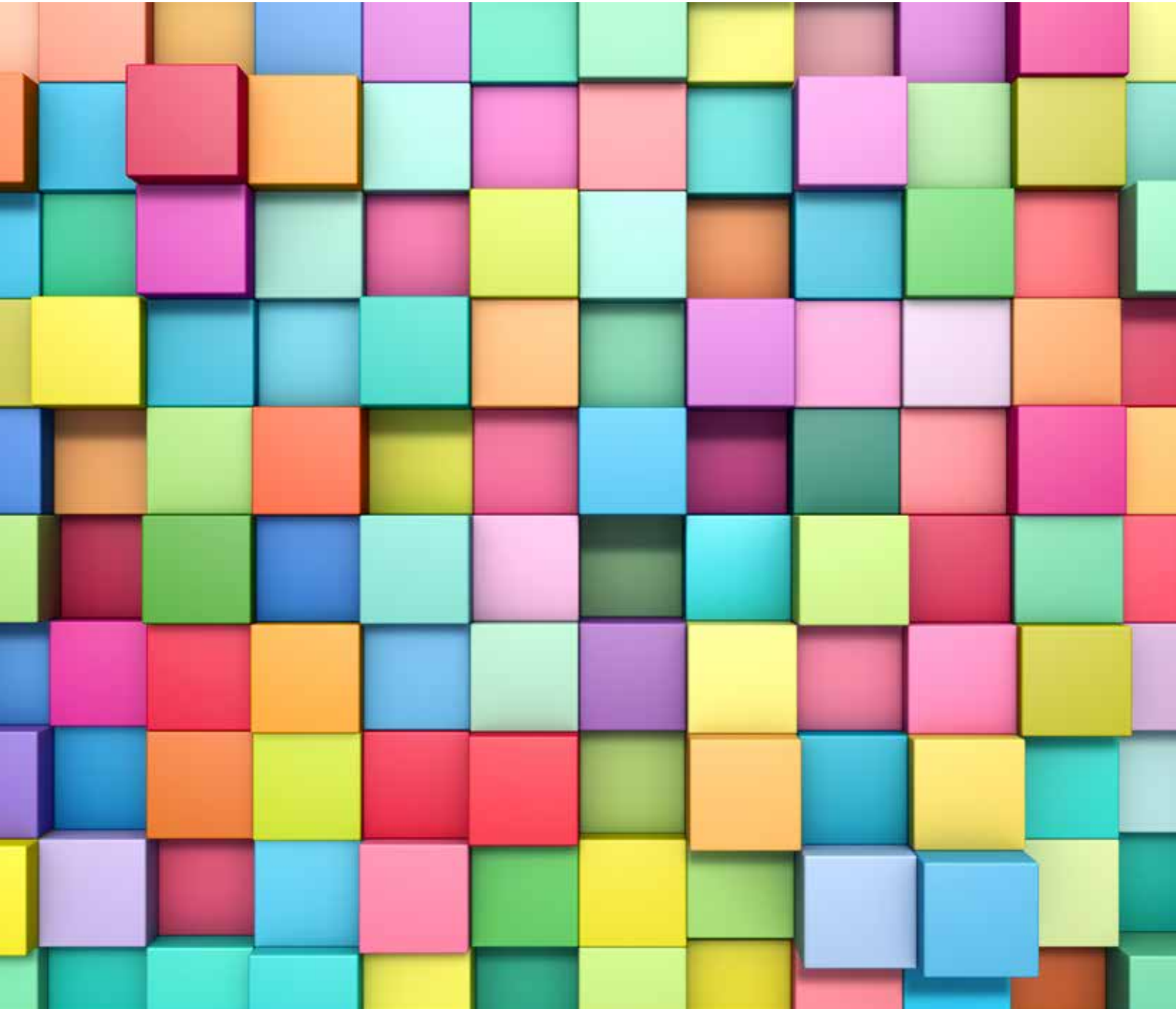


Mainstreaming Equality and Diversity in Clackmannanshire 2017-2021

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**Clackmannanshire
Council**

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Introduction

Clackmannanshire Council recognises that equality is fundamental to improving outcomes for Clackmannanshire. The Council is committed to tackling discrimination, advancing equality of opportunity and promoting good relations both within our workforce and the wider community. Mainstreaming equality and diversity is the process by which we will work towards achieving this as an organisation.

