

APPENDIX I

MORAY JOINT EQUALITY OUTCOMES

PROGRESS REPORT 2014 - 2017

NEW OUTCOMES 2017 - 2021

<http://www.moray.gov.uk/downloads/file98921.pdf>

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Chief Executive's foreword

The Moray Council is committed to the principle of equality of opportunity. We recognise our responsibilities as a community leader, service provider and employer to encourage the fair treatment of all individuals and to tackle social inclusion. Moray is a diverse community where people have different needs depending on a range of factors such as where they live, how old they are, or their employment and family circumstances.

The council provides a range of services, often to the most vulnerable members of the community. In addition to delivering these, we have made a commitment to addressing particular areas of inequality that have been identified in Moray. These are our 'equality outcomes'.

The council is required to report on these equality outcomes every two years. The last report was published in April 2015. This report gives the outcomes for the full reporting cycle. It is published together with summary reports from the Moray Council, The Education and Social Care Department (Education Authority) and the Moray Licensing Board.

Roddy Burns
Chief Executive

Introduction

In 2010 the Equality Act introduced the Public Sector Equality Duty. This required the council to:

- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity, which includes:
 - Removal or minimising of disadvantage
 - Taking steps to meet the needs of individuals
 - Encouraging participation of under-represented groups
- Foster good relations through the tackling of prejudice and promotion of understanding

This piece of legislation protects everyone. It lists a set of characteristics which are protected. This means that it is unlawful to discriminate against a person because of any of the following characteristics:

- Age
- Disability
- Gender re-assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (previously referred to as 'gender')
- Sexual orientation

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 placed a number of equalities duties on 'listed authorities' (Moray Council, Moray Council Education and Social Care Department, and the Moray Licensing Board).

- Publish a report on mainstreaming the equality duty (by April 2013)
- *Publish equality outcomes and report on progress every two years**
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish equal pay statement
- Consider award criteria and conditions in relation to public procurement

Equality outcomes

This report focusses upon the duty to publish equality outcomes and report on progress against these*.

We carried out research at both local and national levels in order to identify the priority areas for Moray. We then consulted the Moray Equalities Forum before finalising and publishing our equality outcomes in April 2013. These centred around three key themes:

- Bullying
 - Vulnerable adults

- Schools
- Moray Council workforce
- Domestic violence
- Access to streets

The three listed authorities in Moray took the decision to work together to achieve these outcomes. The decision to take a joint approach demonstrates our commitment to partnership working with the aim of taking a co-ordinated approach to tackle the priority areas for Moray.

This is the second progress report against our equality outcomes. We published our first progress report in April 2015. The full report can be found [here](#).

Appendix 1 lists the outcomes as they relate to each of the three authorities
Appendix 2 provides the conclusion of the 2015 report

Summary of the equality outcomes by theme

Bullying

Outcome 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 and escalating incidences.
Outcome 2	By April 2014 onwards a baseline figure for the number of incidences for all protected characteristics will be established.
Outcome 3	From April 2014 the number of repeat incidences of bullying relating to protected characteristics will decrease.
Outcome 4	From April 2014 the number of escalating incidences of bullying related to protected characteristics will decrease.
Outcome 5	From April 2014 the overall number of incidences of bullying related to protected characteristics will decrease.
Outcome 6	From April 2013 onwards victims of bullying will be supported in developing better ways of dealing with bullying behaviour.
Outcome 7	From April 2013 onwards people who display bullying behaviour will be supported in addressing their own bullying behaviour.

Domestic abuse

Outcome 1	Gain a better understanding of the number of incidents of domestic violence disaggregated by protected characteristic.
Outcome 2	Gain a better understanding of the number of repeat and escalating incidences as part of the total number of incidences.
Outcome 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.
Outcome 4	Reduce the overall number of incidences of domestic violence.
Outcome 5	Reduce the number of escalating incidences of domestic violence.
Outcome 6	Reduce the number of repeat incidences of domestic violence.
Outcome 7	Victims whose first language is not English will have better access to interpretation services when seeking help.
Outcome 8	Victims who have special needs will have quicker access to an assessment by an occupational therapist.

Access to streets

Outcome 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.
Outcome 2	Improve access to streets for all users in Moray.
Outcome 3	People feel safe using the streets in Moray.
Outcome 4	Provide easily accessible information about the safety and accessibility of streets in Moray.

