














Equalities Outcome Monitoring Progress report 2021-2023




	Continually Improve Council Service Accessibility
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Performance Indicator	2021/22			2022/23					Notes	Owner
	Status	Target	Value	Status	Target	Value	Short Trend	Long Trend		
No. of EIAs supported		24	126		24	171			There was a 30% increase in the number of EIAs compared to last year, largely driven by an increased number of budget proposals to be reviewed	Ricardo Rea
% of older (65+) residents who have access to the internet in some form (home, phone, libraries, OSS etc)		60%	71%		60%	74%			WDC telephone survey results over the last year indicate some steady progress in this area in terms of over 65's. Nationally research by AGE UK has noted that the digital divide in terms of age is still an issue and that the pandemic has not resulted in a sea change.	Ricardo Rea


Title	Status	Progress	Due Date	Comment	Owner
Connecting Scotland programme roll out			31-Aug-2024	<p>Service users who received Connecting Scotland devices are continuing to receive support if they require this.</p> <p>W4U also have a number of devices and MIFI available to support digitally excluded young people through NOLB funding.</p>	Clare English
Local and national equalities assessments of impact of Covid19 on housing and homelessness risk for particular groups			31-Dec-2021	<p>The Scottish Government updated their Ending Homelessness Together action plan in October 2020 and incorporated the recommendations made by the Homelessness and Rough Sleeping Action Group (HARSAG) which was reconvened due to the Covid-19 pandemic.</p> <p>HARSAG made a total of 105 recommendations, some of these are being actioned by the Scottish Government, some by local authorities and some are "asks" of the Westminster Government. The implementation of the HARSAG recommendations is monitored and regular updates are provided to the Housing and Communities Committee.</p> <p>This action is part of the wider HARSAG recommendations and is directed to the Scottish Government. The key aspect in implementing this action was the inclusion of equalities characteristics in the main homelessness statistics publication in June 2021.</p> <p>Other related actions taken include:</p> <ul style="list-style-type: none"> +Someone with gender expertise appointed to the Homelessness Prevention and Strategy Group and an invite to a new member with expertise on the housing and homelessness concerns of people from minority ethnic communities. +The commissioning research to better understand those people who are homeless, at imminent risk of homelessness or who face housing insecurity but do not appear in Scotland's official figures. 	Stefan Kristmanns; Joanne Sutherland


Title	Status	Progress	Due Date	Comment	Owner
				+Gender competency training organised for policy makers in the homelessness unit. Within West Dunbartonshire our Rapid Rehousing Transition Plan is supported by an equality impact assessment and a gendered analysis of homelessness was carried out in June 2021.	


	Council Equality Outcomes 01 - Increase participation of BME people, disabled people and young people in Community Empowerment and Capacity Building, and Community Budgeting in West Dunbartonshire.
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Performance Indicator	2021/22					2022/23			Notes	Owner
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value		
No. of residents involved in community budgeting		450	1163			Data not available until mid-May			Phase 5 of Community Budgeting was successfully completed through a digital public vote. This process saw over 1000 people engaged in the process, either through the focus groups, survey, as applicants or in casting a vote.	Elaine Troup


Title	Status	Progress	Due Date	Comment	Owner
Explore more opportunities through participative		<div style="width: 100%;"><div style="width: 100%; background-color: #4f81bd; color: white; text-align: center;">100%</div></div>	31-Mar-2022	This work is being complemented by consideration of how Community Budgeting could become more sustainable and	Elaine Troup


Title	Status	Progress	Due Date	Comment	Owner
processes such as community budgeting				embedded within the community. This will involve progress of the 'Community Soup' model of PB that was trialled in West Dunbartonshire back in 2019.	
Engage directly with Community Equality Groups on CB and PB		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	31-Mar-2023	Communities Team engagement with Equality Groups through West Dunbartonshire Equality Forum during 2022-23	Elaine Troup










	Council Equality Outcomes 02 - Better meet accommodation needs of Gypsy/Travellers travelling through and staying in West Dunbartonshire.
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Performance Indicator	2021/22					2022/23			Notes	Owner
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value		
% of gypsies/travellers satisfied with the landlord's management of the site		90%	91.67%	<div style="width: 10px; height: 10px; background-color: #4f81bd;"></div>	<div style="width: 10px; height: 10px; background-color: #4f81bd;"></div>	Data not available until June			We continue to engage positively with the Dennystoun Forge residents, including discussions on forming a Tenants and Residents Organisation (TRO) for the site.	John Kerr

