

East Dunbartonshire Council

Equality Outcomes & Mainstreaming Report

2013-2017

equality



sustainable thriving achieving

East Dunbartonshire Council

www.eastdunbarton.gov.uk



sustainable thriving achieving

East Dunbartonshire Council

www.eastdunbarton.gov.uk

East Dunbartonshire Council

**Equality Outcomes and Mainstreaming Report
2013-2017**

| Contents | Page No |
|---|----------------|
| 1. Introduction | 4 |
| 2. Background | 4 |
| 3. Equality Legislation | 5 |
| 4. East Dunbartonshire Context | 8 |
| 5. Council commitment to Advancing Equality | 12 |
| 6. Mainstreaming Equality in East Dunbartonshire Council | 13 |
| 7. Mainstreaming Equality in East Dunbartonshire Education Service | 18 |
| 8. Mainstreaming Equality in East Dunbartonshire Licensing Board | 22 |
| 9. Equality Outcomes | 23 |
| 10. Information Gathering | 25 |
| 11. Equality Impact Assessments | 26 |
| 12. Employee Training on Equality | 26 |
| 13. Reporting, Monitoring and Review | 27 |
| Appendix 1: Employment and Equal Pay Information | 28 |
| Appendix 2: Action Plan | 53 |

1. Introduction

This report sets out East Dunbartonshire Council's Equality Outcomes and approach to mainstreaming equality as set out by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The report also sets out background information on equality legislation and steps being taken by the Council to reduce unlawful discrimination, advancing equality of opportunity and fostering good relations between different groups.

Further information on the Council's approach to equality can be found at www.eastdunbarton.gov.uk/equality , by emailing equality@eastdunbarton.gov.uk or by calling 0141 578 8337.

2. Background

Despite over 30 year of equality legislation and some progress, certain groups of people still face significant levels of inequality, discrimination and harassment, and do not enjoy the same life opportunities as everybody else. For example, in the UK and Scotland, we know that:

- Over 50% of people with disabilities are out of work
- Only 59% of people from minority ethnic groups are employed, compared with 73% of the general population
- More than 6 out of 10 lesbian and gay school pupils experience homophobic bullying
- 62% of transgender people experienced harassment in public places
- The life expectancy of Gypsy/Travellers is 10 years below the national average
- Only a third of senior managers in the Scottish civil service are women
- In Scotland women are paid 12% less than men in full time work
- One in three Scots believe Eastern Europeans are taking "Scots" jobs

3. Equality Legislation

3.1 Overview

Over the past 40 years, over 100 pieces of legislation and statutory instruments have been enacted in order to promote equality and reduce discrimination. These include:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- Disability Discrimination Act 2005
- The Equality Act 2006 (Gender Equality Duty)

The Equality Act 2010, the majority of which came into force on 1 October 2010, harmonises and replaces this legislation. Other elements of the Act have been brought into force gradually over the past 2 years, including the Public Sector Equality Duties.

In April 2011, the Equality Act introduced a positive General Duty on Public Authorities in Scotland, in the exercise of their functions to give due regard to the need to:

- Eliminate discrimination, harassment victimisation or any other prohibited conduct
- Advance equality of opportunity
- Foster good relations – by tackling prejudice and promoting understanding

3.2 Equality Act and Specific Duties

Scottish Ministers have the power to introduce specific duties to support the better performance of the general duty. The specific duties require public authorities in Scotland, including East Dunbartonshire Council to:

- Publish a report on the progress made on mainstreaming equality across all functions of the organisation by April 30th 2013 and then every 2 years thereafter;
- Set and publish equality outcomes by April 30th 2013 and report on their progress every four years based on evidence and involvement of equality groups and communities;

- Equality Impact Assess all new and existing policies (including decisions eg financial) taken by public authorities; (from 27th May 2012)
- Gather and publish employment data on the make-up of the organisation by protected characteristic¹
- Publish statements on equal pay between equality groups² and on occupational segregation from equality groups in particular grades and particular occupations
- Consider award criteria and conditions in relation to public procurement
- Publish equality documents (impact assessments, equality outcomes etc) in a manner that is accessible.

3.3 The Duties and Public Policy in Scotland

The Specific Duties have been designed to fit with the current 'grain' of public policy in Scotland. The focus on outcomes moves away from previous process driven equality laws and encourages public authorities to concentrate their equalities activities on making a difference to their communities.

3.4 Compliance

The Equality and Human Rights Commission (EHRC) is a Non-Departmental Public Body working across Great Britain with the responsibility to uphold and promote equality and human rights law. The Commission has significant powers to enforce the equalities duties of organisations and authorities, including, ultimately, launching official inquiries and formal investigations.

¹(age, disability, gender reassignment , marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex, sexual orientation)

²Between women and men, persons who are disabled and those who are not, persons from a minority racial group and those not.

3.5 Protected Characteristics

As set out by the Equality Act 2010, there are nine recognised 'protected characteristics'. These are age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, religion/belief, sex, sexual orientation. The Equality and Human Rights Commission provides definitions of each of the protected characteristics³:

| Protected Characteristic | Definition |
|---------------------------------------|---|
| Age | Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds). |
| Disability | A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. |
| Gender Reassignment | The process of transitioning from one gender to another. |
| Marriage and Civil Partnership | Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. This protected characteristic only protects people if they are married or in a civil partnership. It does not apply to those not married or in a civil partnership, i.e. single. |
| Pregnancy and Maternity | Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. |
| Race | Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. This would include Scottish Gypsy/Travellers. |

³<http://www.equalityhumanrights.com/advice-and-guidance/new-equality-act-guidance/protected-characteristics-definitions/>

| | |
|----------------------------|--|
| Religion and Belief | Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition. |
| Sex | A man or a woman. |
| Sexual Orientation | Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. |

4. East Dunbartonshire Context

4.1 East Dunbartonshire Area

East Dunbartonshire which lies to the north of Glasgow bounded by the Campsie Fells and the Kilpatrick Hills. It is a strategically significant location for economic, social and environmental development between the city and the gateway to the Highlands through the West Highland Way and eastwards through the Kelvin Valley.

With a population of 108, 243 East Dunbartonshire is in the mid-range of Scottish local authorities in terms of population and covers an area of 77 square miles. It comprises an attractive mixture of urban and rural areas that included the following suburban and rural settlements of Bearsden, Bishopbriggs, Kirkintilloch, Milngavie, Lenzie, Milton of Campsie, Lennoxton, Torrance and Twechar.

East Dunbartonshire has an outstanding natural environment. It is a flourishing area with relatively high levels of home and car ownership. Educational achievement is high, while unemployment is substantially lower than most other areas of Scotland. East Dunbartonshire is also one of the safest areas in mainland Scotland in which to live. As a consequence, East Dunbartonshire offers a healthy environment with life expectancy rates for men and women well above the national average. However, there are pockets of deprivation across the area. The latest update to the Scottish Index of Multiple Deprivation in 2012 indicates that a substantial gap still persists between our prosperous communities and those that face multiple problems including above average levels of unemployment, ill health, fear of crime, and poor educational achievement.

4.2 East Dunbartonshire Equality Profile

This section provides some brief information on the equality profile of East Dunbartonshire.

4.2.1 Age

The number of older people in Scotland is projected to rise. This is true for all Council areas to a greater or lesser extent, ranging from a projected increase in those aged 75+ of 36% in Glasgow City and 146% in West Lothian. Currently in East Dunbartonshire 19% of the population is 65 and over, 9% are 75 and over and 2% are over the age of 85.⁴ However, recent population projections for East Dunbartonshire suggests that by 2035 people over the age of 65 will account for 32% of the population, 18% will be over 75 and 7% over the age of 85. The greatest growth will be the number of people aged over 75, which is projected to increase by 86%.

4.2.2 Disability

There is limited information on the number of people who have a disability within East Dunbartonshire. National Statistics from the Equality and Human Rights Commission suggest that over 10 million people in the UK have some form of disability. The Census 2001 asked the question:

“Do you have any long-term illness, health problem or disability which limits your daily activities or the work you can do?”

The figures in 2001 reported that 16.57% of the population, which amounts to almost 18,000 members of the community, perceive themselves to having a limiting long-term illness health problem or disability which limits their daily activities or the work they can do, including problems due to old age.⁵ An updated figure will be available following analysis of the results of Census 2011, which will be published in late 2013.

4.2.3 Gender Reassignment

At present there is no reliable information on the number of transgender people in Scotland. In the UK, the number of people aged over 15 presenting for treatment for gender dysphoria is thought to be 3 in 100,000. This would equate to approximately 150 per annum in Scotland. However, NHS Health Scotland and its partners completed a scoping exercise which found this number to be slightly higher, approximately 200 per annum⁶.

The median age for transitioning is 42, although those who are treated for gender dysphoria recall experiencing gender variance from a young age.

⁴NRS 2011 Mid Year Estimate

⁵ Scottish Census Results Online www.scrol.gov.uk

⁶<http://www.healthscotland.com/equalities/gender-reassignment/demographics.aspx>

4.2.4 Marriage and Civil Partnership

According to the National Records of Scotland⁷, there were 246 marriages in East Dunbartonshire in 2011; a decrease of 4.7 per cent from 2010. Scotland has seen an increase during the same period of time.

Since 2001 the number of marriages in East Dunbartonshire has fallen by 36.1%

Civil partnerships are relatively few in number in East Dunbartonshire, with 4 in 2010 and 3 in 2011. This compares with 465 in Scotland in 2010 and 554 in 2011.

4.2.5 Pregnancy and Maternity

Between 2010 and 2011 East Dunbartonshire experienced no change in the number of births. The number of births in Scotland fell by 0.3 per cent.

Fertility in East Dunbartonshire increased from 51.6 births per 1,000 women aged 15 to 44 in 2010, to 52.4 in 2011. For Scotland as a whole, the general fertility rate decreased from 56.5 births per 1,000 women aged 15 to 44 in 2010, to 56.4 in 2011.

4.2.6 Race (including Scottish Gypsy/Travellers)

Around 3.1 per cent of the East Dunbartonshire population has identified themselves as being from a Black or Minority Ethnic community (BME). The largest percentage of the BME population is currently from the Indian community. However, we recognise that as with the rest of Scotland, our population is continually changing, and now includes a number of migrants from the European Union Accession States, such as Poland and Slovakia.

The Scottish Gypsy/Traveller population's size is unknown. The Scottish Government's biannual count estimated the population in 2009 at 1590, but did not include Gypsy/Travellers living in houses for all or part of the year, nor those on roadside camps or on private sites. The Gypsy/Traveller trainers estimated actual numbers to be over 15,000¹. The 2011 census was the first to include Gypsy/Travellers as a distinct ethnic group. Gypsy/Travellers' ethnicity is protected by the Equality Act 2010.

4.2.7 Religion and Belief

Religious practices and beliefs practiced in East Dunbartonshire cover the full range from Buddhism to Christianity. According to information from the Census

⁷ <http://www.gro-scotland.gov.uk/files2/stats/council-area-data-sheets/east-dunbartonshire-factsheet.pdf>

2001, Christianity is the highest grouping followed by those who follow no religion.

| Christian | No Religion | Sikh | Muslim | Hindu | Other |
|-----------|-------------|------|--------|-------|-------|
| 77036 | 23858 | 849 | 768 | 545 | 502 |

Updated information on religious belief will be made available in late 2013, following analysis of the 2011 Census.