Progress against equality outcomes

Bullying

We use the term bullying for any type of unwanted behaviour, for example:

- Use of offensive language
- Threatening behaviour
- Physical violence
- Abusive text messages or emails
- Spreading rumours
- Being ignored or excluded
- Having belongings stolen or damaged

Schools

During the past years we have made good progress in researching the issue of bullying in schools. In August 2015 we issued a survey to all P4 – S6 school pupils in Moray. We received over 2000 responses which equates to a 22% return rate and is the largest number of responses to any Moray Council survey to date. Just under half of respondents (47%) said that they had experienced bullying at some point.

We are currently developing a follow up to the school survey. We will hold interviews with those pupils who indicated that they would be willing to discuss their experiences in person. It is anticipated that this second phase of the consultation process will continue to raise awareness of bullying and that this may result in an increase in the number of officially reported incidences of bullying in schools.

As our knowledge and understanding of the issue increases, we will be able to fine tune our reporting mechanisms to ensure that we can differentiate between one-off, repeat and escalating incidences.

Anti-bullying policy

One of the areas identified for follow up in our last report relate to the issue of bullying in schools:

- Develop an anti-bullying policy for schools in Moray by December 2017

The report can be viewed [here](#).

Vulnerable adults

In our 2015 report we identified the need for a greater understanding of the extent to which the harassment of vulnerable adults is linked to protected characteristics other than disability. We currently gather information relating to age, sex and client grouping – which includes learning disability, physical disability and mental health issues.

Moray Council workforce

We carry out an employee survey every two years. Since 2013 when the results of the employee survey identified a potential issue with bullying in the workplace, steps have been taken to increase awareness of this issue. A more in-depth survey specifically on bullying was carried out later in 2013, and it has also been a discussion topic at our employee conferences which are held on an annual basis. A summary of the 2013 Employee Survey can be found [here](#).

A Workforce Culture Group has therefore been established to implement change. Using the results of the 2015 employee survey, the group carried out a formal review of the council's policy on bullying and harassment in November 2015. The revised policy sets out clear and simple guidance to make it easy for staff to report any incidences of bullying/unacceptable behaviour. The group will also work with managers to address any issues relevant to their service area. The results of the 2015 Employee Survey can be found [here](#).

It is anticipated that, as a result of the ongoing work to address this issue, the results of the 2017 employee survey will show a decrease in the numbers of staff indicating that they have experienced bullying behaviour.

Schools

We will continue to raise awareness of bullying in schools over the next year through the second phase of the consultation process and the development of the anti-bullying policy. While it is anticipated that the implementation of the policy will ultimately result in a decrease in the number of incidences of bullying it is recognised that there may continue to be a period where the number of incidences increases until the new process is fully embedded

Summary

Main achievements in 2015/16:

- School bullying survey
- Increased awareness of the issue in the council workforce

Next steps for 2016/17 include:

- Second phase of the school bullying consultation
- Development and implementation of the school anti-bullying policy
- Implementation of new mechanism for recording officially reported incidences of bullying in schools
- Continued awareness raising of the issue of bullying within the council workforce through the Workforce Culture Group
- Streamlined dataset for data relating to vulnerable adults to be determined by the Scottish Government
- Adult Protection Services – biennial report (November 2016)

Domestic Violence

The Community Safety Public Protection Partnership Hub meets on a weekly basis. This is a good forum for sharing information between different agencies that deal with incidences of domestic violence at an operational level. Particular note is taken of repeat incidents and/or those where children are involved and/or present. This has led to a greater understanding of the nature of the incidences of domestic violence in Moray.