We recognise that mainstreaming equality is a long term approach that aims to make sure that policy making within the council reflects the needs and experiences of everyone affected.

We aim to build on our previous work on equality and diversity. We have achieved what we set out to in our Mainstreaming Equality Report 2013-17 and we will build on those areas of achievement over the next 5 years.

This report sets out what the Council will do to further improve its outcomes on equality and diversity in Clackmannanshire. We will build equalities into every part of our work; from making decisions about policies and services; procuring and providing services as a Council and as a significant local employer in Clackmannanshire.

We recognise that mainstreaming equalities has a number of benefits including:

- Equality becomes part of the structures, behaviours and culture of the Council, to the benefit of employees and service users
- The Council knows and can demonstrate how, in carrying out its business, it is promoting equality
- Mainstreaming equality contributes to continuous improvement, better performance and better value

We are committed to integrating equalities into our business, using tools such as Equality Impact Assessment (EQIA) and by ensuring that equalities features explicitly and proportionately in business planning, committee and other decision making reports and through other policy development and review mechanisms.

1 The Equality Act and General Equality Duty

The public sector Equality Duty was created by the Equality Act 2010, and replaces race, disability and gender equality legislation. The Act aims to give people protections against discrimination and sets out the responsibilities placed on listed authorities. The Act aims to 'integrate considerations of the advancement of equality into the day-to-day business of all bodies subject to the duty'.

The Equality Act 2010 requires public authorities to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act because of any of the protected characteristics
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who not share it

Everyone is protected by the Act. Every person has one or more of the protected characteristics, so the Act aims to protect us all against unfair treatment.

The 9 protected characteristics contained in the Act are:

| | | |
|---------------------------|----------------------------|-----------------------------------|
| Disability | Age | Pregnancy and Maternity |
| Race | Religion or belief | Sex |
| Sexual Orientation | Gender Reassignment | Marriage/Civil partnership |

The General Duty

Section 149 of the Equality Act 2010 came into force in April 2011 introducing a new Public Sector Equality Duty that became law across Scotland. The Public Sector Equality Duty has three parts which must be complied with. It requires public bodies to have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity between those who have protected characteristics and those who don't
3. Foster good relations between those who have protected characteristics and those who don't

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012

The Scottish Government has introduced a set of specific equality duties to support the better performance of the general duty by public bodies. These duties include requirements to:

- Publish a set of equality outcomes every 4 years (Mainstream Report) with the next required not later than April 2017
- Report on progress made to achieve previous outcomes set out in the Mainstream Report every 2 years with the next required no later than April 2017

Listed public bodies are also required to:

- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish an equal pay statement
- Consider award criteria and conditions in relation to public procurement

The National Context: Is Scotland Fairer?

In January 2016 the equality and human rights commission published 'Is Scotland Fairer? The State of Equality and Human Rights 2015'. This report highlights key areas of improvement in equality and human rights in Scotland and also challenges for the future. The economic and demographic context of equality and human rights has been a challenging one since 2010 with a slower rate of recovery seen in Scotland compared with elsewhere in the UK. The impact of the shifting population structure in Scotland; the impact of welfare reform in Scotland have also created challenges for people living in Scotland. At the same time Scotland has become more diverse since 2008 with increases in diversity of religion and ethnic identity.

The report identifies 7 priority areas for focus for Scotland. These priorities are likely to require UK, Scotland and local level actions to address:

- Improve the evidence and the ability to assess how fair society is
- Raise standards and close attainment gaps in Education
- Encourage fair recruitment, development and reward in employment
- Support improved living conditions in cohesive communities
- Encourage democratic participation and ensure access to justice
- Ensure that all people can access the health services that they need
- Tackle harassment and abuse of people who share particular protected characteristics

Clackmannanshire Council published its equality outcomes in 2013 and updated them in 2015. We also published employee information, gender pay gap information and statements on equal pay. These publications can be found on ClacksWeb at:

<http://www.clacksweb.org.uk/council/eqopps/>

Since the last mainstream report was published in 2015 progress has been made in a number of key areas. There has also been a significant shift in the wider policy and legislative context with equalities being at the heart of that work. For example significant investments have been in the public sector through the Community Empowerment (Scotland) Act 2015 and Community Justice (Scotland) Act 2015. These both shape delivery of Community Planning and public services to ensure that equalities is central to that work.

