




# Equality Outcome & Mainstreaming Performance Scorecard








Name						
01 Increase participation and voice of under-represented groups						
Performance Indicator	2017/18				2018/19	Assigned To
	Value	Target	Status	Note		
% of residents from BME groups who were satisfied or very satisfied with the opportunities for participating in the local decision making process	38%	38%		Baseline of 38% has been used to set a challenging target for this indicator.	45%	Suzanne Greer; Elaine Troup
% of disabled residents who were satisfied or very satisfied with the opportunities for participating in the local decision-making process	33%	33%		33% of disabled people responding to the Citizens Panel survey in October 2017 said they were either satisfied or very satisfied with opportunities to participate in local decision making. This compared with a figure of 45% for non disabled people.  The stretch target aims to make progress in increasing satisfaction with opportunities, to align with that for non disabled people	36%	Suzanne Greer; Elaine Troup






Name						
02 Increase diversity in the Council workforce						
Performance Indicator	2017/18				2018/19	Assigned To
	Value	Target	Status	Note		
% of our workforce who have declared a disability	1.18%	1.7%		The target for this indicator was not achieved in 2017/18. There has been significant fluctuation in the % of our workforce who have declared that they have a disability year on year. Due to the small number who have disclosed this information, small changes can significantly impact on the achievement of the target. Work continues to improve the disclosure rate.	1.8%	Melissa Connor
% of our workforce who have stated they are LGBT	3.07%	2.5%		The target for this indicator was achieved in 2017/18. The data collected as part of the Employee Survey Results has been used to report this PI. This is the most accurate data available in relation to the LGBT workforce profile . Work continues to improve the disclosure rate through the Workforce Management System.	2.5%	Melissa Connor
% of our workforce who are from a black/ minority ethnic group	0.18%	0.35%		The target for this indicator was not achieved in 2017/18. Due to the small number who have disclosed this information, small changes can significantly impact on the achievement of the target. Work continues to improve the disclosure rate.	0.4%	Melissa Connor



Name						
03 Reduce disability pay gap						
Performance Indicator	2017/18				2018/19	Assigned To
	Value	Target	Status	Note	Target	
Disability pay gap	11.08 %	11.5%		The target for this indicator was not achieved in 2017/18. This result is reflective of the reduction in the % of the workforce who have declared a disability. Due to the small number who have disclosed this information, small changes can significantly impact on the achievement of the target. Work continues to improve the disclosure rate.	11%	Melissa Connor

Name						
04 Decrease Occupational segregation						
Performance Indicator	2017/18				2018/19	Assigned To
	Value	Target	Status	Note	Target	
Male Modern Apprenticeship starts in care programmes	17%	27%		the actual number of males in childcare fell from 3 in 16/17 to 1 in 17/18; with low numbers big swings in proportions are possible. Large expansion of childcare provision in the next year will provide an opportunity to encourage more males	28%	Stephen Brooks
Female modern apprenticeship in Trade programmes	25%	27%		The proportion of female apprentices has dropped; this does not reflect a drop in the number of female apprentices, but the increase apprenticeship places this year has been taken up by males in trades and overall	28%	Stephen Brooks

Name						
05 Increase digital inclusion of under-represented groups						
Performance Indicator	2017/18				2018/19	Assigned To
	Value	Target	Status	Note	Target	
% of older (65+) residents who have access to the internet in some form (home, phone, libraries, OSS etc)	100%	95%		Baseline information was gathered from an online survey so may not be reflective of full population. The new data source of the telephone survey is expected to provide a reduced performance figure.	55%	Gill Graham; David Main
% of residents under 65 who have internet access in some form (Home, phone, libraries, OSS etc)	99%	96%		Baseline information was gathered from an online survey so may not be reflective of full population. The new data source of the telephone survey is expected to provide a reduced performance figure.	95%	Gill Graham; David Main

Name						
06 Reduce identity based bullying in schools						
Performance Indicator	2017/18				2018/19	Assigned To
	Value	Target	Status	Note	Target	
Level of recorded incidents per 1000 (Bullying in schools)	1	0.78		Baseline data 0.8 per 1000 12 recorded incidents in session 2017-18.	0.75	Andrew Brown
Prevalence of incidents in high schools (Bullying)	3	3		Baseline was developed in 2017/18. Records of pupil dialogue focus groups from school improvement visits.	5	Andrew Brown
Education staff accessing equalities training	53	87		Lower than anticipated attendance at a large group session for probationary teachers was the main contributory factor to this target being missed. A smaller scale factor was that some staff failed to complete online training that they had started, though this is common across all staff groups for such training	91	Andrew Brown

Name						
07 Reduce the poverty-related attainment gap						
Performance Indicator	2017/18				2018/19	Assigned To
	Value	Target	Status	Note	Target	
Average tariff score SIMD quintile 1	704	706		2015/16 Baseline 633	710	Andrew Brown
Average tariff score SIMD quintile 2	772	874		2015/16 Baseline 813	893	Andrew Brown
Average tariff score SIMD quintile 3	840	934		2015/16 Baseline 951	950	Andrew Brown
Average tariff score SIMD quintile 4	1,108	989		2015/16 Baseline 1,111	1,054	Andrew Brown
Average tariff score SIMD quintile 5	1,183	1,144		2015/16 Baseline 1,041	1,150	Andrew Brown

Name							
08 Reduce educational attainment gap between pupils with and without additional support needs (ASN)							
Performance Indicator	2017/18					2018/19	Assigned To
	Value	Target	Status	Note		Target	
SCQF Level 4 (Pupils with additional support needs)		98.8%		2015/16 Baseline With ASN 98.6% Without ASN 98.4% This measure does not provide robust and comparable data – it will now be replaced for 2018/19 reporting onwards		98.9%	Andrew Brown
SCQF Level 5 (pupils with additional support needs)		82.6%		2015/16 Baseline With ASN 82.5% Without ASN 87.3% This measure does not provide robust and comparable data – it will now be replaced for 2018/19 reporting onwards		82.7%	Andrew Brown