4.2.8 Sex

Population information from National Records Scotland⁸ suggests that there are more women than men living in East Dunbartonshire. The largest group is women between the ages of 45-59.

| Age Group | Male Population | Female Population | Total Population | % of total Pop |
|-----------|-----------------|-------------------|------------------|----------------|
| 0-15 | 9631 | 8900 | 18531 | 17.7 |
| 16-29 | 9257 | 7966 | 17223 | 16.5 |
| 30-44 | 7875 | 9006 | 16881 | 16.1 |
| 45-59 | 11532 | 12967 | 24499 | 23.4 |
| 60-74 | 8356 | 9611 | 17967 | 17.2 |
| 75+ | 3765 | 5704 | 9469 | 9.1 |
| All ages | 50416 | 54154 | 104570 | 100 |

4.2.9 Sexual Orientation

It is estimated that at least 10% of the Scottish population are Lesbian, Gay or Bisexual. On that basis it can be estimated that the figure in East Dunbartonshire is broadly similar. The Census 2011 asks questions around same sex civil partnerships, so there should be a better indication of numbers when the information is available in late 2013.

4.3 East Dunbartonshire Council

East Dunbartonshire Council is one of 32 unitary local authorities in Scotland. It is responsible for a range of services including education, social work, waste management, maintenance of roads planning and building control, strategic housing, environmental health and emergency planning.

The Council came into being on 1 April 1996 following Scottish local government reorganisation. East Dunbartonshire Council was formed by joining the former Strathkelvin and Bearsden and Milngavie District Councils. In addition, several

8

regional functions (Strathclyde Regional Council) were transferred to the new unitary authorities (i.e. education, social work, roads etc).

East Dunbartonshire Council is made up of 24 locally elected Councillors covering 8 wards. The Council is the governing body for East Dunbartonshire's decision making and is the source of all delegated powers to subordinate strategic Committees, Sub-Committees, Boards (with the exception of the Licensing and Planning Boards), Panels etc. Other Committees are:

- Development and Infrastructure
- Education Committee
- Housing and Community Services Committee
- Policy and Resources Committee
- Social Work Committee

The net annual expenditure of the Council is almost £243.9 million and we employ 3,900 employees in the following areas:

- Governance and Regulation
- Education and Social Work
- Development and Regeneration
- Neighbourhood Services
- Finance and Shared Services
- Customer Services and Transformation

The East Dunbartonshire Single Outcome Agreement sets out the outcomes that the Council and its Community Planning Partners want to achieve with the people of East Dunbartonshire. It acts as the core plan for everything we do. The Single Outcome Agreement also sets out how the East Dunbartonshire Community Planning Partnership contributes to the Scottish Government's sixteen national outcomes.

5. Council Commitment to Advancing Equality

As set out above, East Dunbartonshire is a diverse area with diverse communities. We wish to create an environment in which the services we provide and our workplace is free from unfair discrimination and where human rights principles are upheld. We also want our workforce and our service provision to reflect the communities we serve.

We will consistently challenge inequality, discrimination and disadvantage and will seek to work to achieve the highest standards of service delivery and employment practices.

We will also work to ensure that equality; diversity and human rights principles are owned, valued and maintained by everyone within the organisation – Elected Members, employees and those who provide services on our behalf.

6. Mainstreaming Equality in East Dunbartonshire

6.1 What do we mean by ‘mainstreaming equality’?

The Equality and Human Rights Commission provides information on mainstreaming equality⁹.

Mainstreaming the equality duty simply means integrating equality into the day-to-day working of an authority. This means taking equality into account in the way the authority exercises its function. In other words equality should be a component of everything an authority does.

Mainstreaming the equality duty has a number of benefits including:

- Equality becomes part of the structures, behaviours and culture of an authority
- An authority knows and can demonstrate how, in carrying out its functions, it is promoting equality
- Mainstreaming equality contributes to continuous improvement and better performance.

This section highlights the main ways that equality is mainstreamed throughout East Dunbartonshire Council.

6.2 Frameworks, Plans and Policies

Our approach to mainstreaming equality focuses on embedding equality into strategic frameworks for Directorates and Services in order to achieve improved outcomes for both employees and customers.

The Council’s Business and Improvement Planning Guidance provides guidance on the information required from directorates and services in relation to equality in developing their Business and Improvement Plans. In order to demonstrate that equality and human rights issues are actively promoted across the organisation, each service is required to provide a clear statement within their plans, setting out a commitment to equality and human rights as well as providing information on work taking place within the service area.

⁹ ‘Mainstreaming the equality duty: A guide for public authorities (Scotland)’, EHRC, 2012.

The Council has a number of plans linked to equality in place to ensure that equality is mainstreamed across the organisation.

- **Equality and Human Rights Policy (2011-14)** – The Policy sets out the Council’s commitment to the principles of equality, diversity and human rights for all. It covers all of our functions and policies, both in the provision of our services and in employment.
- **Policy Development Framework** - The document sets out details of the main legislative and corporate requirements to be adhered to when developing a new policy or significantly changing any existing policy or function. This includes Equality Impact Assessment.
- **Accessible Information Policy** - This policy provides details on the range of accessible information methods that the Council uses to ensure that people can access information on Council services. This includes translation/interpretation, large print, audio and braille.

All of the above documents can be accessed on the Council’s website:
www.eastdunbarton.gov.uk

6.3 Raising Awareness of Equality Issues

It is important that Elected Members and Council employees are aware of equality requirements and issues so that they can be considered in decision making and the delivery of services. As such, a range of equality information is made available on the Council website or provided directly to employees and Elected Members. The following list highlights the main ways that information on equality issues is provided:

- Briefing Notes for Elected Members on particular issues
- Equality news items on the homepage of the Council website
- Information to key contacts within the Council as required, for example when a key legal decision around equalities has been made.
- Items on equality within the Employee Magazine EDIT

Information on equality issues, events and achievements is also provided to local communities on a regular basis. This information is usually communicated:

- To all groups on the Equality Engagement Group via email
- Equality news items of the homepage of the Council website
- Items on equality within the Elfie Council magazine
- Regular press releases on equality developed and sent to the local press
- Equality page on the Council website (linked from the Homepage)
www.eastdunbarton.gov.uk/equality

Information on equality issues can also be obtained by emailing equality@eastdunbarton.gov.uk or by telephone on 0141 578 8337.

6.4 Engaging Communities

The Council engages communities on equality issues on a regular basis in a number of ways. Due to good relationships having been cultivated between Council officers and community groups this engagement can also take place on a more informal basis as required. This way two-way dialogue has greatly enhanced the councils approach to equality and addressing issues of potential discrimination.

6.4.1 East Dunbartonshire Equality Engagement Group

The Equality Engagement Group acts as a first point of contact between the Council, Planning Partners and local equality groups and helps influence the development of policies in relation to equality.

The Group was established in late 2008, and subsumed the work of the former Ethnic Minority Liaison Committee and the Equality and Diversity Partnership. Meetings take place on a quarterly basis and involve the following organisations:

- Citizens' Advice Bureau
- Community Care and Health Partnership
- East Dunbartonshire Voluntary Action
- Cumbernauld College
- Police Scotland
- East Dunbartonshire Access Panel
- East Dunbartonshire Youth Council
- Kirkintilloch and District Seniors Forum
- LGBT Youth Scotland
- East Dunbartonshire Multi-Agency Violence Against Women Partnership (MAP)
- Minority Ethnic Forum in East Dunbartonshire

The Scottish Interfaith Council has also agreed to provide information on an ad hoc basis on issues in relation to religion and belief.

Over the past two years, as well as providing information and informative discussion on equality, the Equality Engagement Group has held events to promote particular equality issues. In February 2011 and again in June 2012, events were held to promote age equality and foster good relations among younger and older people. The 'Changing Age in East Dunbartonshire' events were hugely successful, with local groups and individuals taking away positive messages from the events.



Changing Age in East Dunbartonshire Event
June 2012



Intersectional Equality Event
November 2011.

Similarly in November 2011, an event was held, aimed at decision makers looking at 'Intersectional Equality issues'.

Further information on the work of the Equality Engagement Group can be found at www.eastdunbarton.gov.uk/equality.

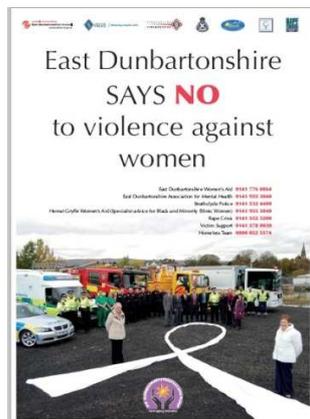
6.5 Partnership Activity

6.5.1 Violence Against Women Multi-Agency Partnership

East Dunbartonshire Multi-Agency Violence Against Women Partnership (MAP) brings together a number of agencies who provide services to women and children affected by gender violence. Agencies involved in the MAP include East Dunbartonshire Council, Police Scotland, East Dunbartonshire Womens' Aid, Rape Crisis and East Dunbartonshire Association for Mental Health.

Over the past year the MAP has developed marketing campaigns including a Sports Campaign, involving local sports clubs to highlight the message that violence against women is unacceptable. To mark the International Campaign '16 days of Action to Eliminate Violence Against Women', the MAP developed and led its own campaign to highlight 'East Dunbartonshire Says No to Violence Against Women'. Posters and beer mats/coasters with details of helplines were issued to local licensed premises and other venues for use throughout the November and December.

The MAP also leads the celebration of International Women's Day in East Dunbartonshire on 8th March. This year was a huge success with over 100 local women attending a health and beauty event in Kirkintilloch Leisure Centre.



6.5.2 Disabled Go

East Dunbartonshire Council is working with an organisation called Disabled Go to provide an online access guide to a large number of buildings and locations in East Dunbartonshire.

Disabled Go is a national online access guide available to everyone. All of the locations have been visited by a Disabled Go researcher and the information includes things like car parking, lifts, ramps and steps, accessible toilets and changing areas. The site enables those with specific access requirements to check venues in the area for the precise requirements they have.

The East Dunbartonshire pages of the Disabled Go website were launched in January 2008, and then updated in 2012. This followed a period of consultation and engagement with the community to find out the venues on which they would like to have access information. The work also included research into hundreds of venues and locations in the area including Council offices, libraries, shops, hotels and leisure facilities. The Council continues to work with disabled go to improve information on accessible venues across East Dunbartonshire. The website address is <http://www.disabledgo.com/en/org/east-dunbartonshire-Council>.

6.5.3 Development of a MADIM Group

The East Dunbartonshire Multi Agency Diversity Incident Monitoring Group (MADIM) was established in November 2010 in order to share information in order to tackle hate crime. The MADIM group collates, examines and shares information on incidents perpetrated against particular vulnerable groups, for example, bogus crime, racist and homophobic crime.

Meetings take place on a quarterly basis and involve the following organisations and groups:

- East Dunbartonshire Council
- East Dunbartonshire Community Health Partnership
- Strathclyde Police (now Police Scotland)
- Crown Office and Procurator Fiscal Service
- East Dunbartonshire Equality Engagement Group
- Victim Support East Dunbartonshire

The MADIM group has been effective in sharing information between organisations which has had a positive impact for East Dunbartonshire residents following a spate of housebreakings at the homes of elderly people in Kirkintilloch.