Title	Status	Progress	Due Date	Comment	Owner
Submit bid for funding for Dennystoun Forge site improvements		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	30-Dec-2022	Whilst the bid was unsuccessful, another is being worked up in consultation with residents.	Jamie Dockery

Title	Status	Progress	Due Date	Comment	Owner
Subject to funding bid approval, carry out improvement works at Dennystoun Forge		<div style="width: 100%;"><div style="width: 100%; background-color: #4f81bd; color: white; text-align: center;">100%</div></div>	28-Mar-2024	Tenant Participation is in consultation with site residents over priorities for a £32K HRA Capital Budget allocation for the financial year 2023/24.	Jamie Dockery




 Council Equality Outcomes 03 - The Council aims to attract more diverse talent by reviewing our policies and practices to ensure that there are no barriers to entering employment for these groups


Performance Indicator	2021/22					2022/23			Notes	Owner
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value		
% of our workforce who have declared a disability		2.1%	2.71%			Data not available until mid-May			Target and work continues to encourage employees to disclose disability.	Tara Spooner
% of our workforce who have stated they are LGBT		2.5%	0.54%			Data not available until mid-May			Latest data shows target not met. To improve performance a new data verification exercise commenced January 2023, results will be collated by May 2023.	Tara Spooner
% of our workforce who are from a Black minority ethnic group		0.5%	0.34%			Data not available until mid-May			Latest data shows target not met. To improve performance a new data verification exercise commenced January 2023, results will be collated by May 2023.	Tara Spooner

Title	Status	Progress	Due Date	Comment	Owner
Include unpaid time off/utilisation of annual leave for religious holidays in special leave policy		<div style="width: 100%;"><div style="width: 100%; background-color: #4F81BD; color: white; text-align: center;">100%</div></div>	01-Dec-2021	This action was the result of a recruitment and selection audit undertaken in 2020 which highlighted that more needs to be done to attract diverse talent. Unpaid time off/utilisation of leave was added to the special leave policy after agreement from the unions and uploaded to the intranet in November 2021. Equality review of terms and conditions proposes increased flexibility in leave to reflect other religions and beliefs.	Tara Spooner
Sign up for Race at Work Charter		<div style="width: 0%;"><div style="width: 0%; background-color: #4F81BD; color: white; text-align: center;">0%</div></div>	23-Jun-2023	Following the completion of the revised equalities plan we will be able to sign up to Race at Worker Charter by June 2023.	Tara Spooner
Working with services to attract diverse candidates		<div style="width: 20%;"><div style="width: 20%; background-color: #4F81BD; color: white; text-align: center;">20%</div></div>	31-Oct-2023	Recruitment practices including training for managers are currently being reviewed in line with the People First Strategy with the aim for this to be completed by October 2023	Tara Spooner
Neurodiversity guidance for managers		<div style="width: 0%;"><div style="width: 0%; background-color: #4F81BD; color: white; text-align: center;">0%</div></div>	28-Mar-2024	Will add to the Wellbeing Agenda in line with the review of the Equalities Plan and Policy Development Plan with the aim of completion by March 2024	Tara Spooner
Transgender guidance for managers		<div style="width: 0%;"><div style="width: 0%; background-color: #4F81BD; color: white; text-align: center;">0%</div></div>	28-Mar-2024	This action will commence following the review in line with the review of the Equalities Plan.	Tara Spooner








Council Equality Outcomes 04 - The Council will aim within the next four years to reduce occupational segregation within predominantly male/female roles

Performance Indicator	2021/22					2022/23			Notes	Owner
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value		
Gender pay gap		3%	2.15 %			Data not available until mid-May			Latest data shows target met. Full equal pay audit to be completed by May 2023, in line with Equally Safe at Work Accreditation requirements.	Tara Spooner





Title	Status	Progress	Due Date	Comment	Owner
Review of recruitment procedures		<input type="text" value="0%"/>	31-Oct-2023	Recruitment processes are currently being reviewed in line with the 5 year plan work, with aim for a full audit to be completed by October 23	Tara Spooner


 Council Equality Outcomes 05 - Reduce the Disability Pay Gap












Performance Indicator	2021/22					2022/23			Notes	Owner
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value		
Disability pay gap		10%	5.9%			Data not available until mid-May			Latest data shows target met. Work will be carried to ensure that employees are encouraged to complete data on HR21, through the data verification exercise.	Tara Spooner




