

# **Appendix 1:**

**West Dunbartonshire Council**

**Annual Equality Report**

**October 2010**

## Introduction

- 1.1 The report sets out the Council's progress in its Equality Scheme 2009-12. This is to comply with the specific duties in terms of race, gender and disability equality, which remain until the combined public sector duty comes into force in April 2011, this will also include age, gender reassignment, sexual orientation, religion and belief and pregnancy/maternity.
- 1.2 After this, reporting will be in 2012 and no later than every 2 years after that with the option to report more frequently.
- 1.3 The report is based on the updated action of the Equality Scheme 2009-12 (attached), which sets out progress against each action and areas of work which will be taken forward. During 2011-12 action will be taken to meet the specific duties including reporting on mainstreaming and setting equality objectives by April 2010, involving the community in the process .
- 1.4 The report summarises the 'crosscutting' measures across equality strands and goes on to describe progress in work which is specific to the Council's disability, race and gender duties, there is also a section on the Lesbian Gay Bisexual Transgender Network. Legislation requires that the scheme reflects the specific role of the Council as an Education Authority, therefore there is a separate Education section.

## Background

### Legislation: Current

- 2.1 The current disability, race and gender duties are broadly similar in terms of promoting equal opportunities and eliminating discrimination, with some additional duties in terms of race and disability. There are also some differences in the specific duties.
- 2.3 Whilst the Equality Act 2010 came into force on 1st October 2010, some of the provisions are being introduced over the next 2-3 years, including the combined public sector duty in April 2011. The general duty will require listed authorities to have due regard to:
  - Eliminate discrimination, harassment, victimisation or any other prohibited conduct
  - Advance equality of opportunity

- Foster good relations (this applies to all strands except marriage/civil partnership)

Based on the current draft, the specific duties are expected to include:

- Publishing equality outcomes, based on evidence and involvement of equality groups and communities
- Reporting on “mainstreaming” – action to embed equality into day to day systems and practices
- Consideration of the impact on equality of policies and practices, informed by evidence
- Gathering and publishing employment data
- A Scottish Ministers’ duty to set national equality priorities and report on progress
- Publication duty – simplification of reporting using existing public performance reporting systems

There is currently a consultation exercise underway and the exact content of the duty is expected to be finalised in January 2011.

#### The Equality Scheme 2009-12

- 2.4** In 2009, the previous Race, Gender and Disability Schemes were amalgamated into the Equality Scheme 2009-12, which also had a section on Lesbian Gay Bisexual Transgender Equality in anticipation of the forthcoming legislation and was always intended to be updated to cover additional characteristics.
- 2.5** Whilst from April 2011 there will no longer be a duty to publish an Equality scheme, in order to meet the other duties including mainstreaming and publishing objectives, it makes sense to retain information in one document by updating the existing scheme to cover all 9 characteristics.

#### Policy Development

- 2.6** The Community Planning and Policy Team within the Chief Executive’s Department is responsible for development of equality policy, led by one officer. Human Resources lead the development of equalities approaches in employment policy and practice.

#### The Equality and Diversity Working Group

- 2.7** The Council’s Equality and Diversity Working Group (EDWG) has the responsibility of overseeing the development and delivery of the Council’s Equality Scheme 2009-12. It is made up of elected members, service managers and policy staff, and is chaired by the Council’s spokesperson on equality and diversity issues. The Working Group reports to the

Corporate and Efficient Governance Committee which has delegated responsibility for equality issues within the Council.

### The Equality Liaison Group

- 2.8** The Equality Liaison Group addresses all of the equality strands at a more operational rather than strategic level. It involves departmental staff, community representatives and policy staff, and provides the opportunity to identify and work on potential initiatives and joint working across services to take forward the Equality Scheme 2009-12 action plan.

### **Crosscutting Approaches to Disability, Race and Gender Equality**

- 3.1** This section of the report provides an account of the progress of approaches which address disability, race and gender equality as part of the overall equality scheme.