The MADIM Group is currently leading on setting up 3rd Party Reporting sites for hate crime. The sites, which will be in various buildings across East Dunbartonshire, will be launched in summer 2013. Further information on the work of the MADIM Group can be found at www.eastdunbarton.gov.uk/equality.

6.6 Procurement and Equality

The Council is committed to best value and promoting fairness and equality in Procurement. This is supported by specific guidance which sets out the how the Council will procure goods and services.

Specific equality advice and guidance is provided in situations where the procurement of goods or services has a specific equality aspect.

7. Mainstreaming Equality in the Education Service

East Dunbartonshire Education Service operates within East Dunbartonshire Council. As such, the Education Service is subject to all equality policies and business planning frameworks as the wider organisation. Section 6.2 provides information on the policies and frameworks relevant to mainstreaming equality across the Council.

There is a duty on public bodies to assess the impact of policies, practices and decision making against the three elements of the Public Sector Equality Duty. The Service will use the East Dunbartonshire Council guidance and toolkits to record and monitor policies and will ensure that relevant employees are trained in carrying out equality impact assessments.

In relation to gathering evidence and consultation, where the Education Service carries out public consultation we will consider different methods to consult and ensure that an inclusive approach is taken. In the first instance, and as in previous consultations, the Service shall liaise with the Equality Engagement Group and other equality groups on relevant issues.

Employees and Elected Members have access to training on equality and diversity, as with all Council employees. Employees and Elected members also receive information on equality issues through regular briefing notes, and the other methods highlighted above.

Employees are employed by East Dunbartonshire Council and covered by their policies. This includes fair recruitment, selection, promotion and development opportunities, a range of flexible working options, and policies covering harassment, equal opportunities, paternity and maternity.

Requirements to publish employee data are incorporated in the East Dunbartonshire Council reports, along with the Council's pay gap information and equal pay statement.

Schools in East Dunbartonshire are implementing Curriculum for Excellence. This aims to achieve a transformation in education by providing a coherent, flexible and enriched curriculum for young people from 3-18. In conjunction with this the Council is currently developing employee understanding of Getting It Right for Every Child (GIRFEC), the principles of which are now embedded in many of the processes within the Council. Through GIRFEC staff will be able to determine proportionate, timely and appropriate help for young people improving each child's situation and reducing risk.

The approach supports the achievement of good outcomes for all children, demonstrated through Children's Plan targets. All children have the entitlement to personal support which is appropriately developed and monitored by using the GIRFEC practice model.

The Rights Respecting Schools programme is being promoted and introduced into many schools in East Dunbartonshire. The Rights Respecting Schools Award (RRSA) recognises achievement in putting the United Nations Convention on the Rights of the Child (UNCRC) at the heart of a school's planning, policies, practice and ethos.

A recent report by the Coalition for Racial Equality highlighted East Dunbartonshire Schools' Racist Incident Monitoring reporting mechanisms as good practice.¹⁰ Work is currently taking place to ensure that the mechanisms capture all forms of hate crime.

¹⁰<http://www.crer.org.uk/attachments/article/RIReport.pdf>

In addition to general mainstreaming of equality a number of projects are on-going across the service.

7.1 Partnership Work

The Education Service works with a range of partners to deliver information on equality and diversity to young people and employees. The sections below highlight particular activity that is currently taking place.

7.1.1 Show Racism the Red Card

Show Racism the Red Card

East Dunbartonshire Council has been working in partnership with Show Racism the Red Card (SRTRC) since June 2012 to deliver a series of events and workshops to schools over the school year 2012/13.

Each school workshop consisted of a SRTRC education worker and an ex-professional football player visiting the school for a whole day in order to educate young people about racism or against the dangers of sectarianism. Every school involved received preparatory activities and educational resource in advance of the workshop in order for teachers and pupils to engage with the subject matter before the visit.

Show Racism the Red Card also delivered an anti-racism teacher training event on tackling racism and promoting race equality for educators. This involved around 70 people delegates from nursery, primary and secondary schools as well as community education groups in East Dunbartonshire. The event was also attended by Community Police Officers (Campus Cops).

High profile events also took place with pupils and employees at Partick Thistle Football Club and Rangers Football Club. This involved first team players and other guests talking their experiences of racism and sectarianism and offered advice on how to deal with, and combat, racism and sectarianism whenever it occurs. Pupils in attendance were given SRtRC goody bags and also had the opportunity to meet the players.



5000 posters from a range of Scottish football teams were also delivered to all schools across East Dunbartonshire.

7.1.2 Challenging Homophobia – LGBT Youth Scotland



Over a six month period from September 2012 until March 2013, LGBT Youth Scotland delivered LGBT Awareness sessions to students from S3 to S6, in four schools (Bishopbriggs Academy, Bearsden Academy, Boclair Academy and Douglas Academy). In order to monitor impact of these sessions, all pupils were asked to complete a self-evaluation both before and after participation. During this process, pupils indicated their level of knowledge and understanding across four baseline questions, allowing impact to be accurately measured.

From a selection of six available work-shops, three were chosen to be rolled out across the four schools. These included:

Attitudes and Role models

1. Explore young people's attitudes towards LGBT young people
2. Explore positive role models and stereotypes for LGBT young people
3. To critically explore how stereotypes are created and what sustains them.

Starting Out – LGBT Language

1. To define young people's meaning of the words: lesbian, gay, bisexual and transgender.
2. To explore homophobic, Biphobia and transphobic language and how acceptable/unacceptable such language is in the context of secondary school environment.

What is Homophobia?

1. Define what homophobia and homophobic bullying are
2. For young people to illustrate where and when homophobic bullying takes place in secondary school.
3. For young people to explore how homophobic bullying is expressed and the impact that it can have on other young people.
4. For young people to construct suggestions of how they can safely challenge homophobic bullying in their school.
5. Develop young people's empathy skills, team work skills and problem solving capacities.

LGBT Youth Scotland created a peer education programme which engaged 15 young people in training to deliver work-shops within schools. This enabled them to build their self-confidence and increase their skills as well as providing them a platform to engage with other young people in order to raise awareness about LGBT issues.

Ten young people successfully completed this programme and as a result there are now four young people who live in East Dunbartonshire who are currently delivering peer education to others.

Since facilitating the Challenging Homophobia Together workshops within the four East Dunbartonshire Schools, LGBT Youth Scotland has noted an increase in the number of young people from within the local authority area accessing services at the Glasgow branch. Pupils who participated in the workshops have also reported increased confidence in recognising and reporting homophobic bullying and/or hate crimes.

8. Mainstreaming Equality in East Dunbartonshire Licensing Board

East Dunbartonshire Licensing Board is the licensing authority for the East Dunbartonshire. The Board comprises ten members, all of whom are elected members of East Dunbartonshire Council. The Board is responsible for the following functions within East Dunbartonshire:

- premises licences
- occasional licences
- provisional licences
- temporary licences
- personal licences
- transfer of premises licences
- variation of premises licences
- extensions of licensing hours

Section 4 of the Licensing (Scotland) Act 2005 sets out the following five licensing objectives:

- preventing crime and disorder
- securing public safety
- preventing public nuisance
- protecting and improving public health
- protecting children from harm

The licensing objectives provide a basis for the administration of the licensing regime. They also provide potential reasons for refusal of an application for the grant or variation of a premises licence or an occasional licence. Breach of the

objectives may provide grounds for reviewing a premises licence. Conditions attached to a premises licence or an occasional licence may be based on any one or more of the licensing objectives.

East Dunbartonshire Licensing Board operates within East Dunbartonshire Council. As such the Licensing Board is subject to all equality policies and business planning frameworks as the wider organisation. Section 6.2 provides information on the policies and frameworks relevant to mainstreaming equality across the Council.

There is a duty on public bodies to assess the impact of policies, practices and decision making against the three elements of the Public Sector Equality Duty. The Board will use the East Dunbartonshire Council guidance and toolkits to record and monitor policies and will ensure that relevant employees are trained in carrying out equality impact assessments.

In relation to gathering evidence and consultation, where the Licensing Board carries out public consultation we will consider different methods to consult and ensure that an inclusive approach is taken. In the first instance, and as in previous consultations, the board shall liaise with the Equality Engagement Group and other equality groups on relevant issues.

Employees and Elected Members have access to training on equality and diversity, as with all Council employees. Employees and Elected members also receive information on equality issues through regular briefing notes, and the other methods highlighted at section 6 above.

Employees are employed by East Dunbartonshire Council and covered by their policies. This includes fair recruitment, selection, promotion and development opportunities, a range of flexible working options, and policies covering harassment, equal opportunities, paternity and maternity.

Requirements to publish employee data are incorporated in the East Dunbartonshire Council reports, along with the Council's pay gap information and equal pay statement

9. Equality Outcomes

Outcomes are the changes that result for individuals, communities, organisations as a consequence of the action the Council has taken. Outcomes can include short-term benefits such as changes in awareness, knowledge, skills and attitudes, and longer-term benefits such as changes in behaviours, decision making, or social and environmental conditions.

By focusing on outcomes rather than objectives, the Council aims to bring practical improvements in the life chances of those who may experience discrimination and disadvantage.

The Equality Outcomes the Council has identified cover all protected characteristics. The Equality Outcomes are not the only things the Council will be doing to support equality and human rights, but show priority areas for improvement in the next four years.

| Council Equality Outcomes | |
|----------------------------------|---|
| 1 | There is an increased awareness of equality issues across East Dunbartonshire communities. |
| 2 | Equality groups and communities are engaged and can influence Council decision making. |
| 3 | All plans and policies developed by the Council are informed by the needs and priorities of local equality groups. |
| 4 | Older people live positive, contributing lives as valued citizens. |
| 5 | The community and stakeholders are aware of the issues faced by people with disabilities and recognise their contribution to society. |
| 6 | All members of the community are able to access information from the Council. |
| 7 | There is enhanced confidence in reporting hate crime/incidents across East Dunbartonshire. |
| 8 | Council buildings and services can be accessed and utilised by all members of the community. |
| 9 | Town centres are accessible to all and free from unnecessary obstructions. |
| 10 | Intergenerational work is embraced and promoted across Council services. |
| 11 | Our workforce is more representative of the communities we serve. |
| 12 | Violence against women is reduced. |

| Education Service Equality Outcomes | |
|--|---|
| 1 | There are reduced incidences of bullying in schools –reported or otherwise. |
| 2 | There is greater awareness of particular equality issues in schools. |
| 3 | Information on the importance of equality and diversity is promoted and valued in schools across East Dunbartonshire. |
| East Dunbartonshire Licensing Board | |
| 1 | All members of the community are able to access information on the Licensing Board. |
| 2 | People from protected characteristics/groups are able to participate in meeting and other statutory processes of the Licensing Board. |
| 3 | All members of the community are able to access the Licensing application process. |

10. Information Gathering: Our Evidence Base

The regulations require that we identify equality outcomes based on evidence. The evidence can be local or national, qualitative or quantitative. In developing our Equality Outcomes, the following evidence was referred to:

- Census data 2001 and 2011 (as available at December 2012)
- Data from the Scottish Governments Equality Evidence website
- Shared information with Community Planning Partners 2012
- National data examined with the Scottish Councils' Equality Network
- Analysis of past EIAs carried by the Council
- Employment monitoring data (see section on employment)
- Service monitoring data
- Analysis of issues raised by groups at Equality Engagement Group
- Analysis of issues raised by Minority Ethnic Forum
- Analysis of work and issues discussed at Violence Against Women MAP
- Review of work/issues raised through 'challenging homophobia in Schools Project'
- East Dunbartonshire Access Panel – Pavement Surveys
- Review of issues raised through Show Racism the Red Card project
- Review of issues discussed/raised through MADIM
- Hate Crime Statistics for East Dunbartonshire 2011/2012/2013
- Significant Inequalities in Scotland – Research Report 61 - EHRC

11. Equality Impact Assessment

The East Dunbartonshire Council Equality Impact Assessment Toolkit has been produced to help managers and policy authors undertake comprehensive and robust Equality Impact Assessments of policies, procedures and practices.