Title	Status	Progress	Due Date	Comment	Owner
Reasonable adjustment guidance for managers		<input type="text" value="0%"/>	28-Mar-2024	Will now be completed in March 2024 in line with the review of the Equalities Plan	Tara Spooner
Managers induction training to be updated to include positive action, inclusion and information on disability confident		<input type="text" value="0%"/>	31-Oct-2023	Recruitment practices including training for managers are currently being reviewed in line with the 5 year employee lifecycle improvement plan with the aim for this to be completed by Oct 2023.	Tara Spooner


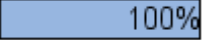


 Council Workforce Equality Outcomes

Title	Status	Progress	Due Date	Comment	Owner
Participate in Equally safe at Work accreditation		<input type="text" value="50%"/>	31-Dec-2023	Contact has been made by Close the gap for the next cohort of Equally Safe at Work training.	Tara Spooner
Participate in Equally Safe in Practice Pilot		<input type="text" value="100%"/>	31 – March-2022	This action has been successfully completed. The pilot training identified a participant group with whom all modules have been tested.	Tara Spooner
Data verification exercise		<input type="text" value="75%"/>	31-May-2023	The data exercise is ongoing and likely to complete by summer 2023.	Tara Spooner
Annual Equalities Report		<input type="text" value="100%"/>	16-Sep-2022	The Annual Employment Equalities report was completed in July 2022 and presented to the JCF for noting in September 2022.	Tara Spooner










 Education Equality Outcomes 01- Young women, disabled and black minority ethnic young people are supported and leave school with positive destinations




Performance Indicator	2021/22					2022/23			Notes	Owner
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value		
% pass rate(A-C) for females in Higher computing science, design and manufacture and Physics Higher			86.11 %			Data available in August			Latest data shows a decline from the previous year, we will continue to monitor performance in this area.	Andrew Brown
Uptake of Technical Subjects (Computing Science, Craft & Design, Design Technology) for females from BGE to Senior Phase			n/a	n/a	n/a	Data available in August			Statistic are under development, due to the need to take into account varying uptake across establishments	Andrew Brown
Percentage of male students undertaking Foundation Apprenticeships in 'Children & Young People' and 'Health and Social Care'			3.45 %			Data available in August			Latest data shows improvement in both the short and long term trends.	Andrew Brown
% of schools taking part in STEM Challenges		100%	100%				100%	100%	All of our establishments well planned curricular programmes ensuring all of our children are able to access STEM experiences. These are monitored and evaluated through our school improvement processes.	Julie McGrogan


Performance Indicator	2021/22					2022/23			Notes	Owner
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value		
Percentage of female students undertaking Foundation Apprenticeships in 'Engineering'			14.2 %			Data yet not available			Latest available data shows improvement in both the short and long term trends.	Andrew Brown

Title	Status	Progress	Due Date	Comment	Owner
Transition support for disabled, ASN and BME pupils			31-May-2023	Specialist and mainstream transition guidance and good practice developed and shared. Now being implemented in terms 3 and 4.	Claire Cusick
STEM promotion in schools			02-May-2022	This action has been successfully completed via School based projects as part of curriculum offer.	Claire Cusick













LO Education Equality Outcomes 02 - Raise Attainment in Male pupils in Literacy and Numeracy

Performance Indicator	2021/22					2022/23			Notes	Owner	
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value			
% difference between male and female pupils attaining national levels in literacy in Secondary school			9.3%						Data will be available in August after the end of the academic year	Plans for the coming session will continue to address issues raised.	Julie McGrogan
% difference between male and female pupils attaining national levels in literacy in Primary school			8.6%						Data will be available in August after the end of the academic year	There has been some progress on narrowing the gap between female and male attainment in literacy.	Julie McGrogan
% difference between male and female pupils attaining national levels in Numeracy in Secondary school			1.3%						Data will be available in August after the end of the academic year	Plans for the coming session will continue to address issues raised.	Julie McGrogan

Performance Indicator	2021/22					2022/23			Notes	Owner
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value		
% difference between male and female pupils attaining national levels in numeracy in Primary school			-4.3%			Data will be available in August after the end of the academic year			Plans for the coming session will continue to address issues raised	Julie McGrogan

Title	Status	Progress	Due Date	Comment	Owner
Deliver the raising attainment agenda			30-Aug-2024	All schools are successfully delivering the raising attainment agenda though improved learning and teaching approaches and targeted interventions	Julie McGrogan

LO Education Equality Outcomes 03 - Raise Attainment in BME pupils in Literacy and Numeracy