The Equalities Mainstream Report now needs to be replaced with a new one which covers the period 2017-2021. We are required to publish this report on the Council's website by 1st April 2017.

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2 Clackmannanshire Council's Equality Outcomes 2017-2021.

Clackmannanshire Council Equality Mainstreaming Report

Clackmannanshire Council has developed 6 new outcomes in its Equality Mainstream Report for 2017-21. These outcomes include matters for the Council and employees as well as the broad areas of poverty, health and well-being, access to services and safety. We are also required to include an outcome for Education which is included in the set of outcomes contained in this report.

Progress Since 2013

We published a Mainstream Update Report in April 2015 which set out a number of refreshed priorities for Clackmannanshire. We have made significant progress against these priorities including;

- *Implementation of GIRFEC*
- *Implementation of a programme of training and awareness for employees and elected members. Equalities training was provided to all Managers and Team Leaders through the Council's Leadership and Development Programme in 2014/15.*
- *Development and implementation of an equalities e-learning course in 2014/15*
- *Development of our EQIA process including revision of the assessment documentation, accompanying guidance notes for completion. A programme of training on completing EQIA was provided in 2015/16.*
- *We have updated a number of our framework HR policies including Dignity and Work, Grievance and Disciplinary Policies.*
- *We have replaced our '2 ticks' compliance status with compliance in Disability Confident.*
- *Launched a consultation and engagement framework and 'citizen space' interface to ensure that we consult on decisions as widely as possible*
- *Launched our new Council intranet and council website to make it more accessible for employees and customers.*
- *Implemented a new integrated HR and Payroll system which has enabled better access to employee information.*
- *Launched the developing the young workforce initiative in Clackmannanshire.*
- *Supported the Syrian refugee resettlement scheme in Clackmannanshire.*

- *Developed the Scottish Attainment Challenge in Clackmannanshire*
- *Implemented health 'hotspots' in each of our 3 secondary schools.*
- *The Council's Procurement Strategy requires that, when specifying the supply of goods and services, we will specify community benefits wherever possible, to create opportunities for employment and training.*

Further information on our progress against our Mainstream Report 2013-17 can be found here.

<http://www.clacksweb.org.uk/document/4861.pdf>

Developing our new Outcomes 2017/21

In developing our Equality Outcomes for 2017-22 we have reviewed existing evidence and information. We have also taken into consideration the range of advice and guidance documents published by the EHRC on assessing and developing outcomes on Equalities (<https://www.equalityhumanrights.com/en/advice-and-guidance/guidance-scottish-public-authorities>).

The following reports and evidence have been reviewed in developing our outcomes;

- Existing evidence and data on achieving previous outcomes set out in the Mainstream Report 2013-17;
- Data on the local profile of equalities and protected groups in Clackmannanshire (census; Scottish Index of Deprivation; Health and Well-being Profiles);
- Community Planning Partnership Strategies and Plans
- Corporate Council Strategies and Plans
- HR and OD Policies
- Existing Equality Impact Assessments (EQIAs)
- Employee monitoring data and Gender Pay Gap data
- Forth Valley LGBTI Survey
- Support to Female Victims of Gender Based Violence within the Court System Survey in Clackmannanshire.
- Violence against Women Partnership Performance Framework Survey Results for Clackmannanshire 2016.

We have engaged with a range of Council services including Education, Social Services, Housing, Human Resources and Organisational Development.

We have also engaged with a range of representative groups in Clackmannanshire. Our engagement has sought feedback and views using a variety of approaches including face to face; electronic; and written means.

These have included:

| | |
|--|--|
| Central Scotland Regional Equality Council (CSREC) | Public Partnership Forum |
| Church Forum | People First: Alloa Central Group VOICES Group |
| Violence Against Women Partnership | Community Justice Partnership |
| Community Safety and Well-being Partnership | Health and Social Care Integrated Joint Board |
| Clax LGBTI Youth Group | Clackmannanshire Third Sector Initiative |
| Parent Councils | Older Peoples' Forum |
| Tenants and Residents Federation | Community Councils |

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Our Outcomes

We have developed six new Equality Outcomes which are outlined below. These outcomes will drive our focus from April 2017 to March 2021, however we will provide a refreshed set of outcomes in April 2019 in line with the Specific Duties for Local Authorities. These reports will be approved by Clackmannanshire Council and published on Clacksweb.