The toolkit is used to assess whether the policies that guide our work, the procedures we operate and the day-to-day working practices are likely to have a positive or negative impact on different groups within our diverse communities. Having made this assessment action is then taken to prevent direct and indirect discrimination, advance equality of opportunity and help foster good relations between communities, all of which are required to ensure the design and delivery of good public services for all.

All new or significantly changing policies/strategies and plans are required to go through an Equality Impact assessment. This has to be evidenced within Committee reports, to allow decision makers to be aware of any impact the policy or decision may have on equality. Results of the impact assessments are published on the equality pages of the Council website.

www.eastdunbarton.gov.uk/equality

12. Employee Training on Equality

The Council provides a number of different courses and approaches to learning and development on equality and diversity.

- New employees attend an introduction to equality course
- Equality Impact Assessment (EIA) Training
- Bespoke training for specific employee groups and functions
- Specific inputs are made for processes such as equalities monitoring

Where relevant all internal courses make reference to equality requirements and regulations.

Employees are kept up to date with equality information via briefing notes, employee bulletins and articles within the employee magazine.

Equality monitoring is undertaken on requests to attend training and conferences to ensure fairness and equal access to training.

All employees are subject to 'Performance Development Review'. Equality knowledge and understanding is a component of the PDR Framework which implements a performance management system that promotes the use of practical and relevance indicators to achieve high potential, ultimately to improve and sustain high performance and identify development needs. This is based on

individual objectives and how these relate to East Dunbartonshire Shared Vision and Values which have been agreed with our Community Planning Partners.

Performance Management is an ongoing process aimed to ensure that the employee has the necessary skills, knowledge and behaviours to ensure effective performance in their role. This should be a combination of meetings and communication throughout the year which gives a clear indication of the objectives set and progress towards achieving these.

13. Reporting, Monitoring and Review

The Council will publish a review of progress of its Equality Outcomes and mainstreaming equality in April 2015; this will be evidence based, and use the same kinds of data and methods that the Council has used for this stage of the work.

The Governance and Regulation Directorate will be responsible for driving progress on the Equality Outcomes.

Updates on progress will be published on the Council website and made available in alternative formats on request.



Appendix 1

East Dunbartonshire Council

**Annual Workforce Monitoring
Data Report 2012/13**



Contents

| | | Page |
|-----|---------------------------------|-------------|
| 1. | Introduction | 30 |
| 2. | Employee Profile | 31 |
| 3. | New Start Employees | 7 |
| 4. | Recruitment Breakdown | 11 |
| 5. | Internal Promotions | 11 |
| 6. | Employee Learning & Development | 13 |
| 7. | Discipline | 16 |
| 8. | Grievance | 18 |
| 9. | Leavers | 20 |
| 10. | Equal Pay | 22 |
| 11. | Equalities Monitoring | 25 |

1. INTRODUCTION

This report has been prepared in supporting the Specific Duties of the Equality Outcomes and Mainstreaming Report.

The reporting period for this report is 01 April 2012 to 31 March 2013.

Whilst some of this information has been gathered previously for the Annual Workforce Monitoring Report, this is the first year that all data has been collected in accordance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

As such, there are no comparisons which can be made with historical data due to the different time period over which the data has been collected, and the different reporting requirements.

The first comparisons which will be able to be made will be from 2013/14 against 2012/13 on the basis that information reported in previous reports did not reflect the full requirement of the Specific Duties Regulations.

The financial data contained within section 10 'Equal Pay' relates **only** to contracted (permanent) employees registered on Workforce for the same period. The hourly rates for males and females are based **only** on contracted employees.

Employees of East Dunbartonshire Leisure & Culture Trust have **not** been included in this report.

All data has been segmented as per the requirements of the reporting duties, by 'Teachers' and 'Local Government Worker (LGW)', as well as the total being provided for 'All EDC' employees. The data includes temporary and casual employees, unless otherwise stated.

For the purposes of this report, 'Teachers' include all employees covered by teachers' terms and conditions working within the Education Strategic Service. In addition, all Local Government Workers include those employees working under Craft and Single Status terms and conditions.

In order to ensure compliance with the Specific Duties Regulations, East Dunbartonshire Council (EDC) continues with its internal process improvements through a variety of different means.

In relation to the nine protected characteristics, an employee questionnaire was launched in preparation of this report and the information collated has been updated within the Workforce system for the 915 who responded.

2. EMPLOYEE PROFILE

At the time of reporting, East Dunbartonshire Council has 4414 employees, including permanent, temporary and casual employees. The profile for those employees leaving EDC is reported in Section 9.

The breakdown of employee status is shown in table 2, below.

| Employee Status | No. Employees |
|--------------------------------|---------------|
| Permanent | 3990 |
| Temporary/Casual | 424 |
| TOTAL Current Employees | 4414 |
| Leaver (See Section 8) | 355 |

Table 2: Employee Status

The total number of employees (4414), consist of 3350 Local Government Workers (including craft and single status employees) and 1413 Teachers.

2.1. AGE

Table 2.1, below shows the age breakdown for all employees. This information contains the age profile for all permanent, temporary and casual employees. Information for employees who have left East Dunbartonshire Council is at Section 9. The age profile for these separate groups is shown in table 2.1B.

| Age Bracket | No. Employees | | |
|----------------------|---------------|-------------|-------------|
| | LGW | Teachers | ALL EDC |
| 16-24 | 73 | 47 | 120 |
| 25-34 | 366 | 318 | 684 |
| 35-44 | 670 | 319 | 989 |
| 45-54 | 1242 | 359 | 1601 |
| 55-64 | 660 | 250 | 910 |
| 65+ | 98 | 5 | 103 |
| No Response Provided | 6 | 1 | 7 |
| Grand Total | 3115 | 1299 | 4414 |

Table 2.1: Age profile

2.2. DISABILITY

| Disability | No. Employees | | |
|--------------------|---------------|-------------|-------------|
| | LGW | Teachers | ALL EDC |
| No | 3085 | 1297 | 4382 |
| Yes | 30 | 2 | 32 |
| Grand Total | 3115 | 1299 | 4414 |

Table 2.2: Disability Profile

2.3. GENDER RE-ASSIGNMENT

| Gender Re-assignment | No. Employees | | |
|----------------------|---------------|-------------|-------------|
| | LGW | Teachers | ALL EDC |
| Yes | 0 | 0 | 0 |
| No | 416 | 41 | 457 |
| Prefer not to say | 357 | 0 | 357 |
| No Response Provided | 2342 | 1258 | 3600 |
| Grand Total | 3115 | 1299 | 4414 |

Table 2.3: Gender Re-assignment profile

2.4. MARRIAGE & CIVIL PARTNERSHIP

| Marriage & Civil Partnership | No. Employees | | |
|------------------------------|---------------|-------------|-------------|
| | LGW | Teachers | ALL EDC |
| Single | 635 | 251 | 886 |
| Cohabiting with Partner | 67 | 1 | 68 |
| Married/Civil Partnership | 1753 | 597 | 2350 |
| Separated | 29 | 2 | 31 |
| Divorced | 49 | 3 | 52 |
| Widowed | 21 | 1 | 22 |
| Prefer not to say | 15 | 1 | 16 |
| No Response Provided | 546 | 443 | 989 |
| Grand Total | 3115 | 1299 | 4414 |

Table 2.4: Marriage & Civil Partnership profile

2.5. PREGNANCY & MATERNITY

| Pregnancy & Maternity | No. Employees | | |
|-----------------------|---------------|-----------|------------|
| | LGW | Teachers | ALL EDC |
| Maternity Leave | 44 | 77 | 121 |
| Paternity Leave | 15 | 14 | 29 |
| Grand Total | 59 | 91 | 150 |

Table 2.5: Pregnancy & Maternity profile

The table above shows the number of employees who were absent from work during the reporting period for reason of maternity or paternity leave.

2.6. RACE

| Race | No. Employees | | |
|-----------------------------|---------------|-------------|-------------|
| | LGW | Teachers | ALL EDC |
| African | 2 | 2 | 4 |
| Any Mixed Background | 3 | 1 | 4 |
| Any Other Asian Background | 3 | 1 | 4 |
| Any Other Black Background | 2 | 0 | 2 |
| Any Other Ethnic Background | 2 | 0 | 2 |
| Any Other White Background | 8 | 21 | 29 |
| Chinese | 1 | 1 | 2 |
| Indian | 17 | 4 | 21 |
| Pakistani | 4 | 1 | 5 |
| Polynesian | 1 | 0 | 1 |
| White | 490 | 435 | 925 |
| White - English | 52 | 15 | 67 |
| White - Irish | 19 | 9 | 28 |
| White - Other Ethnic Group | 32 | 11 | 43 |
| White - Scottish | 1807 | 494 | 2301 |
| Not Disclosed | 87 | 17 | 104 |
| No response Provided | 585 | 287 | 872 |
| Grand Total | 3115 | 1299 | 4414 |

Table 2.6: Race profile

2.7. RELIGION & BELIEF

| Religion & Belief | No. Employees | | |
|----------------------|---------------|-------------|-------------|
| | LGW | Teachers | ALL EDC |
| Church of Scotland | 279 | 12 | 291 |
| Hindu | 4 | 0 | 4 |
| Muslim | 2 | 0 | 2 |
| Other Christian | 45 | 2 | 46 |
| Roman Catholic | 205 | 14 | 219 |
| Sikh | 6 | 0 | 6 |
| Other | 1 | 0 | 1 |
| None | 194 | 8 | 202 |
| Prefer not to say | 36 | 5 | 41 |
| No Response Provided | 2343 | 1258 | 3601 |
| Grand Total | 3115 | 1299 | 4414 |

Table 2.7: Religion & Belief profile

2.8. SEX

| Sex | No. Employees | | |
|--------------------|---------------|-------------|-------------|
| | LGW | Teachers | ALL EDC |
| Female | 2160 | 1042 | 3202 |
| Male | 936 | 256 | 1192 |
| Prefer Not to Say | 19 | 1 | 20 |
| Grand Total | 3115 | 1299 | 4414 |

Table 2.8: Sex profile

2.9. SEXUAL ORIENTATION

| Sexual Orientation | No. Employees | | |
|-------------------------|---------------|-------------|-------------|
| | LGW | Teachers | ALL EDC |
| Gay | 1 | 0 | 1 |
| Heterosexual / Straight | 56 | 1 | 57 |
| Prefer not to say | 727 | 40 | 767 |
| No Response Received | 2331 | 1258 | 3589 |
| Grand Total | 3115 | 1299 | 4414 |

Table 2.9: Sexual Orientation profile

The information presented through Section 2 – Employee Profile identified a current imbalance in the age profiles within the workforce with the predominant age categories being over 35. The Council’s commitments to Modern Apprenticeship Schemes and the development of Graduate Programmes may reflect a different profile over the coming years.

