

Appendix One: List of Possible Equality Outcome Areas for Initial Consultation

Protected Characteristic*	Sub Groups /Areas	Issues	Possible outcomes
Age	Younger people	Discrimination Employment rates compared to local population Pay gaps?	Change in Age structure of workforce
	Older people	Discrimination in workplace Retirement age Access to services Links with disability	
Gender re-assignment	Employment Service delivery	Lack of data, particularly local data Discrimination	Increased awareness, policies and improved services
Sex	Women/men	Occupational Segregation	Decreased occupational segregation

Protected Characteristic*	Sub Groups /Areas	Issues	Possible outcomes
	Men/ women	Gender Pay gap	Decreased gender pay gap
Race – including ethnic or national origin, colour or nationality	Employment within the council	Lower employment rates in WDC	Increase in black & ethnic minority employment within the Council Increased number of apprentices from under-represented groups
	Service Delivery	Possible discrimination in service delivery	Better Service delivery
	Community Engagement	Deficit in engagement with ethnic minority groups locally	More influence on shaping decisions engagement in shaping decisions/higher membership of key organisations
Disability	Employment within the council	Under representation of disabled people in the WDC workforce	Increased employment opportunities and actual employment

Protected Characteristic*	Sub Groups /Areas	Issues	Possible outcomes
	Service discrimination	Discrimination in services	Fairer more responsive services
	Access to services	Ensure buildings and information are accessible	Remove barriers to accessing services
Pregnancy and maternity	Pregnant women	Discrimination/ lack of career progression access to training	Reduce discrimination, flexible working/ family friendly policies
	Breastfeeding mothers	Lack of facilities/ services	Improve facilities in workplace and for service users
Sexual orientation	Employment and service delivery	Lack of data to assess need and unmet need Discrimination	Increased, Mainstreamed and sustained engagement with internal and external stakeholders e.g. staff service and users on issues around sexual orientation and equality.
	Education	Learning – discrimination at school, and belief that academic performance is affected by sexual orientation.	Improved awareness and understanding
Religion or belief – including lack of belief	Sectarianism In community	Discrimination	Increased reporting of sectarian incidents.
		Promoting Good relations	Bringing religion/belief strand into consultation in a mainstreamed way with other equality groups

Protected Characteristic*	Sub Groups /Areas	Issues	Possible outcomes
	Sectarianism in workplace	Discrimination	Reduced sectarianism
Cross Cutting Areas			
Partnership Involvement Consultation/	Involvement/ community forums		More diverse membership of Community forums
Employability	Local Employment Partnership function		Better access to work
Harassment/ Hate Crime	BME Religion Disability Sexual Orientation Gender Reassignment		Increased reporting/higher clear up Reduced harassment in workplace and service provision
Procurement	Corporate Procurement team Departments	Promoting/ Furthering equalities through fair procurement	Equality considerations built in
Assessment of Impact	Policies, Functions & Services	mainstreaming/ CPP joint approach	EIA has changed policy for the better

Protected Characteristic*	Sub Groups /Areas	Issues	Possible outcomes
Equality Monitoring	Service Monitoring Employment Monitoring Funding decisions service decisions	Characteristics to be expanded Inconsistent service monitoring and reporting	Improved information on staff and service users, better informed services and policies
Education	Schools Early years	Segregation Achievement Discrimination Good relations	Reduce segregation in subjects taken (gender etc) Reduce discrimination in schools/including attitudes of teachers? Work experience
Establish links to key business outcomes of WDC		Link to SOA, Corporate Plan	Equalities embedded within plans
Customer Service	Contact centre Services		Increased satisfaction across equality strands Focus on Race Disability and Sexual orientation

*Protected Characteristics under the Equality Act 2010 are Race, Sex, Disability, Sexual Orientation, Age, Belief & Religion, Gender Reassignment, Pregnancy/Maternity, and Marriage/Civil Partnership, which is covered only in terms of preventing discrimination or harassment

This list has been compiled based on examining a range of information from a variety of sources including, local and national data and research, the Council's Equality Scheme, Single Outcome Agreement and other key documents, results of employment and service monitoring, Equality Impact Assessment and other relevant sources.