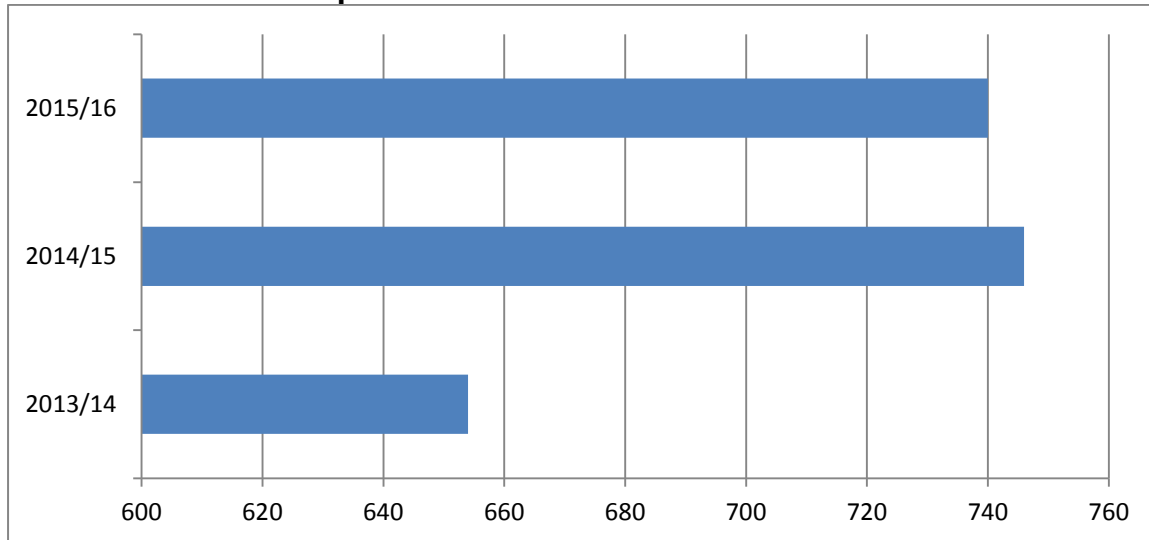
Police Scotland does gather some information in relation to the protected characteristics of those involved in incidences of domestic violence but this is limited and is not specifically used in the investigation of these types of incidents.

The Community Safety Public Protection Partnership Hub has reviewed its methods for recording and sharing information. Repeat incidents are now any incident which was repeated within a year (previously it was within 3 months) It is anticipated that the new system will make it easier to identify and track repeat incidences of domestic abuse.

The Domestic Abuse Partnership works to raise awareness of the issue of domestic abuse for professionals and also the public. The partnership hosts an annual conference where representatives from a range of organisations share knowledge and expertise.

The partnership participates in national campaigns such as the White Ribbon Campaign where wearing a white ribbon is a pledge to never commit, condone, or remain silent about violence against women. The partnership also co-ordinates more localised campaigns: in December 2015 the 'Love Doesn't Control' campaign, which focussed on the issue of emotional abuse, was rolled out in Moray, Aberdeen and Aberdeenshire.

Chart 1: Number of reported incidences of domestic



The Domestic Abuse Partnership has produced a draft Domestic Abuse Strategy. To ensure a co-ordinated and consistent approach the accompanying action plan links directly to our equality outcomes. Progress against the strategy's actions will be reported to the Public Protection Partnership. A new Domestic Abuse Partnership Delivery Plan was created in March 2016.

Summary

Main achievements in 2015/16:

- Open communication and good partnership working at an operational level
- New Domestic Abuse Partnership Delivery Plan

Next steps for 2016/17 include:

- *Carried over from 2015:* establish resources to facilitate access to interpretation and translation for voluntary organisations dealing with bullying and domestic violence
- *Carried over from 2015:* actions still need to be developed to improve access to occupational therapists for victims of domestic abuse who have special needs
- Revised method for recording and sharing information in the Community Safety Public Protection Partnership Hub, particularly in relation to repeat incidences
- Record repeat incidents using definition whereby any repetition is recorded and not just those occurring within a month. This will assist in identifying those who are at risk of escalation.
- Final Domestic Abuse Strategy published

Access to streets

Barriers to accessibility include:

- Cars parked across 'dipped' pavements meaning that wheelchair users and parents with children in pushchairs cannot easily move off and on to pavements
- Steps as opposed to ramps
- Wheelie bins lined up on pavements
- 'Street furniture' such as shop signage, seating etc

This outcome is particularly relevant to specific groups in our community, for example wheelchair users, parents with pushchairs and/or walking young children, and those with visual impairments. However, it does apply to the wider community as well in relation to the physical appearance of neighbourhoods and also the perception of safety.