Within this section, there has been a large number of ‘no response provided’. On the basis that there are certain protected characteristics that have never been recorded, there remains a need to continually take action to increase responses and updates to this information.

The previously recorded information such as sex, disability and age reflect higher and more accurate data on the basis that this information was already recorded before the definition of Protected Characteristics was introduced through the Equality Act 2010.

Where additional elements of protected characteristics have been introduced the re-categorisation has resulted in a higher number of ‘no answer’ or ‘blank’. This is identified within Race, Religion and Belief and Marital Status.

3. NEW START EMPLOYEES

New Start Employee information is obtained from the recruitment portal ‘MyJobScotland’ via CoSLA. Between 01 April 2012 and 31 March 2013 there were a total of 470 new start employees within East Dunbartonshire Council.

There are differences in the method of recording on My Job Scotland and the information presented in the employee profile. Examples of this can be seen in the protected characteristics Race, Religion & Belief and Sexual Orientation.

Once employees have been appointed, the induction information includes equalities questionnaire for information to be recorded in Workforce.

Of the 400 employees appointed, 335 were appointed on either a permanent or temporary basis. The full breakdown is shown in table 3, below. For the remainder of this section, the data is segmented only by Local Government Worker and Teachers.

| Employee Status | No. Appointees |
|-----------------------|----------------|
| Sessional/Seasonal | 29 |
| Supply | 36 |
| Permanent / Temporary | 335 |
| Grand Total | 400 |

Table 3: Employee Status profile

3.1. AGE

| Age Bracket | No. Appointees | | |
|--------------------|----------------|-----------|------------|
| | LGW | Teachers | All EDC |
| 16-24 | 32 | 2 | 34 |
| 25-34 | 108 | 31 | 139 |
| 35-44 | 86 | 18 | 104 |
| 45-54 | 67 | 18 | 85 |
| 55-64 | 24 | 5 | 29 |
| 65+ | 0 | 0 | 0 |
| No age specified | 8 | 1 | 9 |
| Grand Total | 325 | 75 | 400 |

Table 3.1: Age profile

3.2. DISABILITY

| Disability | No. Appointees | | |
|----------------------|----------------|-----------|------------|
| | LGW | Teachers | ALL EDC |
| No | 317 | 73 | 390 |
| Yes | 2 | 1 | 3 |
| No Response Provided | 6 | 1 | 7 |
| Grand Total | 325 | 75 | 400 |

Table 3.2: Disability profile

3.3. GENDER RE-ASSIGNMENT

| Gender Re-assignment | No. Appointees | | |
|----------------------|----------------|-------------|-------------|
| | LGW | Teachers | ALL EDC |
| Yes | 0 | 0 | 0 |
| No | 416 | 41 | 457 |
| Prefer not to say | 357 | 0 | 357 |
| No Response Provided | 2342 | 1258 | 3600 |
| Grand Total | 3115 | 1299 | 4414 |

Table 3.3: Gender Re-assignment profile

3.4. MARRIAGE & CIVIL PARTNERSHIP

| Marriage & Civil Partnership | No. Appointees | | |
|------------------------------|----------------|-----------|------------|
| | LGW | Teachers | ALL EDC |
| Single | 109 | 19 | 128 |
| Cohabiting with Partner | 44 | 11 | 55 |
| Married/Civil Partnership | 143 | 40 | 183 |
| Divorced/Separated | 24 | 1 | 25 |
| Widowed | 1 | 1 | 2 |
| Unknown | 2 | 3 | 5 |
| No Response Provided | 2 | 0 | 2 |
| Grand Total | 325 | 75 | 400 |

Table 3.4: Marriage & Civil Partnership profile

3.5. PREGNANCY & MATERNITY

| Pregnancy & Maternity | No. Appointees | | |
|--------------------------------|----------------|-----------|------------|
| | LGW | Teachers | All EDC |
| Neither | 32 | 11 | 43 |
| No - Old Option | 3 | 0 | 3 |
| On Maternity Leave | 1 | 0 | 1 |
| Prefer not to answer | 0 | 1 | 1 |
| Prefer not to say - Old Option | 2 | 0 | 2 |
| Unknown | 67 | 22 | 89 |
| No Response Provided | 220 | 41 | 261 |
| Grand Total | 325 | 75 | 400 |

Table 3.5: Pregnancy & Maternity profile

3.6. RACE

| Race | No. Appointees | | |
|---------------------------------------|----------------|-----------|------------|
| | LGW | Teachers | All EDC |
| African- (Inc.Scottish/British) | 2 | 0 | 2 |
| Any Mixed or Multiple | 0 | 1 | 1 |
| Asian- Chinese (Inc.Scottish/British) | 0 | 1 | 1 |
| Asian- Indian (Inc.Scottish/British) | 1 | 0 | 1 |
| Asian- Other (Inc.Scottish/British) | 1 | 0 | 1 |
| Prefer not to answer | 2 | 1 | 3 |
| Unknown | 2 | 0 | 2 |
| White – Polish | 5 | 0 | 5 |
| White- Irish | 5 | 4 | 9 |
| White- Other British | 19 | 3 | 22 |
| White- Other white ethnic group | 2 | 0 | 2 |
| White- Scottish | 286 | 65 | 351 |
| Grand Total | 325 | 75 | 400 |

Table 3.6: Race profile

3.7. RELIGION & BELIEF

| Religion & Belief | No. Appointees | | |
|--------------------------|----------------|-----------|------------|
| | LGW | Teachers | All EDC |
| Buddhist | 1 | 0 | 1 |
| Church of Scotland | 87 | 22 | 109 |
| Humanist | 1 | 0 | 1 |
| None | 103 | 13 | 116 |
| Other Christian | 21 | 6 | 27 |
| Other Religion or Belief | 6 | 0 | 6 |
| Prefer not to answer | 23 | 8 | 31 |
| Roman Catholic | 72 | 24 | 96 |
| Sikh | 1 | 0 | 1 |
| Unknown | 10 | 2 | 12 |
| Grand Total | 325 | 75 | 400 |

Table 3.7: Religion & Belief profile

3.8. SEX

| Sex | No. Appointees | | |
|----------------------|----------------|-----------|------------|
| | LGW | Teachers | All EDC |
| Female | 256 | 64 | 320 |
| Male | 67 | 11 | 78 |
| No response provided | 2 | | 2 |
| Grand Total | 325 | 75 | 400 |

Table 3.8: Sex profile

3.9. SEXUAL ORIENTATION

| Sexual Orientation | No. Appointees | | |
|-----------------------|----------------|-----------|------------|
| | LGW | Teachers | All EDC |
| Bisexual | 1 | 0 | 1 |
| Gay | 2 | 0 | 2 |
| Heterosexual/Straight | 307 | 68 | 375 |
| Lesbian | 1 | 0 | 1 |
| Prefer not to answer | 6 | 4 | 10 |
| Unknown | 6 | 3 | 9 |
| No response provided | 2 | 0 | 2 |
| Grand Total | 325 | 75 | 400 |

Table 3.9: Sexual orientation profile

There is a need to continue efforts to encourage completion and return of this information. The Council will continually seek to utilise opportunities to update this information in as many ways as possible whilst ensuring that the purpose and intent in asking for this information is upfront and clear.

4. RECRUITMENT BREAKDOWN

All data reported in Section 3, above, has been collated and analysed from information gathered within the Scottish Recruitment Portal 'MyJobScotland', which is the main channel for recruitment activity.

There is an identified need for action to further breakdown the background and profiling of activity for application, short-leeting, interview and outcomes relating to the appointment information contained within Section 3.

The aim of this further analysis is to understand the profile of applicants, interview candidates and appointees in terms of the nine protected characteristics. The data provided from MyJobScotland reports relates to the Council as a whole, and is not separated by local government workers and teachers. This will be further categorised as part of the further analysis.

5. INTERNAL PROMOTIONS

A promoted post within the context of the report would be defined as an employee appointed to a role of a higher grade within the organisation.

Where 'no information is available' has been noted, work will continue to improve data recording.

In the 2012/13 reporting period there were 44 internal appointments to a promoted post.

5.1. AGE

| Age Bracket | No. Appointees | | |
|----------------------|----------------|-----------|-----------|
| | LGW | Teachers | ALL EDC |
| 16-24 | 2 | 0 | 2 |
| 25-34 | 6 | 5 | 11 |
| 35-44 | 10 | 4 | 14 |
| 45-54 | 7 | 4 | 11 |
| 55-64 | 6 | 0 | 6 |
| 65+ | 0 | 0 | 0 |
| No Response Provided | 0 | 0 | 0 |
| Grand Total | 31 | 13 | 44 |

Table 5.1: Age profile

5.2. DISABILITY

| Disability | No Appointees | | |
|----------------------|---------------|-----------|-----------|
| | LGW | Teachers | ALL EDC |
| No | 0 | 0 | 0 |
| Yes | 0 | 0 | 0 |
| No Response Provided | 31 | 13 | 44 |
| Grand Total | 31 | 13 | 44 |

Table 5.2: Disability profile

5.3. GENDER RE-ASSIGNMENT

| Gender Re-assignment | No Appointees | | |
|----------------------|---------------|-----------|-----------|
| | LGW | Teachers | ALL EDC |
| Yes | 0 | 0 | 0 |
| No | 8 | 1 | 9 |
| No Response Provided | 23 | 12 | 35 |
| Grand Total | 31 | 13 | 44 |

Table 5.3: Gender Re-assignment profile

5.4. MARRIAGE & CIVIL PARTNERSHIP

| Marriage & Civil Partnership | No Appointees | | |
|------------------------------|---------------|-----------|-------------|
| | LGW | Teachers | Grand Total |
| Single | 2 | 0 | 2 |
| Cohabiting with Partner | 1 | 0 | 1 |
| Married/ Civil Partnership | 4 | 1 | 5 |
| Separated | 1 | 0 | 1 |
| Divorced | 1 | 0 | 1 |
| No Response Provided | 22 | 12 | 34 |
| Grand Total | 31 | 13 | 44 |

Table 5.4: Marriage & Civil Partnership profile

5.5. PREGNANCY & MATERNITY

Information from Workforce shows that there was no employee recorded under this protected characteristic.

