Bute.

Age comparisons with 10 years ago

Since 2001, the number of children aged under 5 years in Scotland has increased by 6 per cent. This change has not been uniform throughout the country. In the City of Edinburgh the increase was 18 per cent whilst there was a reduction of 11 per cent in Argyll & Bute.

The number of people aged 80 and over has increased by 19 per cent since 2001.

Population in Moray

Total population: 93,300

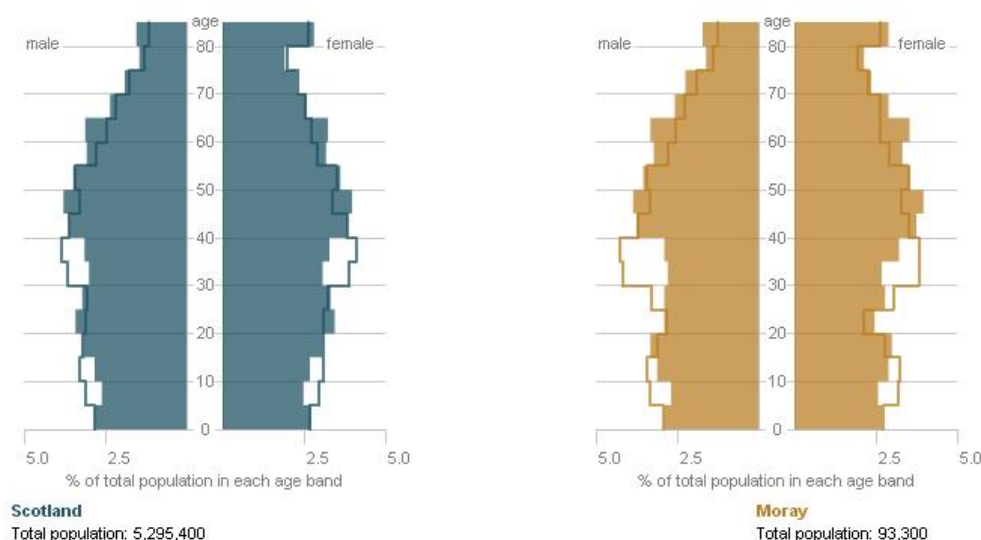
Males: 45,900 (49.2%)

Females: 47,400 (50.8%)

Age structure in Moray

Age	% in 2011	%change since 2001
Under 15:	16.9%	-3.5%
16 – 64:	64.6%	6.8%
65+:	18.5%	21.7%
80+		28.9%

2011 Census: population estimates for Scotland (outlines show 2001)



Source: 2011 Census, 2001 Census
Based on graphic by [ONS](#)

Detailed information on other protected groups will not be available till autumn 2013.

Gender pay gap information

The pay gap information is published as a separate report.

Statement on equal pay

THE MORAY COUNCIL EQUAL PAY STATEMENT UPDATE APRIL 2013

The Moray Council is committed to the principle of equal opportunities in employment and believes as part of that principle that male and female employees should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

We recognise that a right to equal pay between males and females free of sex bias is enshrined within both European Community law and United Kingdom legislation. We believe that, in eliminating sex bias in our pay system, we have sent and continue to send a positive message to our employees and the community in general. It makes good organisational sense to have a fair transparent pay system. Avoiding unfair discrimination improves morale and enhances efficiency.

The Council has worked in partnership with the recognised Trades Unions to this end and has implemented an equal pay compliant agreement on pay and conditions of service for Scottish Joint Council employees.

The Council has and will continue to:

- Identify and eliminate any unlawful practices that may impact on pay
- Take appropriate remedial action

The Council prepared an initial Equal Pay Statement in June 2008 which included a range of actions demonstrating the Council's commitment to equal pay. The statement included a commitment to review progress against these commitments

every three years. An initial review was undertaken in 2011 with a summary of progress at that time against each of the criteria, provided in italics below. A further update on progress as at 1st April 2013 is also provided in **bold**:-

- Develop and review employment policies ensuring equal pay compliance;-
The Council is using the established Equalities Impact Assessment (EIA) process for this purpose. During the course of the last twelve months a number of policies have been developed or reviewed including Health & Work; Grading Review, Higher Duty Allowance; and a raft of family friendly policies. A further review schedule has been put in place for the forthcoming year as detailed within the Personnel Services Service Plan. **In addition to the above, a number of other policies have also been reviewed including Adoption Leave; Code of Conduct; Harassment; and Equality & Diversity The latter policy also now encompasses issues of diversity as well as equality. In addition, the EIA process is now enshrined in the corporate decision making process as evidenced by the importance attached to the EIA's undertaken as part of the budget setting process.**

- Develop a plan on longer term pay equality:-
A plan is currently in the early stages of development. **As part of the commitment to Equal Pay and recognition of the impact of traditional occupational segregation the Council implemented the nationally recognised Living Wage with effect from April 2012.**