[Link to survey results](#)

In 2015, as part of a survey on the council's delivery of its 'direct services' (i.e. refuse collection, maintenance of roads, cemeteries etc), members of the Moray Citizens' Panel were asked how accessible they thought the streets in their local area were for those with disabilities, pushchairs etc. **Table 1** illustrates that over half of respondents (54%) thought that their streets were accessible.

Table 1: Moray Citizens' Panel Results (2015 survey)

Very good	9%
Fairly good	45%
Neither/nor	18%
Fairly poor	10%
Very poor	3%
Don't know	16%

It is interesting to note that just over a third of respondents (34%) either did not know, or had no comment on this issue which may suggest that greater awareness is required – particularly given that we can all play a part in making streets more accessible. The full survey can be accessed [here](#).

Street audits

In September 2014, various community groups were represented by 30 individuals at a training session on conducting community street audits. This training was put into practice in January 2016 when two street audits were carried out in Elgin, around the centre. The information gathered during these audits forms the beginning of the development of a knowledge base of accessibility issues in Moray.

Follow up sessions were held on 24 February and 13 April 2016.

In September 2015 the council's equal opportunities officer helped to highlight the practical difficulties faced by wheelchair users on a daily basis as they attempt to negotiate their way about town. Able-bodied volunteers were invited

to tackle an obstacle course using either a mobility scooter or self-propelled wheelchair. The course, which was set up in Dufftown, was challenging with obstacles such as ramps, kerbs and tight turns to be negotiated. The participants, who received a certificate for completing the challenge, invariably said that they found the challenge more difficult than they thought it would be.

A second wheelchair challenge took place on the Elgin Plainstones on 29 October 2016.



Moray Council

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Dozens of people – and a clown – took part in a wheelchair challenge during Saturday's Halloween fun day in Elgin.

The wheelchair assault course – designed by Moray Council's equalities officer Don Toonen - gave people the opportunity to experience first-hand some of the challenges faced by wheelchair users.

The course was made up of obstacles faced by wheelchair users every day, such as ramps, wheelie bins, signs and rough pavements.

Those that completed the course were awarded a 'Wheelchair Wizz' certificate, including Bubbles the Clown.

A copy of the certificate is attached in appendix 3. Updates on the project can be found [here](#).

Summary

Main achievements in 2015/16:

- There has been a great deal of community engagement done under this project which has resulted in recommendations for an app enabling people to find the most accessible routes in Moray.

Areas for improvement for the next year:

- Produce the app in partnership with University of Highlands and Islands, The Glasgow School of Art and the Digital Health and Care Institute.

Equality outcomes - next steps

Action	Timescale
Improve reporting mechanisms to gather info on protected characteristics/repeat incidences/escalating incidences:- <ul style="list-style-type: none"> • Vulnerable adults • Schools • Moray Council workforce • Domestic abuse 	Incidences of harassment of vulnerable adults and domestic abuse are being dealt with more effectively through partnership work within the Moray Community Safety Hub.
Vulnerable adults	
More information will be sought on the extent to which harassment of vulnerable adults is linked to protected characteristics other than disability.	More detailed information was gained through the survey.
Schools	
Bullying survey: 1-1 follow up discussions – qualitative evidence	To be completed by end of 2017.
Anti-bullying policy –schools	Draft completed by end of 2017
Specific actions – Moray Licensing Board	
Increased awareness / evidence of link between underage drinking and bullying	Equal Opportunities Officer will liaise with the Children Wellbeing Managers to explore if this can be pursued.
Domestic abuse	
Achieve greater clarity among the various partners on the criteria for reporting repeat incidences of domestic violence.	Agreement reached.
Specific actions – access to streets	
Complete audits	Completed February 2016.
Develop app	Councillors briefed on app and demo model presented on 14 February 2017. Application to Digital Health and Care Institute to be made May 2017.

New equality outcomes 2017 - 2021

For the next cycle we will add two new themes to the equality outcomes.

1. Address the gender pay gap in Moray.
2. Support Syrian refugees in Moray with their process of integration in Moray.

1. Addressing the gender pay gap in Moray

The gender pay gap in Moray above national average. In addition there is an underrepresentation of women on the Moray Council (currently 30%).