For each outcome we have set out which of the protected characteristics each outcome applies to and which aspect of the duty it will help us to meet. Actions that we will take to achieve these outcomes are also detailed. We intend these outcomes to be strategic and to provide a degree of flexibility in achieving them in response to new and developing policies on key areas of legislation. These areas of legislation are set out in section 4 of this report.

- 1. Access to services will be improved by better understanding about the challenges facing different groups and our response to their requirements.**
- 2. People in Clackmannanshire will feel safer.**
- 3. The gap between educational attainment of those with protected characteristics and those without is reduced.**
- 4. People in Clackmannanshire will have improved physical and mental wellbeing and will experience fewer health inequalities.**
- 5. Our organisation values and respects our employees and involves all equally in improving our services.**
- 6. We will work with our partners to reduce poverty and the impact of poverty on protected groups in Clackmannanshire.**

The actions we will take to achieve these outcomes are set out at Appendix 1 of this report.

3a Clackmannanshire: The Local Profile

Age Breakdown

The current population of Clackmannanshire is around 51200 – with a proportionately even balance between males (25100) and females (26100). The broad age composition is as follows;

| | |
|-------------|-------|
| <15 years | 9100 |
| Working Age | 33369 |
| >64 years | 8731 |

By 2037 the population of Clackmannanshire is projected to be 50,043, a decrease of 2.4 per cent compared to the population in 2012. The population of Scotland is projected to increase by 8.8 per cent between 2012 and 2037. Over the 25 year period, the age group that is projected to increase the most in size in Clackmannanshire is the 75+ age group. This is the same as for Scotland as a whole.

The population aged under 16 in Clackmannanshire is projected to decline by 9.2 per cent over the 25 year period. The age group 65-74 years is expected to increase in the region of 5% by 2037 and the 75+ age group is expected to increase by almost 9% by 2037.

There are a number of particular impacts of this population change for Clackmannanshire - demands on services for older people are likely to increase – particularly in relation to health and social care services. Clackmannanshire is likely also to see an increase in the ratio of non-working aged people to people of working age. Clackmannanshire is also projected to experience a decrease in the number of people of working age living in the area. This means that demands for services could be increasing and at the same time could be more challenging to employ the workforce to meet this demand. Key for Clackmannanshire will be to ensure that the working age population are as healthy and productive as they possibly can be with opportunities to flourish.

Clackmannanshire, like Scotland on the whole, has an ageing population. This will mean that over the next 20 years the proportion of older people will significantly outweigh the proportion of young people and the young working age population. This will create significant policy difficulties for Clackmannanshire Council and our partners over the next couple of decades.

In 2016 (Census 2011) the largest age group in Clackmannanshire is the older working age population (45-59) followed by the 30-44 year age group. Young people from 0-15 years account for 18.2% of the population currently.

| Age Group | % of population Clackmannanshire | % of population Scotland |
|-------------|----------------------------------|--------------------------|
| All People | 51442 | 5,295,403 |
| 0-4 years | 5.7% | 5.5 |
| 5-15 years | 12.5 | 11.8 |
| 16-29 years | 16.3 | 18.5 |
| 30-44 years | 20.8 | 20.0 |
| 45-59 years | 21.8 | 21.1 |
| 60-74 years | 16.4 | 15.5 |

| | | |
|-------------|------|------|
| 75+ | 6.5 | 7.7 |
| <16 years | 18.1 | 17.3 |
| 16-64 years | 65.9 | 65.9 |
| >65 years | 16.0 | 16.8 |

Ethnicity

Clackmannanshire's population is comprised predominantly of white Scottish ethnicity. This is followed by 7.4% of the population reporting white other british ethnicity. Clackmannanshire has relatively lower levels of white other; Asian Scottish or Asian British or other ethnic group when compared with the national population.

| Ethnic Group | % population Clackmannanshire | % population Scotland |
|---------------------------------|--------------------------------------|------------------------------|
| White – Scottish | 88.2 | 84.0 |
| White – Other British | 7.4 | 7.9 |
| White – Irish | 0.6 | 1.0 |
| White – Polish | 1.0 | 1.2 |
| White – Other | 1.2 | 2.0 |
| Asian Scottish or Asian British | 1.0 | 2.7 |
| Other ethnic groups | 0.5 | 1.3 |