5.6. RACE

| Race | No Appointees | | |
|----------------------------|---------------|-----------|-----------|
| | LGW | Teachers | ALL EDC |
| African | 2 | 0 | 2 |
| White | 7 | 5 | 12 |
| White - Irish | 0 | 1 | 1 |
| White - Scottish | 10 | 5 | 15 |
| White - Other Ethnic Group | 0 | 1 | 1 |
| Any Other White Background | 1 | 0 | 1 |
| Not Disclosed | 2 | 0 | 2 |
| No Response Provided | 9 | 1 | 10 |
| Grand Total | 31 | 13 | 44 |

Table 5.6: Race profile

5.7. RELIGION & BELIEF

| Religion & Belief | No Appointees | | |
|----------------------|---------------|-----------|-----------|
| | LGW | Teachers | ALL EDC |
| Church of Scotland | 2 | 0 | 2 |
| None | 4 | 0 | 4 |
| Other Christian | 2 | 1 | 3 |
| No Response Provided | 23 | 12 | 35 |
| Grand Total | 31 | 13 | 44 |

Table 5.7: Religion & Belief profile

5.8. SEX

| Sex | No. Appointees | | |
|----------------------|----------------|-----------|-----------|
| | LGW | Teachers | ALL EDC |
| Female | 27 | 10 | 37 |
| Male | 4 | 3 | 7 |
| No Response Provided | 0 | 0 | 0 |
| Grand Total | 31 | 13 | 44 |

Table 5.8: Sex profile

5.9. SEXUAL ORIENTATION

| Sexual Orientation | No. Appointees | | |
|-------------------------|----------------|-----------|-----------|
| | LGW | Teachers | ALL EDC |
| Heterosexual / Straight | 3 | 0 | 3 |
| Prefer not to say | 6 | 1 | 7 |
| No Response Provided | 22 | 12 | 34 |
| Grand Total | 31 | 13 | 44 |

Table 5.9: Sexual Orientation profile

The analysis of the Internal Promotions shows that under 24's and over 65's have the lowest number of promotions. Information on Race shows more White-Scottish than other Race; however this can be aligned to the proportions within Employee Profile (Section 2).

6. EMPLOYEE LEARNING & DEVELOPMENT

Over the course of the reporting period, there have been 1945 employees attending a total of 4163 training courses. The total number shown in the tables below is representative of the attendances at training courses and will therefore reflect the 4163 attendees, and not the number of employees. Therefore employees could be attending more than one learning & development opportunity.

The range of Learning & Development sessions covers internal corporate initiatives, management training, leadership development, specialist training related to role and technical training.

6.1. AGE

| Age Bracket | No. Attendees | | |
|----------------------|---------------|------------|-------------|
| | LGW | Teachers | ALL EDC |
| 16-24 | 115 | 6 | 121 |
| 25-34 | 600 | 51 | 651 |
| 35-44 | 966 | 59 | 1025 |
| 45-54 | 1445 | 100 | 1545 |
| 55-64 | 685 | 90 | 775 |
| 65+ | 46 | 0 | 46 |
| No Response Provided | 0 | 0 | 0 |
| Grand Total | 3857 | 306 | 4163 |

Table 6.1: Age profile

6.2. DISABILITY

| Disability | No. Attendees | | |
|----------------------|---------------|------------|-------------|
| | LGW | Teachers | All EDC |
| No | 400 | 0 | 400 |
| Yes | 36 | 0 | 36 |
| No Response Provided | 3421 | 306 | 3727 |
| Grand Total | 3857 | 306 | 4163 |

Table 6.2: Disability profile

6.3. GENDER RE-ASSIGNMENT

| Gender Re-assignment | No. Attendees | | |
|----------------------|---------------|------------|-------------|
| | LGW | Teachers | All EDC |
| Yes | 0 | 0 | 0 |
| No | 801 | 29 | 830 |
| Prefer not to say | 227 | 0 | 227 |
| No Response Provided | 2829 | 277 | 3106 |
| Grand Total | 3857 | 306 | 4163 |

Table 6.3: Gender Re-assignment profile

6.4. MARRIAGE & CIVIL PARTNERSHIP

| Marriage & Civil Partnership | No. Attendees | | |
|------------------------------|---------------|------------|-------------|
| | LGW | Teachers | All EDC |
| Cohabiting with Partner | 94 | 0 | 94 |
| Divorced | 51 | 0 | 51 |
| Married/ Civil Partnership | 691 | 23 | 714 |
| Prefer not to say | 13 | 1 | 14 |
| Separated | 36 | 0 | 36 |
| Single | 139 | 4 | 143 |
| Widowed | 9 | 1 | 10 |
| No Response Provided | 2824 | 277 | 3101 |
| Grand Total | 3857 | 306 | 4163 |

Table 6.4: Marriage & Civil Partnership profile

6.5. PREGNANCY & MATERNITY

Developments will be undertaken to improve recording by all protected characteristics for learning & development opportunities.

**Annual Workforce Monitoring Report 2012/13****6.6. RACE**

| Race | No. Attendees | | |
|-----------------------------|---------------|------------|-------------|
| | LGW | Teachers | All EDC |
| African | 8 | 0 | 8 |
| Any Mixed Background | 2 | 1 | 3 |
| Any Other Asian Background | 2 | 0 | 2 |
| Any Other Black Background | 1 | 0 | 1 |
| Any Other Ethnic Background | 12 | 0 | 12 |
| Any Other White Background | 16 | 2 | 18 |
| Chinese | 1 | 0 | 1 |
| Indian | 12 | 1 | 13 |
| Pakistani | 8 | 0 | 8 |
| White | 883 | 93 | 976 |
| White - English | 50 | 3 | 53 |
| White - Irish | 33 | 1 | 34 |
| White - Other Ethnic Group | 34 | 4 | 38 |
| White - Scottish | 1879 | 128 | 2007 |
| Not Disclosed | 96 | 4 | 100 |
| No Response Provided | 820 | 69 | 889 |
| Grand Total | 3857 | 306 | 4163 |

Table 6.6: Race profile

6.7. RELIGION & BELIEF

| Religion & Belief | No. Attendees | | |
|----------------------|---------------|------------|-------------|
| | LGW | Teachers | All EDC |
| Church of Scotland | 317 | 8 | 325 |
| Hindu | 3 | 0 | 3 |
| Muslim | 4 | 0 | 4 |
| None | 316 | 6 | 322 |
| Other Christian | 54 | 0 | 54 |
| Prefer not to say | 62 | 1 | 63 |
| Roman Catholic | 264 | 14 | 278 |
| Sikh | 6 | 0 | 6 |
| No Response Provided | 2831 | 277 | 3108 |
| Grand Total | 3857 | 306 | 4163 |

Table 6.7: Religion & Belief profile

6.8. SEX

| Sex | No. Attendees | | |
|--------------------|---------------|------------|-------------|
| | LGW | Teachers | All EDC |
| Female | 2287 | 226 | 2513 |
| Male | 1552 | 80 | 1632 |
| Prefer Not to Say | 18 | 0 | 18 |
| Grand Total | 3857 | 306 | 4163 |

Table 6.8: Sex profile

6.9. SEXUAL ORIENTATION

| Sexual Orientation | No. Attendees | | |
|-------------------------|---------------|------------|-------------|
| | LGW | Teachers | All EDC |
| Heterosexual / Straight | 119 | 1 | 120 |
| Prefer not to say | 931 | 28 | 959 |
| No Response Provided | 2807 | 277 | 3084 |
| Grand Total | 3857 | 306 | 4163 |

Table 6.9: Sexual Orientation profile

As with other sections of the report, there are large numbers in 'No Response Provided'; this is identified as a key action for the future to ensure that information is updated in the Workforce system.

7. DISCIPLINE

Information collated from Workforce identifies a total of 26 employees subject to the procedures of the Discipline Policy.

7.1. AGE

| Age Bracket | No. Employees | | |
|----------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| 16-24 | 1 | 0 | 1 |
| 25-34 | 2 | 0 | 2 |
| 35-44 | 11 | 1 | 12 |
| 45-54 | 8 | 2 | 10 |
| 55-64 | 0 | 1 | 1 |
| 65+ | 0 | 0 | 0 |
| No Response Provided | 0 | 0 | 0 |
| Grand Total | 22 | 4 | 26 |

Table 7.1: Age profile

7.2. DISABILITY

Information from Workforce shows that there was no disciplinary action taken against any employee who was identified under this protected characteristic.

7.3. GENDER RE-ASSIGNMENT

| Gender Re-assignment | No. Employees | | |
|----------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| No | 2 | 0 | 2 |
| No Response Provided | 20 | 4 | 24 |
| Grand Total | 22 | 4 | 26 |

Table 7.3: Gender Re-assignment profile

7.4. MARRIAGE & CIVIL PARTNERSHIP

| Marriage & Civil Partnership | No. Employees | | |
|------------------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| Single | 4 | 0 | 4 |
| Cohabiting with Partner | 1 | 0 | 1 |
| Married/Civil Partnership | 10 | 1 | 11 |
| Separated | 1 | 0 | 1 |
| No Response Provided | 6 | 3 | 9 |
| Grand Total | 22 | 4 | 26 |

Table 7.4: Marriage & Civil Partnership profile

7.5. PREGNANCY & MATERNITY

Information from Workforce shows that there was no disciplinary action taken against any employee who was pregnant or on maternity leave within the reporting period.

7.6. RACE

| Race | No. Employees | | |
|----------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| Not Disclosed | 1 | 0 | 1 |
| White | 5 | 3 | 8 |
| White - Scottish | 8 | 1 | 9 |
| No response provided | 8 | 0 | 8 |
| Grand Total | 22 | 4 | 26 |

Table 7.6: Race profile

7.7. RELIGION & BELIEF

| Religion & Belief | No. Employees | | |
|----------------------|---------------|----------|-----------|
| | LGW | TEACHERS | All EDC |
| None | 1 | 0 | 1 |
| Roman Catholic | 1 | 0 | 1 |
| No response provided | 20 | 4 | 24 |
| Grand Total | 22 | 4 | 26 |

Table 7.7: Religion & Belief profile

7.8. SEX

| Sex | No. Employees | | |
|----------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| Female | 8 | 2 | 10 |
| Male | 13 | 2 | 15 |
| No response provided | 1 | 0 | 1 |
| Grand Total | 22 | 4 | 26 |

Table 7.8: Sex profile

7.9. SEXUAL ORIENTATION

| Sexual orientation | No. Employees | | |
|----------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| Prefer not to say | 2 | 0 | 2 |
| No response provided | 20 | 4 | 24 |
| Grand Total | 22 | 4 | 26 |

Table 7.9: Sexual orientation profile

8. GRIEVANCE

Information collated from Workforce identifies a total 14 grievances relating to 30 employees heard within the reporting period in accordance with the Grievance at Work policy.

8.1. AGE

| Age Bracket | No. Employees | | |
|----------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| 16-24 | 0 | 0 | 0 |
| 25-34 | 1 | 4 | 5 |
| 35-44 | 3 | 0 | 3 |
| 45-54 | 19 | 0 | 19 |
| 55-64 | 2 | 0 | 2 |
| 65+ | 1 | 0 | 1 |
| No Response Provided | 0 | 0 | 0 |
| Grand Total | 26 | 4 | 30 |

Table 8.1: Age profile

8.2. DISABILITY

Information from Workforce shows that there was no grievance raised by employee who was identified under this protected characteristic.

8.3. GENDER RE-ASSIGNMENT

Information from Workforce shows that there was no grievance raised by employee who was identified under this protected characteristic.