The Moray Council intends to address this by engaging with staff and councillors

- to explore barriers women face with regards to career progression
- to explore which factors help women in their careers
- address the culture that encourages occupational segregation
- explore experience of male staff with taking a greater part in childcare
- promote the uptake of opportunities to take a greater part in childcare for men

Outcome: reduce gender pay gap by 5% by April 2021

2. Support Syrian refugees in Moray with their process of integration in Moray

Four vulnerable Syrian families arrived in Moray in February 2016. A fifth family joined in November 2016. There has been a great deal of partnership working with various departments within the Moray Council (Education and Social Care, Housing, Benefits, ESOL and essential skills, Chief Executive's Office) as well as Jobcentre Plus, NHS Grampian, Police Scotland, Scottish Fire and Rescue and the voluntary sector. This has resulted in a relatively smooth transition for the families.

The end of this reporting cycle will coincide with most of the families having been here for 5 years. In order to ensure that they have a choice in whether they are staying in the UK or return to Syria (if circumstances allow this) we will aim to ensure that all families will be able to successfully apply for citizenship by the end of 2020.

Statement on Board Diversity

At present there is an underrepresentation of women on the Moray Council (30%). This is reflected in membership across all the committees within the Moray Council. The Moray Council will address this through the outcomes presented under addressing the pay gap.

Equality outcomes per listed authority

Appendix 1

Outcomes for Moray Council

Bullying

Outcome 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 and escalating incidences.
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Domestic Abuse

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Access to streets

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Outcomes for Moray Council Education and Social Care Department

Bullying

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Outcomes for Moray Licensing Board

Bullying

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Access to streets

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Equality outcome report 2015 Appendix 2

Areas for improvement

- Greater consistency of recording and monitoring across partner agencies.
- All partners to use the Equality and Diversity Corporate Advisory Forum to gather and publish progress on equality outcomes at quarterly intervals.
- This will include achieving greater clarity among the various partners on criteria for reporting harassment of vulnerable adults and repeat incidences of domestic violence.
- More information will be sought on the extent to which harassment of vulnerable adults is linked to protected characteristics other than disability.
- Develop an anti-bullying policy for schools in Moray.
- Establish a clearer link between underage drinking and bullying.
- Establish resources to facilitate access to interpretation and translation for voluntary organisations dealing with bullying and domestic violence.
- Actions need to be developed to improve access to occupational therapists for victims of domestic abuse who have special needs.

Next steps

Moray Education and Social Care are developing a corporate anti-bullying strategy in partnership with Respect Me Scotland.

Agreement reached to ensure that the new strategy reflects national standards for an anti-bullying approach.

A steering group has been established to oversee consultation, development and implementation of the corporate anti-bullying policy for schools. The steering group comprises:

- Equal Opportunities Officer
- Inclusion Manager
- Children's Wellbeing Manager
- Educational Psychologist
- Early Engagement Team
- Elected Members
- Pupils
- Parents

Before the start of the consultation, a survey will be held among pupils in all the schools in Moray to establish to what extent bullying takes place in schools. The results of the survey will be used during a wider consultation on bullying after the summer holidays. The consultation will involve pupils, parents, teaching and auxiliary staff in schools and relevant services within the Moray Council such as community wardens and Integrated Children's Services.

Wheelchair Whiz Certificate: Appendix 3



WHEELCHAIR WHIZ

This is to certify that

_____ Has successfully completed the wheelchair assault course

Don Toonen
Equal Opportunities Officer, The Moray Council



YOU CAN HELP!

Congratulations on completing the obstacle course.

You have experienced some of the difficulties that many people face every day:

people in wheelchairs as well as families with pushchairs. These obstacles can be frustrating, inconvenient or even downright dangerous, for example when it forces people to take a wheelchair or pram onto the road. Yet, we can all make a big difference by being a little bit more considerate. Here are some suggestions:

- Help keep the pavement free from obstacles.
- When you put your wheelie bins out, keep them as close to the edge as possible.
- Park your bicycle upright at the edge of the pavement if you can't park them off the pavement.
- If you want to go the extra mile, move light obstacles out of the way if you happen to walk past. It's a lot more difficult to do this when you're in a wheelchair.
- Park cars on the road, not on pavements. Keep dropped kerbs clear.
- Speak to the individual. For some reason, people find that, once they are in a wheelchair, others stop talking to them.

If you want to know how a person in a wheelchair is doing, ask him or her, not the person pushing the wheelchair.