Identity

The identity of Clackmannanshire is predominantly Scottish only followed by Scottish and British only. Clackmannanshire has a relatively lower proportion of 'other' identity compared with the national average.

| Identity | % population Clackmannanshire | % population Scotland |
|---|--------------------------------------|------------------------------|
| Scottish only | 67.0 | 62.4 |
| British only | 7.4 | 8.4 |
| Scottish and British only | 17.6 | 18.3 |
| Scottish and other identities | 1.6 | 1.9 |
| English only | 2.3 | 2.3 |
| Other combinations of UK identities | 1.9 | 2.0 |
| Other identity | 2.1 | 4.4 |
| Other identity and at least one UK identity | 0.2 | 0.3 |

Religion

The most significant religious group reported in Clackmannanshire was 'no religion' followed by Church of Scotland. Both of these groups were relatively higher than the national average. Clackmannanshire has lower than national average proportions of Roman Catholic, other Christian, Muslim and other religions. 6.5% chose not to state their religion.

| Religious Group | % population Clackmannanshire | % population Scotland |
|------------------------|--------------------------------------|------------------------------|
| Church of Scotland | 34.5 | 32.4 |
| Roman Catholic | 9.4 | 15.9 |
| Other Christian | 5.0 | 5.5 |
| Muslim | 0.6 | 1.4 |
| Other religions | 0.5 | 1.1 |
| No religion | 43.5 | 36.7 |
| Not stated | 6.5 | 7.0 |

Language

Very high proportions of residents in Clackmannanshire speak English well or very well. Compared with Scotland, Clackmannanshire has lower levels of residents who do not speak English well or use a language other than English at home.

| Language | % population Clackmannanshire | % population Scotland |
|--|--------------------------------------|------------------------------|
| All people 3 years + | 49673 | 5,118,223 |
| Speaks English well or very well | 99.0 | 98.6 |
| Does not speak English well | 0.9 | 1.2 |
| Does not speak English at all | 0.1 | 0.2 |
| Able to speak Gaelic | 0.6 | 1.1 |
| Able to speak Scots | 34.3 | 30.1 |
| Uses a language other than English at home | 2.6 | 3.9 |

Disability

Clackmannanshire has a higher proportion than the national average of working age people who are economically inactive due to being long term sick or disabled. Clackmannanshire also has a slightly lower average age of a limiting long term illness – 57.9 years compared with 59.2 years in Scotland.

| Disability | % population Clackmannanshire | % population Scotland |
|--|--------------------------------------|------------------------------|
| Economically inactive people of working age who are long term sick or disabled | 17.8% | 16.6% |
| Average age of a person with good or very good health | 36.2 | 36.2 |
| Average age of a person with a limiting long term illness | 57.9% | 59.2% |

Poverty and Inequality

The latest Scottish Index of Multiple Deprivation (2016) was released in August 2016. Generally the overall picture is a positive one with Clackmannanshire's local and national share of datazones in the 20% most deprived areas decreasing from previous SIMDs.

Deep rooted poverty however remains in Clackmannanshire and these areas have seen no relative improvement since SIMD began. These areas are predominantly in Alloa South and East, but also include communities in Tullibody and Sauchie.

Four datazones are included in the 5% most deprived areas in Scotland – all 4 are in Alloa South and East. One of these communities is ranked 13th worst in Scotland

Relative measures of poverty are identified through the SIMD analysis. In 2016 7290 people are identified as income deprived. This accounts for 22.5% of the working age population in Clackmannanshire. The area with the highest proportion of income deprivation is Alloa South and East where 46% of residents in one datazone are living in income poverty.

Around 26% of children in Clackmannanshire live in poverty – this equates to more than 1 in 4 children. This is proportionately higher than our comparator councils.