### Training

- 3.2** A total of 322 employees participated in Equalities Training over the year 1 April 2009 to 31 March 2010. The material covers all of the current equalities strands, with content that balances legislation and attitudes issues, and an understanding of how Council policies and procedures address equality. Training exercises assist participants to relate the material to their own experiences, and service delivery issues.
- 3.3** Induction training and some bespoke training for specific groups of staff have been covered by staff from Human Resources and the Policy Unit. Following re-structures within both departments, only the Policy Development Officer (Equality) will have responsibility for this from January 2011 and there will be an issue regarding maternity leave cover from this date until October 2011.
- 3.4** Face to face training has been supplemented by the availability of on-line training, with one module aimed at managers and supervisors and one aimed at front line staff. A total of 42 staff have completed these modules and take-up is increasing. This will continue to be promoted as an alternative and/or enhancement to face to face training.
- 3.5** Core training has been supplemented by sessions tailored for particular groups, and training to support specific policies and procedures. Student Social Workers and Get Ready for Work employees were targeted during 2009-10 training was also provided in the Dignity at Work Policy and the Alcohol and Substance Misuse Policy.

- 3.6** The Council continues to make progress with its responsibility to provide staff with equality training, but this has still not covered the majority of employees, and there is still a considerable way to go and limited staffing resources to do so.

### Employment

- 3.7** An updated Equal Opportunities in Employment Policy will be implemented following confirmation of the Specific Duties expected in February 2011. This policy sets out how equality principles will be mainstreamed in employment-related functions such as workforce planning, recruitment, training, pay and conditions, and organisational change.
- 3.8** Recruitment and selection procedures and paperwork have been revised to ensure that they contribute to the business, ethical and legal requirements of the Council, including equal opportunities.
- 3.9** There has been progress in advertising vacancies to reach a wider audience through job centre's, libraries and on-line applications. A local equalities impact assessment of the portal was undertaken by the Council, and the Disability Working Group provided feedback on the measures that were to be taken to ensure that disabled people can access and use this new system.
- 3.10** There has been significant progress in the monitoring of employment practice in terms of equalities, with year on year improvement in the comprehensiveness of data, reflecting improved monitoring and a wider range of information sources such as the National Recruitment Portal and the Workforce Management System (WMS). The implementation of the WMS has enabled more accurate employment equalities monitoring to be recorded and with the anticipated introduction of the self-service module, will enable the Council to provide accurate and up-to-date workforce information.
- 3.11** The Council has continued to develop and update its Dignity at Work Policy and Procedure to reflect the need to promote inclusion and challenge discrimination across all protected characteristics. The Council has actively promoted the policy and procedure through awareness sessions to staff at all levels across the whole organisation.
- 3.12** The Council addresses wider employment issues through its lead role in the West Dunbartonshire Employability Programme (WDEP) which includes a project that focuses on supporting clients who are furthest removed from the labour market who have a learning disability and/or mental ill health and a project that focuses on working with young people

at risk of becoming in need of More Chances More Choices. All WDEP projects are required to support clients who are furthest removed from the labour market regardless of gender, age, disability/health difficulty or ethnicity. Regular monitoring is carried out although further work has to be done on analysis and reporting.

### Impact Assessment

- 3.13** The assessment of the impact of policies and services on 'equality' groups is a central part of the Council's equality duties and will continue under the new specific duties from April 2011. A minimum target of 15 impact assessments per year across services has been set and systems have been put in place to monitor this, record and publish assessments. There is now a mandatory paragraph in committee reports regarding impact assessment.
- 3.14** The impact assessment guidelines have been revised to meet the Equality Act 2010, including the expanded range of characteristics, as well as health, human rights and socio-economic factors. The guidance also covers financial decisions and briefings have been sent to senior managers on recent EHRC guidance on this.
- 3.15** Training will be provided for staff in the new guidelines (subject to staffing resources) and there will be representatives from each department attending to assist with impact assessments, with overall guidance provided by the Policy Development Officer. Work is underway to link EIA with Public Service Improvement Framework.
- 3.16** The target of 15 impact assessments has been met this year and attempts will be made to increase this for coming years.