Performance Indicator	2021/22					2022/23			Notes	Owner
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value		
% of BME pupils attaining national levels in literacy in Primary School			61.2 %			Data not yet available			This is a data only PI. Latest data shows improvement in both short and long terms.	Julie McGrogan
% of BME pupils attaining national levels in numeracy in Primary School			72.7 %			Data not yet available			This is a data only PI. Latest data shows improvement in both short and long terms.	Julie
% of BME pupils attaining national levels in literacy in Secondary School			78.4 %			Data not yet available			This is a data only PI. Latest data shows no change since previous year.	McGrogan
% of BME pupils attaining national levels in numeracy in Secondary School			94.6 %			Data not yet available			This is a data only PI. Latest data shows no change since previous year.	Julie






Education Mainstreaming Area - Developing Inclusiveness of our schools


Performance Indicator	2021/22					2022/23			Notes	Owner
	Status	Target	Value	Short Trend	Long Trend	Status	Target	Value		
Number of schools participating in rights based education		90	100			Data not yet available			Latest data shows target met	Claire Cusick
Number of mentors in 'Mentors in Violence Prevention' programme		20	30			Data not yet available			Latest data shows target met	Claire Cusick
Number of schools / centres participating in Black History and Black Lives Matter activities		70	100			Data not yet available			Latest data shows target met	Claire Cusick
Number of parental engagement opportunities for parents of pupils with ASN		14	14			Data not yet available			Latest data shows target was met and short and long trends are showing improvement over time.	Claire Cusick



Title	Status	Progress	Due Date	Comment	Owner
Develop skills of staff in planning and delivering rights based learning		<div style="width: 100%;"><div style="width: 100%; background-color: #4f81bd; color: white; text-align: center;">100%</div></div>	28-May-2023	All school have an identified UNCRC champion a range of professional learning support and resources has been established to support the staff in delivering and uphold the rights of the child	Claire Cusick





Title	Status	Progress	Due Date	Comment	Owner
Develop skills of staff in supporting and developing inclusive practices		<div style="width: 100%;"><div style="width: 100%; background-color: #4F81BD; color: white; text-align: center;">100%</div></div>	30-Jun-2022	This action has been successfully completed, via a range of staff training sessions.	Claire Cusick

 Licensing Equality Outcomes 01- We will work with license holders, partners and other Council services, to ensure inclusive and safety behaviour and environments on and around licensed premises, supporting community safety priorities











Title	Status	Progress	Due Date	Comment	Owner
Ensure inspection routine supports equalities objectives		<div style="width: 25%;"><div style="width: 25%; background-color: #4F81BD; color: white; text-align: center;">25%</div></div>	31-Dec-2023	Plans in progress to return to non covid focused inspections which will better protect those using licensed services.	Lawrence Knighton; Michael McDougall
Encourage and facilitate Pubwatch groups to restart and strengthen.		<div style="width: 50%;"><div style="width: 50%; background-color: #4F81BD; color: white; text-align: center;">50%</div></div>	28Aug-2023	Mixed results have been achieved. All bar one Pubwatch group have been restarted. The one group that has not been restarted is close to restarting and it is hoped that it will hold its first meeting this or next month.	Lawrence Knighton; Michael McDougall

	Licensing Equality Outcomes 02 - Widen participation in shaping services among underrepresented groups
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Title	Status	Progress	Due Date	Comment	Owner
Contribute to the development of robust local Licensing Policy 2023 (i.e. evidence gathering to influence development of Licensing Board Policy Statement and Overprovision Policy)		<div style="width: 100%;"><div style="width: 100%; background-color: #4F81BD; color: white; text-align: center;">100%</div></div>	31-Mar-2023	Health related alcohol harm evidence to support licensing overprovision statement has been submitted.	Christine Anderson
Increase participation by underrepresented groups in the Licensing Forum		<div style="width: 50%;"><div style="width: 50%; background-color: #4F81BD; color: white; text-align: center;">50%</div></div>	14-Nov-2023	Members of the Scottish Youth Parliament have joined the membership of the Licensing Forum. Further work will be done to increase participation by underrepresented groups in the Licensing Forum.	Lawrence Knighton; Michael McDougall

Action Status	
	Overdue
	Not on track
	In Progress and on track
	Completed

PI Status	Long Term Trends	Short Term Trends
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	Target significantly missed		Improving		Improving
	Target narrowly missed		No change		No change
	Target met or exceeded		Getting worse		Getting worse
	Data Only				