Table % Income Deprived 2004-2016

| Income Deprivation | | | |
|--------------------|------|------|------|
| | 2009 | 2012 | 2016 |
| Clackmannanshire | 16.3 | 15.6 | 22.5 |

Table % Employment Deprived 2004-2016

| Employment Deprivation | | | | |
|------------------------|------|------|------|------|
| | 2004 | 2009 | 2012 | 2016 |
| Clackmannanshire | 16.6 | 13.7 | 15.7 | 13.3 |

Health Inequalities and Risky Behaviours

The most recent data on community health shows Clackmannanshire to be significantly falling behind Scottish averages against a number of measures. It is widely understood that reducing risky behaviours such as smoking, alcohol consumption, drug use and poor diet could have a positive effect on an individual's health and mental health. Latest estimates suggest that 28.9% of people smoke – the corresponding figure for Stirling is 20% and for Scotland is 23.1%. Although this figure has fallen (from 35% in 2001/02) reflecting the national picture, the figure remains significantly higher than the Scottish average. In Clackmannanshire the rates for smoking related deaths, lung cancer deaths and COPD deaths are higher than the rate for Scotland.

Alcohol related mortality in Clackmannanshire and drug related mortality are both higher than the national average, whilst timescales for access to treatment is better than the national average. Around 10% of adult males in Clackmannanshire are drinking at harmful levels and prevalence of substance misuse is higher than the national average.

Projected long term health conditions in Clackmannanshire.

The rate of emergency hospital admissions in Clackmannanshire has remained broadly similar over the past 10 years however the over 65 population account for a growing percentage of emergency admissions. Age of the population is likely to be a major factor in long term health conditions in Clackmannanshire. Other factors include the impact of deprivation (stress and the socio-psycho-neuro-immuno-pathological pathway); health related behaviours; underlying mental wellbeing/resilience/confidence and motivation; real engagement with life and personal wellbeing.¹

Mental Health

In the 2011 census 2374 people in Clackmannanshire identified themselves as having a mental health condition. This is supported by the most recent data from the ScotPho community profiles which shows the rate of prescriptions for psychosis/depression/anxiety to be significantly higher than Scottish average and neighbouring authorities (19.9% compared with a national average of 17.4%).²

¹ Health and Social Care Strategic Needs Assessment 2015

² Community Health and Wellbeing Profiles Scotpho www.scotpho.org.uk/comparative-health/profiles/

3b Employment Data and Analysis

Employee Information – All Staff

In 2014/15 Clackmannanshire Council implemented a new integrated HR and Payroll system which aimed to improve the ways we can analyse, understand and report on employee information. Employees can now update their own information using this system and are routinely encouraged to access the system to do so.

At the end of 2016 Clackmannanshire Council had 2748 employees, 28% are male and 72% are female.

| Gender | 2016 | |
|----------------------------|-------------|-----|
| Number of responses | 2748 | |
| Male | 774 | 28% |
| Female | 1974 | 72% |

Of our employees 1808 have provided information on their ethnicity. 88% of employees have identified themselves as being White Scottish with 4% being White English. 2% chose not to provide their ethnic group.

| Ethnicity | 2016 | |
|---|-------------|-----|
| Number of responses | 1808 | |
| African - African, African Scottish or African British | - | 0% |
| All Ethnic Groups - Prefer not to Say | 38 | 2% |
| Any Other White Ethnic Groups | 15 | 1% |
| Asian, Asian Scottish or Asian British - Pakistani, Pakistani Scot, Pakistani British | - | 0% |
| Asian, Asian Scottish or Asian British - Any other Asian ethnic group | - | 0% |
| Asian, Asian Scottish or Asian British - Indian, Indian Scottish or Indian British | - | 0% |
| Asian, Asian Scottish or Asian British - Chinese, Chinese Scot or Chinese British | - | 0% |
| Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British | - | 0% |
| Mixed or Multiple Ethnic Origin | - | 0% |
| Other Ethnic Group | 6 | 0% |
| White - British | 43 | 2% |
| White - English | 79 | 4% |
| White - Irish | 11 | 1% |
| White - Northern Irish | 10 | 1% |
| White - Scottish | 1594 | 88% |
| White - Welsh | - | 0% |

Figures <5 have not provided to avoid possible identification of individuals.