### Service Monitoring

- 3.17** An equalities scorecard has been developed, which is intended to provide an overall picture of the Council's progress in the promotion of equal opportunity. Information is being gathered across the Council to contribute to the scorecard and for annual reporting purpose and this will continue to be built on during 2011-12. We will look to expand the monitoring characteristics in 2011-12.
- 3.18** Additional measures will continue to be added as the scorecard continues to develop. Also during impact assessment further monitoring is identified and put into place.

### Citizens Panel

- 3.19** The West Dunbartonshire Partnership Citizens' Panel continues to be an important source of information on the community's opinions and priorities. The Panel reflects many of the characteristics of the West Dunbartonshire adult population. The panel consists of around 1433 members, of whom around 28% have identified themselves as disabled, therefore providing the opportunity to see how Council policies impact on disabled people in comparison with the community as a whole.
- 3.20** Attempts have been made to boost the ethnic minority sample by publicising the panel directly to ethnic minority groups. This has resulted in panel ethnic minority membership of 1.1% (compared to the Council estimate of 0.7%).
- 3.21** During 2010-11 we'll be asking some 'equalities' questions to provide us with information on how we can develop the demographic profile of the Panel in relation to the new characteristics.

### Harassment

- 3.22** The Multi Agency Hate Crime Group (MAGCG) has been expanded from the former MARIM group to include all areas of hate crime. This forum allows partners to work together to respond to incidents of racial harassment and members of equality groups are invited to attend meetings, further links are also being developed with equalities groups and networks.
- 3.23** The Council also takes reports of racist incidents as a third party. Third party reporting forms have been amended to include disability, gender identity and religion and belief in addition to race and sexual origin and the MAHCG are currently looking at the system of 'third party reporting' within the council and victim support.
- 3.24** In education, a monitoring system has been introduced to monitor incidents of harassment on the grounds of disability. However, during the academic year 2009-10 there were no incidents reported for disability, compared to 33 incidents motivated by race, 1 incident motivated by gender, 4 incidents motivated by sexual orientation.
- 3.25** As with all types of incident recording there are issues with under-reporting.

### **Disability Equality**

- 4.1** This section of the report provides an account of the progress of approaches which specifically address disability equality.

## Involvement and Consultation

- 4.2** The Council's Disability Working Group had not met for a considerable period during 2009/10. We are currently in the process of seeking to re-establish this group and a meeting has been organised for early December 2010. This group brings together community representatives and Council officers to identify and consider key disability issues and, in particular, the impact of mainstream policies and services on disabled people. It also has a role in impact assessments of Council policy. The group is chaired by a member of the community and members cover a range of disability issues.
- 4.3** The Social Work and Health Joint Community Care Planning Groups provide a forum for consumer groups and the statutory agencies to agree joint strategies and plans including the way they will be implemented. They help to build effective working relationships in which consumers' views and expertise is used to highlight problem areas and gaps in services, to influence service delivery and to contribute to monitoring and evaluation of projects.

At a more direct level, disabled people have been involved in:

- Identifying buildings requiring access improvement
- Walking audits
- The 'Clear the way' campaign
- Password scheme
- Shopmobility' – currently awaiting result of application for big lottery funding
- Arrangements for alternative formats

## Access to Council Buildings and the Wider Environment

- 4.4** The Council's access improvement programme focuses on the most frequently used Council buildings and other buildings which support local communities; specifically halls, centres and libraries. From within these categories, Council departments and the disabled community are invited to identify access improvements which may:
- Address specific access problems
  - Impact on the greatest number of people
  - Coincide with other improvements
  - Support specific Council objectives
  - Contribute to improvement to the statutory performance indicator (SPI) which measures the percentage of Council buildings which disabled people can access without unreasonable difficulty.



- 4.5** Since last year the number of accessible building has increased from 44.4% to 50.6%. However, as there is no longer a specific budget for access improvement, this target will remain static for the coming years.
- 4.6** A programme of 'walking audits', in which disabled people accompanied roads engineers to inspect pedestrian routes is ongoing and this continues to be an area of concern amongst disabled residents in West Dunbartonshire.