8.4. MARRIAGE & CIVIL PARTNERSHIP

| Marriage & Civil Partnership | No. Employees | | |
|------------------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| No Response Provided | 1 | 0 | 1 |
| Cohabiting with Partner | 1 | 0 | 1 |
| Married/Civil Partnership | 18 | 3 | 21 |
| Single | 6 | 1 | 7 |
| Grand Total | 26 | 4 | 30 |

Table 8.4: Marital Status profile

8.5. PREGNANCY & MATERNITY

Information from Workforce shows that there was no grievance raised by employee who was identified under this protected characteristic.

8.6. RACE

| Race | No. Employees | | |
|----------------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| No response provided | 4 | 1 | 5 |
| White - Irish | 1 | 0 | 1 |
| White - Other Ethnic Group | 2 | 0 | 2 |
| White - Scottish | 19 | 3 | 22 |
| Grand Total | 26 | 4 | 30 |

Table 8.6: Race profile

8.7. RELIGION & BELIEF

| Religion & Belief | No. Employees | | |
|----------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| None | 1 | 0 | 1 |
| Roman Catholic | 3 | 0 | 3 |
| No response provided | 22 | 4 | 26 |
| Grand Total | 26 | 4 | 30 |

Table 8.7: Religion & Belief profile

8.8. SEX

| Sex | No. Employees | | |
|--------------------|---------------|----------|-----------|
| | LGW | Teachers | All EDC |
| Female | 2 | 4 | 6 |
| Male | 24 | 0 | 24 |
| Grand Total | 26 | 4 | 30 |

Table 8.8: Sex profile

8.9. SEXUAL ORIENTATION

Information from Workforce shows that there was no grievance raised by employee who was identified under this protected characteristic.

9. LEAVERS

There have been a total of 355 employees leaving East Dunbartonshire Council during the reporting period.

9.1. AGE

| Age Bracket | No. Leavers | | |
|----------------------|-------------|------------|------------|
| | LGW | Teachers | All EDC |
| 16-24 | 25 | 10 | 35 |
| 25-34 | 34 | 24 | 58 |
| 35-44 | 39 | 13 | 52 |
| 45-54 | 45 | 7 | 52 |
| 55-64 | 63 | 59 | 122 |
| 65+ | 35 | 1 | 36 |
| No Response Provided | 0 | 0 | 0 |
| Grand Total | 241 | 114 | 355 |

Table 9.1: Age profile

9.2. DISABILITY

| Disability | No. Leavers | | |
|----------------------|-------------|------------|------------|
| | LGW | Teachers | ALL EDC |
| No | 11 | 0 | 11 |
| Yes | 3 | 0 | 3 |
| No Response Provided | 227 | 114 | 341 |
| Grand Total | 241 | 114 | 355 |

Table 9.2: Disability profile

9.3. GENDER RE-ASSIGNMENT

| Gender Re-assignment | No. Leavers | | |
|----------------------|-------------|------------|------------|
| | LGW | Teachers | All EDC |
| Yes | 0 | 0 | 0 |
| No | 5 | 0 | 5 |
| No Response Provided | 236 | 114 | 350 |
| Grand Total | 241 | 114 | 355 |

Table 9.3: Gender Re-assignment profile

9.4. MARRIAGE & CIVIL PARTNERSHIP

| Marriage & Civil Partnership | No. Leavers | | |
|------------------------------|-------------|------------|------------|
| | LGW | Teachers | All EDC |
| Single | 43 | 15 | 58 |
| Married/ Civil Partnership | 116 | 50 | 166 |
| Separated | 1 | 0 | 1 |
| Widowed | 1 | 0 | 1 |
| No Response Provided | 80 | 49 | 129 |
| Grand Total | 241 | 114 | 355 |

Table 9.4: Marriage & Civil partnership profile

9.5. PREGNANCY & MATERNITY

Information from Workforce shows that there was no employee who left the Council was identified under this protected characteristic.

9.6. RACE

| Race | No. Leavers | | |
|----------------------------|-------------|------------|------------|
| | LGW | Teachers | ALL EDC |
| Chinese | 0 | 1 | 1 |
| Pakistani | 1 | 0 | 1 |
| White | 50 | 40 | 90 |
| White - English | 3 | 1 | 4 |
| White – Irish | 1 | 1 | 2 |
| White - Scottish | 102 | 32 | 134 |
| White - Other Ethnic Group | 2 | 1 | 3 |
| Any Other White Background | 1 | 0 | 1 |
| Not Disclosed | 6 | 0 | 6 |
| No Response Provided | 75 | 38 | 113 |
| Grand Total | 241 | 114 | 355 |

Table 9.6: Race profile

9.7. RELIGION & BELIEF

| Religion & Belief | No. Leavers | | |
|----------------------|-------------|------------|------------|
| | LGW | Teachers | All EDC |
| Church of Scotland | 3 | 0 | 3 |
| Roman Catholic | 1 | 0 | 1 |
| None | 1 | 0 | 1 |
| No Response Provided | 236 | 114 | 350 |
| Grand Total | 241 | 114 | 355 |

Table 9.7: Religion & Belief profile

9.8. SEX

| Sex | No. Leavers | | |
|--------------------|-------------|------------|------------|
| | LGW | Teachers | ALL EDC |
| Female | 153 | 89 | 242 |
| Male | 87 | 25 | 112 |
| Prefer Not to Say | 1 | 0 | 1 |
| Grand Total | 241 | 114 | 355 |

Table 9.8: Sex profile

9.9. SEXUAL ORIENTATION

| Sexual Orientation | No. Leavers | | |
|----------------------|-------------|------------|------------|
| | LGW | Teachers | All EDC |
| Prefer not to say | 5 | 0 | 5 |
| No Response Provided | 236 | 114 | 350 |
| Grand Total | 241 | 114 | 355 |

Table 9.9: Sexual orientation profile

Annual Workforce Monitoring Report 2012/13

The information presented in the 'Leavers' profile corresponds to the needs identified in other sections around ensuring as many opportunities as possible for updating the data are utilised.

10. EQUAL PAY

10.1. GENDER PAY GAP

The hourly rates for males and females within this section of the report are based **only** on contracted employees. For the purposes of this calculation 'Leavers' have been excluded. Within the definition of 'contracted employees' the number for the comparison is 4422 (see table 9.1 for further breakdown).

| ALL EDC Employees | Average Hourly rate | Average Gender Pay Gap* |
|-------------------|---------------------|-------------------------|
| Female | £14.34 | £0.99, or 6.46% |
| Male | £15.33 | |

Table 10.1: Average Gender Pay Gap profile

* The gender gap calculation for the purposes of this report is:

$$\frac{\text{Male Hourly Rate} - \text{Female Hourly Rate}}{\text{Male Hourly Rate}} \times 100\%$$

The average hourly rate for a Council male employee is £15.33, and the average hourly rate for female employees is £14.34.

This results in an average gender pay gap of £0.99 (or 6.46%) when compared to the average male hourly rate (see calculation above).

This figure is as calculated at the time of drafting this report (18 April 2013).

| GENDER IDENTITY | F | M | Total |
|--------------------|-------------|-------------|-------------|
| LGW only | 2234 | 937 | 3171 |
| Teachers | 1002 | 249 | 1251 |
| Grand Total | 3236 | 1186 | 4422 |

Table 10.1: Gender Identity for contracted employees only

It should be noted that, for the purposes of conducting this review, 4422 'employees' are included in the calculation for 'contracted employees'. However, this figure includes employees categorised as 'multi-post holders', whereby they are contracted to more than one post within East Dunbartonshire Council. To ensure the calculation of the gender pay gap is as accurate as can be, these employees must be retained within the analysis as separate 'employees' as their various posts may be at different pay grades.

Analysis has shown that within the 4422 employees, there are 145 multi-post holders contracted to between one and four additional roles.

Annual Workforce Monitoring Report 2012/13

10.2. OCCUPATIONAL SEGREGATION

The Strategic Service Groupings, below, are based on structures within the organisation pre-December 2012.

| Service | %F | %M |
|--|--------------|--------------|
| Chief Executive (including CMT support function) | 0.1% | 0.1% |
| Legal & Democratic | 0.7% | 0.1% |
| Finance & ICT | 2.4% | 1.6% |
| Customer Relations & Organisational Development | 2.4% | 0.9% |
| Social Work | 12.1% | 2.1% |
| Education (non-teachers) | 3.3% | 0.5% |
| Education (teachers) | 22.7% | 5.6% |
| Housing & Community Services | 1.7% | 0.6% |
| Integrated Service Support | 15.0% | 1.4% |
| Development & Enterprise | 0.7% | 1.1% |
| Roads & Neighbourhood Services | 0.6% | 7.4% |
| Assets & Property Services | 11.4% | 5.4% |
| Grand Total | 73.2% | 26.8% |

Table 9.2A: Percentage of Males and Females (of total employees) by Service

| Post Grade | ALL EDC | | | | |
|------------|---------|-------|-----|------|-------|
| | F | %F | M | %M | TOTAL |
| 3 | 123 | 2.8% | 14 | 0.3% | 137 |
| 4 | 918 | 20.8% | 118 | 2.7% | 1036 |
| 5 | 493 | 11.1% | 231 | 5.2% | 724 |
| 6 | 242 | 5.5% | 290 | 6.6% | 532 |
| 7 | 132 | 3.0% | 99 | 2.2% | 231 |
| 8 | 177 | 4.0% | 78 | 1.8% | 255 |
| 9 | 56 | 1.3% | 27 | 0.6% | 83 |
| 10 | 26 | 0.6% | 26 | 0.6% | 52 |
| 11 | 9 | 0.2% | 9 | 0.2% | 18 |
| 12 | 11 | 0.2% | 14 | 0.3% | 25 |
| SEP | 4 | 0.1% | 0 | 0.0% | 4 |
| C026 | 2 | 0.0% | 1 | 0.0% | 3 |
| CE | 0 | 0.0% | 1 | 0.0% | 1 |
| CO36 | 2 | 0.0% | 6 | 0.1% | 8 |
| CO50 | 1 | 0.0% | 2 | 0.0% | 3 |
| CT | 3 | 0.1% | 0 | 0.0% | 3 |
| EP | 5 | 0.1% | 0 | 0.0% | 5 |
| EPM | 3 | 0.1% | 0 | 0.0% | 3 |
| ESO | 1 | 0.0% | 1 | 0.0% | 2 |
| QIO | 5 | 0.1% | 2 | 0.0% | 7 |
| TAB | 18 | 0.4% | 11 | 0.2% | 29 |
| TBA | 1 | 0.0% | 0 | 0.0% | 1 |
| TEA | 0 | 0.0% | 3 | 0.1% | 3 |
| TGA | 51 | 1.2% | 29 | 0.7% | 80 |

Annual Workforce Monitoring Report 2012/13

| Post Grade | F | %F | M | %M | TOTAL |
|--------------------|-------------|--------------|-------------|--------------|-------------|
| TGB | 132 | 3.0% | 46 | 1.0% | 178 |
| TPA | 208 | 4.7% | 81 | 1.8% | 289 |
| TQA | 60 | 1.4% | 25 | 0.6% | 85 |
| TRA | 1 | 0.0% | 0 | 0.0% | 1 |
| TSA | 1 | 0.0% | 0 | 0.0% | 1 |
| TTA | 418 | 9.5% | 26 | 0.6% | 444 |
| TUA | 98 | 2.2% | 37 | 0.8% | 135 |
| TVA | 15 | 0.3% | 0 | 0.0% | 15 |
| N/A | 20 | 0.5% | 9 | 0.2% | 29 |
| Grand Total | 3236 | 73.2% | 1186 | 26.8% | 4422 |