Of our employees 1762 have provided information on their Religion. 38% reported no religion, followed by 36% reporting Church of Scotland. 10% reported Roman Catholic; 4% reported other Christian; and 10% reported that they preferred not to say. 1% of employees reported other religion.

| Religion | 2016 | |
|----------------------------|-------------|-----|
| Number of responses | 1762 | |
| Buddhist | - | 0% |
| Church of Scotland | 640 | 36% |
| Hindu | - | 0% |
| Jewish | - | 0% |
| Muslim | - | 0% |
| None | 665 | 38% |
| Other | 20 | 1% |
| Other Christian | 65 | 4% |
| Preferred Not to Say | 182 | 10% |
| Roman Catholic | 181 | 10% |

Of our employees 131 have provided information on their Disability. 40% of respondents preferred not to provide information on their disability; 15% reported a long term illness, disease or condition; 11% reported an unseen disability such as asthma, diabetes or epilepsy; 8% reported deafness/hearing impairment; 8% reported a mental health condition. 7% reported a disability affecting mobility; 5% reported physical disability and 4% reported a developmental disorder. Small numbers of staff reported blindness/partial sight and learning disabilities.

| Disability | 2016 | |
|--|-------------|-----|
| Number of responses | 131 | |
| Blind/Partially Sighted | - | 2% |
| Deaf/Hearing Impairment | 10 | 8% |
| Development Disorder (e.g. Spectrum Disorder, Autistic, Aspergers) | 5 | 4% |
| Disability affecting mobility | 9 | 7% |
| Learning Disability (e.g. Downs Syndrome) | - | 1% |
| Long Term Illness, Disease or Condition | 19 | 15% |
| Mental Health Condition | 10 | 8% |
| Other Physical Disability | 7 | 5% |
| Preferred Not to Say | 52 | 40% |
| Unseen Disability (e.g. Asthma, Diabetes, Epilepsy) | 15 | 11% |

Of our employees 1741 have provided information on their sexuality. 89% identify themselves as being heterosexual/straight with 10% preferring not to say. Small numbers identify themselves as gay (1.3%) and bisexual (0.2%).

| Sexuality | 2016 | |
|----------------------------|-------------|-----|
| Number of responses | 1741 | |
| Bisexual | - | 0% |
| Gay Man | 9 | 1% |
| Gay Woman/Lesbian | 15 | 1% |
| Heterosexual/Straight | 1543 | 89% |
| Other | - | 0% |

| | | |
|----------------------|-----|-----|
| Preferred Not to Say | 169 | 10% |
|----------------------|-----|-----|

Of our employees 1906 have provided information on their Marital status. 62% are married; 20% are not married; 7% are single; 6% are other and 4% chose not to say. 1% of respondents are in a Civil Partnership.

| Marital status | 2016 | |
|----------------------------|-------------|-----|
| Number of responses | 1906 | |
| Civil Partnership | 15 | 1% |
| Married | 1186 | 62% |
| Not Married | 388 | 20% |
| Other | 108 | 6% |
| Preferred Not to Say | 84 | 4% |
| Single | 125 | 7% |

Employee information – Education

1308 employees in Education provided information on their diversity. 82% were female and 18% male. 756 employees provided information on their ethnicity – with employees being predominantly white Scottish followed by white British and white English.

The predominant religion of education employees is none followed by Church of Scotland. 28 education employees have provided information about their disability.

| Gender | 2016 | |
|---|-------------|-------------|
| Number of responses | | 1308 |
| Male | 18% | 228 |
| Female | 82% | 1079 |
| Unspecified | 0% | - |
| Ethnicity | 2016 | |
| Number of responses | | 756 |
| Asian, Asian Scottish or Asian British - Any other Asian ethnic group | 0% | - |
| Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British | 0% | - |
| All Ethnic Groups - Prefer not to Say | 1% | 9 |
| Other Ethnic Group | 0% | - |
| Any Other White Ethnic Groups | 1% | 9 |
| Mixed or Multiple Ethnic Origin | 1% | - |
| White - British | 4% | 16 |
| White - English | 4% | 37 |
| White - Irish | 1% | - |
| White - Northern Irish | 1% | 6 |
| White - Scottish | 85% | 670 |
| White - Welsh | 1% | - |
| Religion | 2016 | |
| Number of responses | | 741 |

| | | |
|--|-------------|-----------|
| Buddhist | 1% | - |
| Church of Scotland | 27% | 288 |
| Muslim | 1% | - |
| None | 53% | 278 |
| Other | 3% | 14 |
| Other Christian | 2% | 27 |
| Preferred Not to Say | 9% | 55 |
| Roman Catholic | 4% | 76 |
| Disability | 2016 | |
| Number of responses | | 28 |
| Deaf/Hearing Impairment | 9% | - |
| Development Disorder (e.g. Spectrum Disorder, Autistic, Aspergers) | 3% | - |
| Disability affecting mobility | 13% | - |
| Long Term Illness, Disease or Condition | 22% | 5 |
| Mental Health Condition | 9% | - |
| Other Physical Disability | 3% | - |
| Preferred Not to Say | 31% | 8 |
| Unseen Disability (e.g. Asthma, Diabetes, Epilepsy) | 9% | - |

