



Mainstreaming Equality and Diversity in Clackmannanshire 2017-2021

Draft Outcomes and Actions



**Clackmannanshire
Council**

www.clacksweb.org.uk

Outcome	Access to services will be improved by better understanding about the challenges facing different groups and our response to their requirements.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relationships</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
We will improve how we collect and use equalities data and evidence making use of existing mechanisms such as Clacks 1000 Citizens Panel and other regular surveys.	August 2017 and annually thereafter	Strategy and Customer Services
We will increase our awareness raising work with staff and partners particularly front facing employees through a programme of training on equality and Diversity	Ongoing programme commencing in March 2017.	Strategy and Customer Services
We will provide awareness raising briefing sessions for our new elected members as part of the members' induction process.	December 2017	Strategy and Customer Services

We will review our main communication mechanisms to ensure that they are appropriate for protected groups.	Ongoing commencing in April 2017	Strategy and Customer Services
We will review our mechanisms for engaging with protected groups on how we deliver and improve services	Ongoing commencing in August 2017	Strategy and Customer Services
We will establish a corporate working group on equality to take the lead in co-ordinating policy, initiatives and events in respect of equality and diversity and implementation of this plan.	Ongoing commencing in August 2017	Strategy and Customer Services
We will run further awareness raising sessions on carrying out Equality Impact Assessments (EQIA).	March 2018	Strategy and Customer Services
We will improve access to translation and interpretation services and ensure key documents are available in languages other than English.	December 2017	Strategy and Customer Services
We will review corporately how we are gathering information and monitoring equalities groups using our services.	March 2018	Strategy and Customer Services
We will review how we gather and publish information on gender pay gap information in line with new regulations which come into force April 2018	April 2018	Strategy and Customer Services Resources and Governance

We will develop a strategy on our use of British Sign Language in line with national guidance.	April 2018	Strategy and Customer Services

Outcome	People in Clackmannanshire will feel safe.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
We will work with our partners to improve how we record and report Hate Crimes in Clackmannanshire.	December 2017	Strategy and Customer Services
We will continue to support the development of and implementation of the Violence Against Women Partnership Strategy and Action Plan.	March 2018	Strategy and Customer Services Violence Against Women Partnership
We will review how we support and monitor services to address hate crimes against those with disabilities in Clackmannanshire.	December 2017	Strategy and Customer Services
We will support the development of and raise awareness of MARAC with Council employees and partners.	July 2017	Strategy and Customer Services
We will work with Community Planning Partners to implement the new Equally Safe Delivery Plan when	March 2018	Strategy and Customer Services Violence Against Women Partnership

published by Scottish Government.		
-----------------------------------	--	--

Outcome	The gap between educational attainment of those with protected characteristics and those without is reduced.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
We will revise our Corporate Parenting Strategy in Clackmannanshire. This will have a key focus on reducing inequalities for young people in Clackmannanshire.	December 2018	Social Services Education
We will develop our National Improvement Framework (NIF) in line with guidance from Government. This will have a key focus on reducing inequalities for young people in Clackmannanshire.	December 2017	Education
We will refresh our Integrated Children's Services Plan which will have a key focus on reducing inequalities for young people in Clackmannanshire.	April 2017	Social Services Education Key Partners
We will implement the Scottish Attainment Challenge in	Check with education	Education

Clackmannanshire.		
Travelling families	Check with education	Education
We will implement our policy on 'Support for Transgender and Gender Variant Children in School'.	Commence March 2017	Education
We will continue to deliver health 'hotspots' in each secondary school in Clackmannanshire.	Ongoing	Education
We will continue to support our LGBT Youth Forum in Clackmannanshire	Ongoing	Education
We will revise our Education Anti-bullying Policy and guidance.	Check with education	Education
Exclusions	Check with education	Education
We will implement our Parent and Family Support Strategy in Clackmannanshire	Check with education	Education