#### Community Safety and the Elimination of Harassment

- 4.7** Crime and fear of crime continues to be an issue for disabled people in West Dunbartonshire, a representative from the Multi Agency Hate Crime Group (MAHCG) will be speaking to the Disability Working Group about this when regular meetings are re-established. See section on harassment.
- 4.8** Security continues to be a concern and will be also looked at via the Disability Working Group when regular meetings recommence. The Council's Homecare Service Password Scheme allows visually impaired people to guard against bogus callers by having a prearranged password to be used by Council staff. The scheme has been established for a few years and is being used in the housing repair service on a regular basis and continues to be promoted to elderly users.

#### Promotion of Positive Attitudes

- 4.9** A number of actions have contributed to the goal of promoting positive attitudes toward the disabled community. These include:
- Distribution of the disability profile.
  - Annual Equalities Bulletin
  - Equalities training
  - Pupil Councils in secondary schools promoting disability equality issues within the younger generation.
  - Advertising local accessibility through the DisabledGo website

#### Disability equality in employment

**4.10** Following the introduction of the Equalities Act 2010, employers can no longer ask a job applicant about their health or disability, except in very restricted circumstance, or until the person has been offered a conditional or unconditional offer of employment. This includes asking such questions as part of the application process or during an interview. Questions relating to previous sickness absence count as questions that relate to health and

disability. In order to support this change all recruitment practices have been updated.

**4.11** West Dunbartonshire Council supports the double tick initiative that positively discriminates in favour of disabled applicants. If an employee is disabled and meets the essential criteria of a vacancy, the applicant will be guaranteed an interview, though all appointments continue to be on merit. In order to continue to favour disabled applicants the Council can still ask if an employee is disabled and inform them of the positive reasons for answering this question. This scheme membership has just been renewed for a further year and will be reviewed following guidance from the Equality and Human Rights Commission.

## **Gender Equality**

**5.1** This section of the report provides an account of the progress of some approaches which specifically address gender equality issues.

**5.2** In its approach to promoting gender equality and eliminating discrimination the council has taken account of the 4 issues highlighted by the Equality and Human Rights Commission:

- Income pay gaps
- The gender power gap in public sector leadership positions and politics
- The causes and consequences of violence against women and girls
- Discrimination and harassment against transsexual and transgender people

These will be dealt with in the following sections, within West Dunbartonshire a particularly high priority is given to violence against women and girls and tackling occupational segregation.

### Violence Against Women

**5.3** Some background on the incidence and prevalence of Violence against Women in West Dunbartonshire:

- 66 crimes of indecency (including rape and sexual assault) were reported to the police In West Dunbartonshire in 2008/09
- Strathclyde Police recorded 1,597 incidents of domestic abuse in the West Dunbartonshire Council area in 2008/09
- The rate of domestic abuse incidents per 100,000 population recorded by Strathclyde Police in the West Dunbartonshire Council area in 2008/09 was 1,756
- This is the highest rate per 100,000 of population of any council area in Scotland

- One in three women in (the former) Lomond Local Health Care Cooperative area had experienced domestic abuse during their lives
- 30% were abused by their partner or ex-partner while they were pregnant.

(Sources: Scottish Government (2009), Statistical Bulletin Criminal Justice Series, Domestic Abuse Recorded By The Police In Scotland, 2008-9, [www.scotland.gov.uk/Publications/2009/11/23112407/2](http://www.scotland.gov.uk/Publications/2009/11/23112407/2); Argyll and Clyde Domestic Abuse Prevalence Study 2005; WD Community Safety Partnership Strategic Assessment 2010)