| | | |
|----------------------------|-------------|------------|
| Sexuality | 2016 | |
| Number of responses | | 738 |
| Bisexual | 0% | - |
| Gay Man | 0% | - |
| Gay Woman/Lesbian | 1% | 10 |
| Heterosexual/Straight | 90% | 669 |
| Preferred Not to Say | 8% | 52 |
| Marital status | 2016 | |
| Number of responses | | 806 |
| Civil Partnership | 1% | - |
| Married | 62% | 507 |
| Not Married | 24% | 191 |
| Other | 7% | 48 |
| Preferred Not to Say | 3% | 26 |
| Single | 3% | 30 |

Gender Pay-Gap

The gender pay gap is the difference between men and women's full-time hourly earnings. The data in 2016 tells us that the female average hourly wage is £17.52 compared with the male average hourly wage of £16.34. The difference in hourly pay is £1.18. This data means that on average women earn 7% more than men.

| | |
|---------------------------|-------------|
| Gender Pay Gap | 2016 |
| Avg. hourly wage (male) | £16.34 |
| Avg. hourly wage (Female) | £17.52 |
| % Gender pay gap | 6.7% |

4 Clackmannanshire Council: Policy Context

Equality is integral to the Councils framework strategies; The Corporate Plan 'Taking Clackmannanshire Forward' and the Community Planning Partnership's current Single Outcome Agreement 2013-23. Delivering equalities are a key part of these corporate priorities, namely;

- Our communities are more cohesive and inclusive
- Our communities are and feel safer
- Vulnerable people and families in Clackmannanshire are supported

Clackmannanshire Council has in place a set of CORE values which underpin everything that we do. These are:

Commitment, Trust and Partnership
Openness and Accountability
Respect and Dignity
Equity, Fairness and Inclusion

Through these Corporate strategies, and supporting policies and action plans we are actively working towards the elimination of all discriminatory practices and are developing actions to ensure that equalities are embedded in all Council practice and that of work we do in partnership with others.

There are a number of new and developing areas of legislation which have a bearing on how we ensure equalities are embedded in Council practice. These include implementation of;

- Community Empowerment (Scotland) Act 2015 (and development of the Local Outcomes Improvement Plan (LOIP) and Localities Plans).
- Health and Social Care Integration IJB Locality Plan and implementation of Equalities Outcomes
- Children and Young People (Scotland) Act 2014 (and the development of the Integrated Children's Services Plan for Clackmannanshire).
- Community Justice (Scotland) Act 2015 (and the development of the Community Justice Outcomes Improvement Plan)

Significant policy areas for focus include;

- Scottish Attainment Challenge
- Clackmannanshire City Deal

Health and Social Care Integration – Clackmannanshire and Stirling

A set of Equality Outcomes were developed and adopted by Clackmannanshire and Stirling Integration Board in April 2016. The Scottish Government added Integration Joint Boards (IJB) to Schedule 19 of the Equality Act 2010 and to The Equality Act 2010 (Specific Duties) (Scotland) Regulations. The duties require the IJB to:

- Report on the mainstreaming of the equality duty;
- Agree and publish Equality outcomes; and
- Assess and review policies and processes in light of Equalities.

The Integration Joint Board has adopted Equality outcomes which reflect the distinct nature of each organisation and the need to reflect organisational functions, responsibilities, priorities and methods of working. The outcomes adopted by the Integration Joint Board are³:

- Self Management – Individuals, their carers and families are enabled to manage their own health, care and well-being;
- Community Focussed Supports – Supports are in place, accessible and enable people, where possible, to live well for longer at home or in homely settings within their community;
- Safety – Health and social care support systems help to keep people safe and live well for longer;
- Decision Making – Individuals, their carers and families are involved in and are supported to manage decisions about their care and wellbeing;
- Experience – Individuals will have a fair and positive experience of health and social care.

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<http://nhsforthvalley.com/wp-content/uploads/2015/04/Clackmannanshire-Stirling-IJB-Equality-Mainstreaming-Outcomes-Report.pdf>