- Complete job evaluation appeals:-
All Job Evaluation Appeals were completed in December 2007. All appellants were advised of the outcome and amended salary grades implemented as appropriate in early 2008. The Moray Council is one of the first Councils in Scotland to complete this project. **Locally developed pay protection arrangements ended with effect from 1 December 2012 the effect of which is that all Scottish Joint Council employees are now in receipt of the salary grade determined for their post.**

- Apply the nationally agreed job sizing arrangements for teaching staff:-
The Authority is continuing to apply the nationally agreed job sizing process as the need arises. **This still applies albeit there have been some national revisions to the scheme**

- Review the pay and conditions of service for craft operatives:-
Following significant consultation and agreement Craft Operatives are now paid on SJC pay scales.

- Respond to grievances and complaints to the Council on equal pay:-
The Council is dealing with any such grievances and claims through recognised procedures in this regard. **Equal pay claims all but settled. The Council has been working hard to conclude any outstanding equal pay claims with only a handful remaining.**

- Review progress every three years:-
The Council is scheduled to review progress annually. **A further update on progress will be reported in April 2015 with a wholesale review of the Equal Pay Statement no later than 30 April 2017**

Human Resources
April 2013

Equality and the Moray Council

The Moray Community Plan 2012 – 2015 shows a commitment to an outcome-focused, evidence-based approach to policy making with a strong emphasis on community engagement. This approach provides a good framework for

mainstreaming equality. The way that the specific equality duties have been interpreted within the Moray Council is that they make local authorities more accountable and more aware of the consequences of their decisions.

“The Single Outcome Agreement has the potential for high impact (positive or negative) on all protected groups. As such, a full analysis is unlikely to do justice to the full range of potential issues, and therefore separate assessments for individual elements of the Single Outcome Agreement will be carried out within appropriate timescales for delivery, if they have not already been completed.” (Moray Community Plan, p.20).

Within the Moray Council, equality is seen not only as a duty following from the Equality Act, it is also seen as a vital element of Best Value considerations.

Responsibilities

The Chief Executive and Corporate Management Team are responsible for implementing the Equality Outcomes which were approved by Elected Members at full council meeting on 27 March 2013. Elected Members, Chief Officers, Heads of Service and employees all have responsibilities for ensuring that the aims and objectives are achieved.

Mainstreaming activities

The Council has established arrangements to take forward equality and diversity.

- The appointment of an Equalities Champion among the elected members. On 4 July 2012, the Moray Council appointed its Convener as Equalities Champion. The Equalities Champion and the Chair of the Communities Committee have regular meetings with the Equal Opportunities Officer to keep abreast of developments relating to equal opportunities and Human Rights issues.
- The creation of an Equality and Diversity Corporate Advisory Forum. This forum is responsible for providing advice to the Corporate Management Team and Communities Committee in relation to the impact of existing and future EU, UK and Scottish legislation, policies and practices on equality and diversity and the promotion of equality and fairness in service delivery and employment. They will promote equality and diversity within the Council by assisting in the dissemination of information and staff engagement generally in the equalities and diversity agenda. These arrangements are designed to help mainstream diversity and equality within the organisation and ensure a coordinated corporate response on equality issues.
- Service Managers are responsible for ensuring that Equality impact assessments are carried out, that sufficient information is gathered to inform services on the effects that policies and activities have on equality groups and ensuring the assessments are carried out in-depth and to a standard which will be acceptable to the Equality and Human Rights Commission. Managers must ensure that challenging recommendations are identified to improve access to services and service delivery. All equality impact assessments will be scrutinised by the Equality and Diversity Corporate Advisory Forum and selected assessments will go to the Moray Equalities Forum for additional scrutiny. This is to ensure that assessments are of an acceptable standard and reflect the different equality groups perspectives. All services will update and develop their Service Improvement Plans as necessary, setting out the particular equality issues facing their service and their arrangements for delivering improvements in relation to these issues.

- Legal and Democratic Services monitor all committee reports and liaise with the Equal Opportunities Officer to ensure that equality issues are considered in all the Moray Council's activities. The guidance on equality impact assessments are incorporated within the guidance for committee reports.
- The Head of Personnel Services is responsible for collecting equalities data on staff and monitoring staff in post and applicants for employment. There is a requirement to monitor the pay equality. All services are required to collect equalities data to establish how and who is accessing services.
- The Moray Council has developed on-line training on equality issues which is mandatory for all staff and elected members. In addition, there is an introductory module on the public sector equality duties for elected members.
- The Moray Council has included an approach to equality impact assessments for all its budget proposals at an early stage, to ensure that all decisions are transparent and have considered impacts and mitigating actions.

Details about the consultation process and the equality impact assessments can be found [here](#).

- Equality included in procurement training. Procedures are now in place to use results from Equality Impact Assessments in considering award criteria.