- 5.4** The West Dunbartonshire Violence Against Women Partnership's strategy builds on successful joint working in response to the Scottish Executive's National Strategy for addressing all forms of male violence against women. It provides the basis for sharing resources, experience and expertise, and avoiding duplication of effort in the development of its four main pillars of action; **prevention** of abuse, **protection** from abuse, the **provision** of support for women and children who have experienced abuse, the **participation** of victims of abuse in the development of policy and services and in relation to **training and workforce development**.
- 5.5** Since 2009, the work of the WDVAWP and its partner agencies has been incorporated as a programme of work within the Safer Communities Theme within the local Single Outcome Agreement. The long term aim of this activity is to reduce the incidence and prevalence of VAW in West Dunbartonshire in line with Scottish Government policy in this area.
- 5.6** The partnership draws together the voluntary and public sectors and includes Clydebank Women's Aid, Dumbarton District Women's Aid, Rape Crisis, the Health Board, the Procurator Fiscal, the Children's Reporter, Strathclyde Police and the Council. It can also help other local agencies and groups seeking support in relation to abuse and violence against women, and has developed a training programme to support its work.
- 5.7** ***Protection and Provision: the Challenging and Responding to Abuse (CARA) Support Service provides direct services for women victims of all forms of gender-based violence. Over 100 women have received medium to long-term support since the project was set up in 2003. A new combined service run in conjunction with Glasgow Rape Crisis Centre was established in 2010 to provide support, information and counselling services to women who have experienced rape and sexual assault and where necessary to support women who report these crimes to the police. CARA organises a network of practitioners in the area and, along with the Community Learning and Development service, supports SILK, a women's group which provides its members with mutual support and the opportunity to campaign on the issue of violence against women.***

- 5.8** Other sources of support include Strathclyde Police's Domestic Abuse Unit, Domestic Abuse Reactive (DART) Team and Force-wide Domestic Abuse Task Force, working in partnership with local agencies; also Clydebank Women's Aid and Dumbarton District Women's Aid; WDC's Criminal Justice Team's Women's Safety Service, who have also developed A Good Practice Guide and training for agencies working with women working in or vulnerable to entering prostitution.
- 5.9** WD Children and Young People's Domestic Abuse Delivery Plan brings together all agencies working to support children and young people and works to the principles of the Getting it Right for Every Child (GIRFEC) approach. This includes Clydebank Women's Aid and Dumbarton Women's Aid, the CARA Service and the West Dunbartonshire CEDAR (Children experiencing domestic abuse recovery) Project, which was initiated in 2010 to provide parallel group work programmes for primary age children experiencing domestic abuse and their mothers and is based on the successful Canadian Concurrent Groupwork Programme and the Scottish CEDAR programme.
- 5.10 Prevention:** the theme of prevention of abuse is picked up in the Reduce Abuse Project, which co-ordinates and delivers training for young people in secondary schools and other youth settings in West Dunbartonshire. The project has identified children and young people's needs in relation to this issue and the Coordinator has developed a resource pack and training programme for teaching staff. A new Project Worker has been recruited to support the extension of this work to into all secondary schools in West Dunbartonshire, to adapt the material for use in local primary schools and to work in other young people including looked after and accommodated children and young people.
- 5.11 Training and Workforce Development:** WDVAVP is a member of the Clyde Violence Against Women Training Consortium is part of a national network of Consortia and includes representatives from Inverclyde and Renfrewshire as well as WD. The Consortium provides learning and training events on a range of VAW topics across the three areas in response to local learning and training needs. It also supports the implementation of Sensitive/Routine Enquiry on Gender-based Violence within local health settings in line with the NHS Chief Executive's Letter 41. All training activity is provided on a multi-agency basis and carried out in partnership a range of organisations.
- 5.12** West Dunbartonshire Council Domestic Abuse Policy 2004 outlines the Council's responsibilities as an employer to employees who disclose their experience or who perpetrate domestic abuse. The Policy also provides

guidance for employees making or responding to a disclosure and will be updated in 2011/12.

