

Appendix One, Equality Outcomes

Power and voice

| Equality outcomes | Indicators | Lead Department |
|---|---|---------------------------|
| Outcome 1 Greater participation and involvement of people from under represented groups in influencing decision making in the Area | West Dunbartonshire Equality Forum in full operation by April 2014 Increased participation and involvement measured via equality monitoring Annual review of use of consultation module in place by April 2014 to check levels of participation by protected groups | Corporate Services |

Appendix One, Equality Outcomes

Employment

| Equality outcomes | Indicators | Lead Department |
|---|--|---------------------------|
| Outcome 2 Increase the proportion of Council employees who are from currently under represented groups | Increase measured via Employment Equalities Monitoring | Corporate Services |

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| Outcome 3 Reduce the gender pay gap | Reduction measured via Employment Equalities Monitoring | Corporate Services |
| Outcome 4 Reduce the levels of occupational segregation in employment | Reduction measured via Employment Equalities Monitoring | Corporate Services |
| Outcome 5 Improve the speed and effectiveness of Reasonable Adjustments for employees | Monitoring Via Workforce Management System (WMS), and engagement with disabled employees | Corporate Services |
| Outcome 6 Increase the use of flexible working arrangements | Increase measured via Employment Equalities Monitoring | Corporate Services |

Appendix One, Equality Outcomes

Care and Support

| Equality outcomes | Indicators | Activities |
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| Outcome 7 Increase in the proportion of carers from each group who feel supported and are capable of continuing their role as a carer | The proportion of carers from each group who feel supported and are capable of continuing their role as a carer, in terms of age and sex | Community Health and Care partnership |

Appendix One, Equality Outcomes

Legal physical security

| Equality outcomes | Indicators | Lead Department |
|--|---|--|
| Outcome 8 Decrease the Number of Hate Crimes in West Dunbartonshire | <p>Reduced level of hate crime and discrimination based harassment measured via police reports.</p> <p>Surveys can also be conducted via the Citizens Panel and Equality Groups</p> <p>It is likely that there will be an initial rise as it is generally accepted that tow thirds of such behaviour goes unreported.</p> | Housing, Environment and Economic Development |

Appendix One, Equality Outcomes

Education

| Equality outcomes | Indicators | Lead Department |
|---|---|-----------------------------|
| Outcome 9 Reduce identity based bully and harassment in schools | Via monitoring of system in Education | Educational Services |
| Outcome 10 Reduce the gap between students with and without additional support needs | Via monitoring of attainment in Education | Educational Services |

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|--|--|-----------------------------|
| Outcome 11 Reduce gap between attainment levels of boys and girls | Via monitoring of attainment by Education | Educational Services |
| Outcome 12 Better meet the educational needs of Gypsy Travellers | Via education attainment figures Via consultation with engagement with Gypsy/Travellers | Educational Services |

Appendix One, Equality Outcomes

Standard of living

| Equality outcomes | Indicators | Lead Department |
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| Outcome 13 Better meet the accommodation needs of Gypsy/Travellers in West Dunbartonshire | Improved hard standing of pitch at Dennystoun Forge Site Increased satisfaction with overall accommodation by residents | Housing, Environment and Economic Development |
| Outcome 14 Improve the accessibility of transport for women, older people and disabled people | Increased level of satisfaction via survey to Citizens Panel and feedback from Equality Groups | Housing, Environment and Economic Development |