

ITEM: 11
APPENDIX II

The Moray Council: Equality Outcomes summary 2017

Outcomes for The 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.
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	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 on outcomes

Bullying:

Domestic Violence

The Licensing Board has supported actions taken by the Moray Domestic Abuse partnership and the Moray Community Safety Hub. This happened during the “Love Doesn’t Control” campaign which has been supported by license holders throughout Moray. As a result, the number of reported incidents of domestic abuse has gone up over the period.

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.

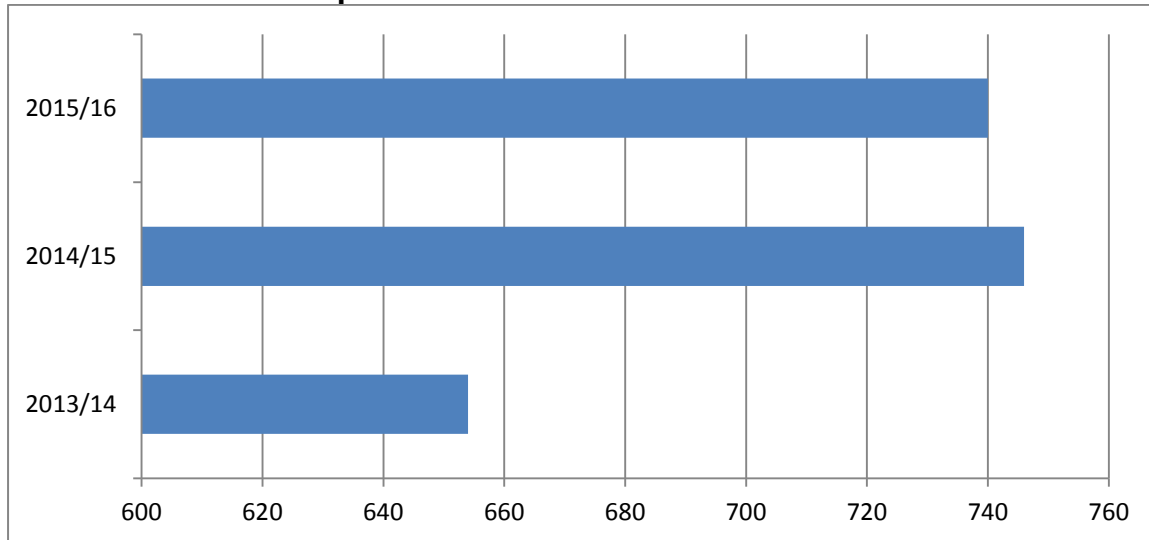
Police Scotland does gather some information in relation to the protected characteristics of those involved in incidences of domestic violence but this is limited and is not specifically used in the investigation of these types of incidents.

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 included:

- *Carried over from 2015:* established 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

Most of the work under this theme was done through work with community groups. As part of the project an app will be developed which will allow people to find accessible routes through Moray. A report on the app has been submitted to the

Moray Council's Policy and Resources Committee on 21 March 2017. (Link will be added when available.)

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.

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 of the main outcomes report..

Updates on the project can be found [here](#).

At a meeting of the Economic Development and Infrastructural Services Committee of 15 November 2016 a report was submitted by the Corporate Director (Economic Development, Planning and Infrastructure) advising the Committee of a request from Elgin Business Improvement District (BID) that the Council consider the addition of the public toilets located in the Annexe and Elgin library into the Elgin BID comfort scheme.

Following consideration the Committee agreed to:

(i) the addition of the public toilets located in the Moray Council Annexe and Elgin Library into the Elgin BID comfort scheme; and

(ii) note the intention to explore the opportunities for the introduction of similar partnership arrangements in other communities in Moray.

The minutes of the meeting can be found [here](#) (para 9 refers).

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.

Board Diversity Statement

At present there is an underrepresentation of women on the Moray Council (30%). This figure is higher than the Scottish average, which was 24% at the 2012 elections. 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.

The Moray Council Education and Social Care Department: Equality Outcomes summary 2017

Outcomes for The Moray Council Education and Social Care Department

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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Progress on outcomes

Bullying:

During the past year 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](#).

The survey and subsequent consultation with teachers has resulted in a greater awareness of the need to report such incidents. In school year 2015/2016 the number of reported incidents has more than doubled compared with 2013/2014: from 11 to 24 incidents. The result of this is that more repeat incidents have been identified and in some of these Children Wellbeing managers have been involved in supporting both victims and perpetrators. English as an Additional Language Teachers are working in partnership with the Equal Opportunities Office and the schools in developing teaching programmes aimed at promoting respect.

Domestic Violence

Officers from Education and Social Care Department are represented on the Moray Community Safety Hub.

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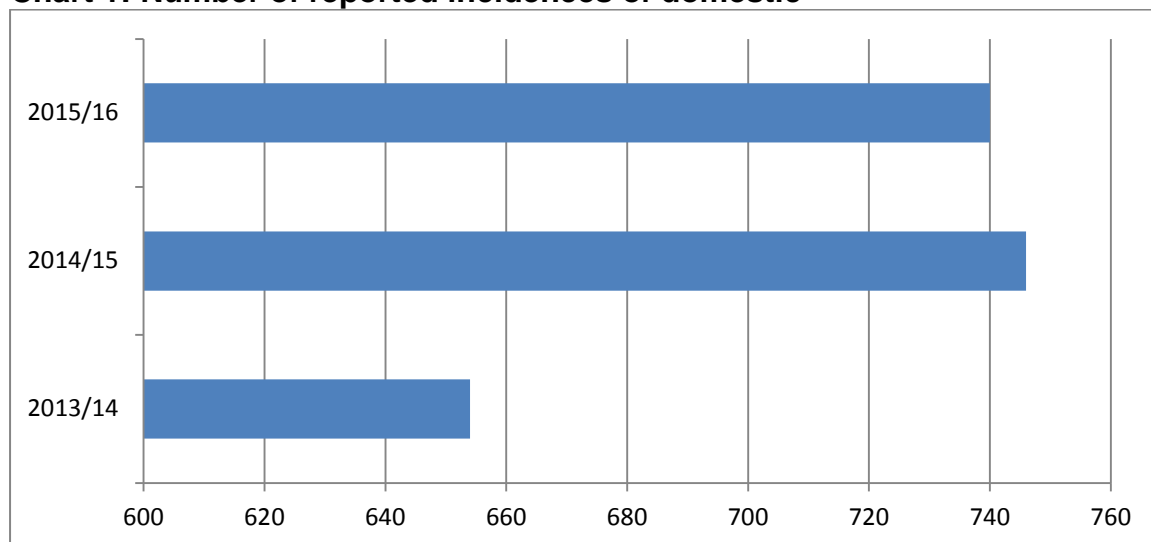
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Plus, NHS Grampian, Police Scotland, Scottish Fire and Rescue and the voluntary sector. This has resulted in a relatively smooth transition for the families.

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Board Diversity Statement

At present there is an underrepresentation of women on the Moray Council (30%). This figure is higher than the Scottish average, which was 24% at the 2012 elections. There is a higher representation of women on the Moray Council's Children and Young People's Services Committee (36%).

The Moray Council Education and Social Care Department will address this through the outcomes presented under addressing the pay gap.