### Gender equality in Employment

- 5.13** Workforce monitoring and planning has been a key priority, which is reflected in the completion of the Council Workforce Plan 2010-11. This is an important tool for the long-term improvement of HR management in the Council, including its capacity to analyse potential gender imbalance.
- 5.14** One of the key drivers for monitoring planning has been the implementation of Single Status in the Council on the back of a national collective agreement, in line with equal pay legislation, to promote gender equality, the elimination of pay inequalities and discriminatory practices in employment and the development of a flexible approach to service provision.
- 5.15** The agreement sought to end an unfair pay system that favoured male workers by ensuring employers implemented a common pay scale for all jobs, and harmonised terms and conditions based on equal pay and equal status for part-time staff. The Council is committed to publishing data on gender income gaps within the organisation as part of its commitment to gender equality. All Local Government Employee posts are subject to evaluation under the job evaluation process.
- 5.16** Improved consultations with the workforce through a range of processes like the employee survey and the establishment of consultative working groups has seen the development of a Flexible Working Policy to support staff with care responsibilities, who are disproportionately female. A salary sacrifice Childcare Voucher Scheme has been introduced and there are currently 127 actively participating. 79% of participants are female.
- 5.17** The Council has also made some inroads in addressing occupational segregation through the recruitment of female modern apprentices in traditionally male occupations in the construction sector. The development of the WMS system will greatly enhance the council's capacity to identify other opportunities for this kind of targeted initiative. These measures will complement the Council's high proportion female managers in the top 2% and 5% of salary bands. The Council continues to be a good performer in terms of addressing the Gender power and pay gap in the public sector.

### Discrimination and Harassment against Transgender/ Transsexual People

- 5.18** This is targeted via our Multi Agency Hate Crime Group and the work of our Lesbian Gay Bisexual Transgender Equality Officer Network – see section on harassment above. The LGBT Equality Officer Network includes a representative from a transgender organisation who can advise

on transgender issues. The Network will also be organising LGBT awareness sessions across the Community Planning Partners. The Police have also taken onboard LGBT issues and are organising training for sergeants involving members of the network and representatives of the transgender community.

## **Race Equality**

- 6.1** This section of the report provides an account of the progress of approaches which specifically address race equality.

### Involvement and Consultation

- 6.2** Links with some of the Black & Ethnic Minority Groups have been further developed and a suggestion from some of the groups to link to form an Ethnic Minority Network has been taken forward. There was a successful bid for CPP development funding to explore the possibility of developing such a network and to organise an event in West Dunbartonshire for Black History Month. A first meeting of the network was held in September 2010 and was fairly promising, the group and now developing a role & remit and a list of relevant agenda items for the coming year. The network brings together representatives from some of the small BME groups in the area and the aim is to bring more groups on board as it becomes established.
- 6.3** It is hoped that with support from Community Learning and Development and Community Volunteer Service this group will develop and enable information sharing, joint working and applications for funding between the groups. Also it will facilitate consultation and involvement by the Council and Community Planning Partnership.
- 6.4** There are a total of 7 smaller BME groups throughout West Dunbartonshire representing, African, Asian, Polish, Gypsy Traveller and other groups within the community. There is anecdotal and other evidence that the diversity and size of the BME population has increased since, this should be confirmed by the 2011 Census.

### Translation and Interpretation Services

- 6.5** The Council provides translation and interpretation services on demand, including a telephone interpretation service and interpreters can also be arranged for face-to-face interviews.
- 6.6** A survey of the usage of these services, confirmed that uptake of translation and interpretation services is fairly minimal. There were also some issues regarding accessing information and awareness of some of the guidelines, preferred sources and formats of information and so on.

These findings will be taken forward working with Corporate Communications in 2011/12.

### Racial Harassment

- 6.7** Although figures in terms of the number of incidents remain fairly low, there are particular locations where incidents are more common, e.g. shops. Racial Harassment continues to be an area of concern for BME groups in West Dunbartonshire and links are being developed between the Ethnic Minority Network and the Multi-Agency Hate Crime Incident Monitoring group - see section above under harassment.

### Race equality and employment

- 6.8** Monitoring Reports are now published annually, covering race, disability and gender within the workforce. The WMS has enabled the collation of accurate statistics to be collected from 2008-2009. The report for 1 April 2009 shows that 0.20% of the Workforce are from Black Minority Ethnic Groups and this rose on 1 April 2010 to 0.23%. which is below the local population as at the 2001 census (0.7%).
- 6.9** The Council is taking steps to improve on this position via the Recruitment Portal for public sector vacancies and will build links with appropriate organisations where possible.
- 6.10** The Council continues to work with the Local Employment Partnership (LEP) Agreement with Job Centre Plus. LEP aims to identify and target disadvantaged groups in the local labour market, including BME groups, giving them an opportunity to participate in work experience, work placement or employment initiatives.
- 6.11** The Council also continues to work with Trade Unions, including the STUC's One Workplace, Equal Rights project. These areas of work will be carried forward into 2011-12.