Outcome	People in Clackmannanshire will have improved physical and mental wellbeing and will experience fewer health inequalities.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
We will roll out a programme of mental health first aid training to staff and partners through the Community Wellbeing and Safety Partnership.	August 2017	Strategy and Customer services Community Wellbeing and Safety Partnership
We will roll out training on identifying substance misuse, child and adult protection and domestic abuse to a range of partners through the Community Safety and Wellbeing Partnership.	April 2017	Strategy and Customer services Community Wellbeing and Safety Partnership
We will continue to deliver health 'hotspots' in each secondary school in Clackmannanshire.	Ongoing	Strategy and Customer services Community Wellbeing and Safety Partnership
Working with our partners we will support third sector organisations to identify inequalities and develop assets	July 2017	Strategy and Customer services Community Wellbeing and Safety Partnership

based community led responses.		
Working with our partners we will run a number of Health and Wellbeing events in Clackmannanshire with a focus on our most disadvantaged communities.	December 2017	Strategy and Customer services Community Wellbeing and Safety Partnership
We will continue to deliver a specifically targeted programme of curricular, extra curricular and school holiday sporting activities in primary, secondary, special schools and leisure facilities for protected groups in Clackmannanshire.	March 2018	Strategy and Customer services Community Wellbeing and Safety Partnership
We will continue to provide a programme of wellbeing courses and workshops including stress control, managing stress, assertiveness, self esteem, improving your mood, relaxation, 'keeping the heid' to communities in Clackmannanshire.	December 2017	Strategy and Customer services Community Wellbeing and Safety Partnership

Outcome	Our organisation values and respects our employees and involves all equally in improving our services.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relationships</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
We will continue to provide access to stress control classes for all staff.	Ongoing commencing June 2017	Resources and Governance
We will review access to training and uptake of training for protected groups of employees.	March 2018	Resources and Governance
We will implement equalities training as part of the induction process for all new employees.	July 2017	Strategy and Customer Services
We will review key HR policies in respect of equality and diversity on a rolling basis.	Ongoing commencing December 2017	Resources and Governance
We will review our policies on recruitment to ensure	August 2018	Resources and Governance

appropriate activities are undertaken to target under represented groups employed by Clackmannanshire Council.		
We will continue to provide appropriate support to enable our staff with disabilities to carry out their duties (ie hearing aids, visual aids, physical aids).	Ongoing	Resources and Governance
We will provide briefings/training on Equality and Diversity to all Elected Members as part of their induction programme following Local Elections in May 2017.	December 2017	Strategy and Customer Services
We will review our main internal communication mechanisms to ensure that they are appropriate for protected groups.	December 2017	Strategy and Customer Services
We will review our mechanisms for internally engaging with protected groups on how we deliver and improve services (ie focus groups/workshops with employees).	December 2017	Strategy and Customer Services
Improve the health of Clackmannanshire Council's staff through work towards achieving Healthy Working Lives Gold Award.	December 2017	Resources and Governance
		Resources and Governance

We will maintain our disability confident Employer status.	March 2017	
------------------------------------------------------------	------------	--

Outcome	We will work with our partners to reduce poverty and the impact of poverty on protected groups in Clackmannanshire.	
<i>General Duty</i>	<i>Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relationships</i>	
<i>Protected Characteristics</i>	<i>All</i>	
<u>Actions</u>	<u>Timescales</u>	<u>Lead</u>
Working with our Community Planning Partners we will undertake a strategic needs assessment on poverty in Clackmannanshire. This will inform the development of the Local Outcome Improvement Plan and Localities Plans.	July 2017	Strategy and Customer Services Community Planning Partners
Fuel Poverty		Development and Environment Services Community Planning Partners
Working with our Community Planning Partners we will pilot a programme of work to support women on low incomes in Clackmannanshire.	December 2017	Strategy and Customer Services Community Planning Partners
		Strategy and Customer Services

We will continue to support financial inclusion services for protected groups in Clackmannanshire.	December 2017	Community Planning Partners
We will work with our Community Planning Partners to ensure that information on the availability of services in Clackmannanshire is accessible to local GPs and other health professionals.	March 2018	Strategy and Customer Services Community Planning Partners
We will continue to provide the Choose Life Programme in Clackmannanshire to help address mental health and risk of suicide.	July 2017	Integrated Mental Health Team
Working with our Community Planning Partners we will ensure that efforts to facilitate, support and co-ordinate the provision of employability services in Clackmannanshire include protected groups.	December 2018	Development and Environment Business, Jobs and Skills Partnership
We will increase the number of young disabled people employed across Council services as Modern Apprentices, in line with the Wood report 'Education Working For All'.	March 2018	Development and Environment
Work to ensure that the region-wide economic benefits of the City Deal help to reduce poverty and the impact of poverty on protected groups in Clackmannanshire.	March 2018	Business, Jobs and Skills Partnership