### **Other characteristics**

#### **Update on Lesbian Gay Bisexual Transgender (LGBT) Equality Officer Network**

- 7.1** During the year the LGBT Equality Officer Network has met regularly and held some events to celebrate LGBT History Month in February. The group has expanded its membership, including partner organisations, national and transgender organisations. The Action plan has also been updated and a successful bid for CPP development funding was awarded

to re-establish the Network. Members of the group are also working with the Equality Network and Stonewall to take forward the training, leadership programme and awareness raising which were elements of the bid.

- 7.2** From January until May 2010 a student placement worked with the Network and carried out some research into the needs of the LGBT community in West Dunbartonshire, including an online survey and focus group. From this, a list of people who may be interested in forming an LGBT community group was developed. This will be followed up in January 2011 with the Equality Network's leadership programme, which will hopefully lead to the development of an LGBT community group. It is hoped that this will be the means of taking forward this area of work and applying for future funding, and that the role of the Officer Network can be re-evaluated in 2011-12.

## **Education**

- 8.1** The Multi-agency Consultation Panel (MAC) is now an embedded part of education practice. This panel ensures that children and young people with additional support needs and, in particular, those with behavioural problems, get the best combination of mainstream education and additional specialized activity they require to meet their needs. An evaluation has been carried out and is available on the website.
- 8.2** A survey was carried out in 2009 of parents of children with additional support needs and a report published with the findings. Issues relating to additional support needs are now incorporated within the Parental Involvement processes with regular discussion on relevant topics at the Parent Council meetings and parent conferences.
- 8.3** The Equality and Human Rights Group continues to operate, although there has been a gap in meetings during 2010 due to staffing changes and absences, these issues have been resolved and meetings will be re-started. A pilot of 10 schools for UNICEF's Rights Respecting Schools Award as a means to promote understanding is underway and is underway and one primary school has now received a Level 1 award with 9 other schools working towards completion.
- 8.4** A working group has been established to develop anti-bullying policies and strategies to tackle all bullying, including discrimination. This has also been affected by staffing issues but will be resumed.

## **Conclusion**



- 9.1 Since the introduction of the Equality Scheme 2009-12, there has been continued progress in terms of disability, race and gender equality and the Council's equality duties. As in recent years, much of this progress has been across equal opportunities as a whole, including employment policy, training, impact assessment and service monitoring.
- 9.2 There have also been some measures in terms of specific areas of equalities and the 3 separate duties. Particularly in terms of promoting services for disabled people, continuing and expanding work in tackling violence against women and occupational segregation and developing consultation and engagement with BME and LGBT communities.
- 9.3 Equality legislation sets out a distinct equality duty for Education services and the Council has been able to show progress in key areas such as progress with the pilot for the UNICEF Rights Respecting Schools Award and the Education Equality and Human Rights Group .
- 9.4 Progress has been made but there is further work to be done. For example, the new Impact assessment guidance needs to be rolled out and training provided. There is further work to be done with the disability, ethnic minority and LGBT groups and network, particularly in terms of involvement in setting equality objectives as part of the new public sector duty. The Action Plan for the Equality Scheme 2009-12, is a 3 year action plan.
- 9.5 During 2011-12 the scheme will be reviewed and updated to include the full range of protected characteristics and to include these equality objectives.

## **Contact Information**

Further information on the Council's Equality Scheme 2009-12 can be provided by:

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Tel: 01389 608118

Email: [policy.unit@west-dunbarton.gov.uk](mailto:policy.unit@west-dunbarton.gov.uk)

Further information on the development of employment policy in relation to disability and gender equality can be provided by:

Policy, Wellbeing & Equalities  
Human Resources & Organisational Development  
West Dunbartonshire Council  
Garshake Road  
Dumbarton G82 3LG

Tel: 01389 737 7373