Table 9.2B: Breakdown of Male and Female employees by Salary Grade for All EDC

| Post Grade | LGW | | | | |
|--------------------|-------------|---------------|------------|---------------|-------------|
| | F | %F | M | %M | TOTAL |
| 3 | 123 | 3.88% | 14 | 0.44% | 137 |
| 4 | 918 | 28.95% | 118 | 3.72% | 1036 |
| 5 | 493 | 15.55% | 231 | 7.28% | 724 |
| 6 | 242 | 7.63% | 290 | 9.15% | 532 |
| 7 | 132 | 4.16% | 99 | 3.12% | 231 |
| 8 | 177 | 5.58% | 78 | 2.46% | 255 |
| 9 | 56 | 1.77% | 27 | 0.85% | 83 |
| 10 | 26 | 0.82% | 26 | 0.82% | 52 |
| 11 | 9 | 0.28% | 9 | 0.28% | 18 |
| 12 | 11 | 0.35% | 14 | 0.44% | 25 |
| SEP | 4 | 0.13% | 0 | 0.00% | 4 |
| CE | 0 | 0.0% | 1 | 0.03% | 1 |
| CO36 | 2 | 0.06% | 6 | 0.19% | 8 |
| CO50 | 1 | 0.03% | 2 | 0.06% | 3 |
| ESO | 1 | 0.03% | 1 | 0.03% | 2 |
| TAB | 18 | 0.57% | 11 | 0.35% | 29 |
| TGA | 1 | 0.03% | 0 | 0.0% | 1 |
| TUA | 0 | 0.0% | 1 | 0.03% | 1 |
| N/A | 20 | 0.63% | 9 | 0.28% | 29 |
| Grand Total | 2234 | 70.45% | 937 | 29.55% | 3171 |

Table 9.2C: breakdown of Male and Female employees by Salary Grade for Local Government Workers Only

| Post Grade | TEACHERS | | | | |
|------------|----------|-------|---|-------|-------|
| | F | %F | M | %M | TOTAL |
| C026 | 2 | 0.16% | 1 | 0.08% | 3 |
| CT | 3 | 0.24% | 0 | 0.0% | 3 |
| EP | 5 | 0.40% | 0 | 0.0% | 5 |
| EPM | 3 | 0.2% | 0 | 0.0% | 3 |
| QIO | 5 | 0.40% | 2 | 0.16% | 7 |
| TBA | 1 | 0.08% | 0 | 0.0% | 1 |
| TEA | 0 | 0.0% | 3 | 0.24% | 3 |

Annual Workforce Monitoring Report 2012/13

| | | | | | |
|--------------------|-------------|---------------|------------|---------------|--------------|
| TGA | 50 | 4.00% | 29 | 2.32% | 79 |
| Post Grade | F | %F | M | %M | TOTAL |
| TGB | 132 | 10.55% | 46 | 3.68% | 178 |
| TPA | 208 | 16.63% | 81 | 6.47% | 289 |
| TQA | 60 | 4.80% | 25 | 2.00% | 85 |
| TRA | 1 | 0.08% | 0 | 0.0% | 1 |
| TSA | 1 | 0.08% | 0 | 0.0% | 1 |
| TTA | 418 | 33.41% | 26 | 2.08% | 444 |
| TUA | 98 | 7.83% | 36 | 2.88% | 134 |
| TVA | 15 | 1.20% | 0 | 0.0% | 15 |
| Grand Total | 1002 | 80.10% | 249 | 19.90% | 1251 |

Table 9.2D: Breakdown of Male and Female employees by Salary Grade for Teachers Only

11. EQUALITIES MONITORING

Following the full analysis contained within the breakdown of Employee profiles for the various elements of the Specific Duties under the Equality Act 2012, a number of key actions have been identified at this stage and will continue to be progressed in line with ongoing improvements:

- Further analysis of recruitment activity to better understand the profile of those progressing through the recruitment stages for new opportunities within the Council
- Improved data recording and utilising opportunities for further updates (*i.e.* contractual information, revisions to contractual arrangements or any other employment related correspondence)
- Further opportunities to launch the Employee Equalities Questionnaire to update information held
- Development of a regular update for the statistical recruitment information to be analysed from MyJobScotland and interrogated internally to further understand current status
- Analysis and identification of key requirements in addressing current challenges in data recording and reporting to inform the work undertaken for an integrated HR/Payroll system
- Continue with the commitment fundamental principle that all policies and procedures adopted to determine pay and conditions of employment for all of our employees do not discriminate unlawfully and are free from bias.
- Continue with the commitment to tackle gender segregation and creating an environment that promotes equality of opportunity and challenges stereotypes and perceptions based on protected characteristics.

Appendix 2

| Council Equality Outcome | | Action | Timescale | Indicator | Relevant SOA Outcome |
|--------------------------|--|--|--|--|---|
| 1. | There is an increased awareness of equality issues across East Dunbartonshire communities. | <ul style="list-style-type: none"> Establish baseline of awareness of equality issues in East Dunbartonshire Communities via survey Development and implementation of equality publicity plan | <p>September 2013</p> <p>September 2013 and then ongoing</p> | Percentage increase in awareness of equality issues | We have reduced inequality and disadvantage across East Dunbartonshire |
| 2. | Equality groups and communities are engaged and can influence Council decision making. | <ul style="list-style-type: none"> Review the work of the Equality Engagement Group to ensure groups from all protected characteristics are represented Publish information on how to get involved in council decision making and encourage under-represented groups to become involved where possible | <p>September 2013</p> <p>October 2013</p> | Increased participation and involvement measured via equality monitoring | Our communities are more engaged in the design and delivery of services |
| 3. | All plans and policies developed by the Council are informed by the needs and priorities of local equality groups. | <p>Roll out new Equality Impact Assessment Toolkit to all Council Directorates</p> <p>Publish results of all equality impact assessments on</p> | <p>June 2013</p> <p>May 2013 and ongoing</p> | Percentage of policies with impact on equality groups | We have reduced inequality and disadvantage across East Dunbartonshire |

| | | | | | |
|----|---|---|----------------------|---|--|
| | | <p>equality pages of Council website</p> <p>Collate and circulate Information on needs and priorities of local equality groups to all Council Directorates on a regular basis</p> | May 2013 and ongoing | | |
| 4. | Older people live positive, contributing lives as valued citizens. | Implementation of policies in relation to older people and carers | May 2013 and ongoing | <p>Percentage of adults needing care receiving personal care at home or direct payments for personal care</p> <p>Percentage of service-users satisfied with the quality of care provided</p> <p>Percentage of carers who feel supported and able to continue their caring role.</p> | Our older population are supported to enjoy a high quality of life and our more vulnerable citizens, their families and carers benefit from effective care and support services. |
| 5. | The community and stakeholders are aware of the issues faced by people with disabilities and recognise their contribution to society. | Develop and implement disability awareness campaign in partnership with East Dunbartonshire Access Panel | September 2013 | Percentage increase in awareness of equality issues | East Dunbartonshire is a safe and sustainable environment in which to live, work and visit |

| | | | | | |
|----|--|---|--|---|--|
| | | | | | Our people and communities enjoy increased physical and mental wellbeing and health inequalities are reduced |
| 6. | All members of the community are able to access information from the Council. | Review the Accessible information policy and promote this across East Dunbartonshire. | April 2014 | Percentage increase of accessible information requests | Our communities are more engaged in the design and delivery of services |
| 7. | There is enhanced confidence in reporting hate crime/incidents across East Dunbartonshire. | Establish 3 rd Party Hate Crime Reporting Sites across East Dunbartonshire Review the racist incident reporting mechanisms for council employees to include all protected characteristics Continue to coordinate meetings of the MADIM Group | August 2013 December 2013 May 2013 and ongoing | Percentage increase in number of hate crimes reported | East Dunbartonshire is a safe and sustainable environment in which to live, work and visit |
| 8. | Council buildings and services can be accessed and utilised by all members of the community. | | | Percentage increase in council buildings accessible to people with disabilities | We have reduced inequality and disadvantage across East Dunbartonshire |
| 9. | Town centres are accessible to all and free from unnecessary obstructions. | Engage with East Dunbartonshire Access Panel to identify issues in relation to accessibility of Town centres | May 2013 and ongoing | Percentage increase in council buildings accessible to people with | We have reduced inequality and disadvantage across East |

| | | | | | |
|----|--|---|---|---|---|
| | | <p>Involve East Dunbartonshire Access Panel in development of Town Centre Master plans and refurbishments</p> <p>Take action to ensure advertising boards and other street furniture does not restrict access to town centres</p> <p>Work with Disabled Go to encourage local businesses to improve the accessibility of their buildings and services</p> | <p>May 2013 and ongoing</p> <p>May 2013 and ongoing</p> <p>Ongoing with monitoring reports available annually first in June 2013.</p> | <p>disabilities</p> <p>Percentage reduction in complaints about accessibility of town centres and A-frame advertising boards</p> <p>Percentage increasing in number of businesses and services within town centres accessible to people with disabilities</p> | <p>Dunbartonshire</p> <p>East Dunbartonshire is a safe and sustainable environment in which to live, work and visit</p> |
| 10 | Intergenerational work is embraced and promoted across Council services. | <p>Collate information on intergenerational activities taking place across Council services</p> <p>Host event in partnership with Equality Engagement Group promoting the benefits of Intergenerational work</p> | <p>August 2013</p> <p>September 2013</p> | <p>Percentage increase in number of intergenerational activities taking place in East Dunbartonshire</p> | <p>Our people and communities enjoy increased physical and mental wellbeing and health inequalities are reduced</p> <p>East Dunbartonshire is a safe and sustainable environment in which to live, work</p> |

| | | | | | |
|----|---|--|--|---|--|
| | | | | | and visit |
| 11 | Our workforce is more representative of the communities we serve. | <p>Update the workforce Management Information System to include protected characteristics of employees</p> <p>Continue to ask employees to provide details of their protected characteristics when they join they organisation</p> <p>Annual data collection exercise to collate information on protected characteristics of employees who have not already provided (excluding those who have said they 'prefer not to say')</p> <p>Action to explore under representation of employees from particular groups</p> | <p>Ongoing</p> <p>Ongoing</p> <p>February 2014</p> <p>February 2015</p> <p>February 2016</p> <p>February 2017</p> <p>August 2013 and ongoing</p> | Percentage increase in employees representing all protected characteristics | We have reduced inequality and disadvantage across East Dunbartonshire |
| 12 | Violence against women is reduced. | Continue to support the ED MAP Violence against women in campaigns to eliminate violence against women. | ongoing | Reduction of incidents of violence against women | We have reduced inequality and disadvantage across East Dunbartonshire |

| Education Service Equality Outcome | | Action | Timescale | Indicator | Relevant SOA Outcome |
|------------------------------------|---|--|---|--|--|
| 1. | There are reduced incidences of bullying in schools –reported or otherwise. | Update the Anti- bullying policy to reflect protected characteristics Review the racist incident reporting mechanisms in schools to include all protected characteristics | January 2014 January 2014 | Percentage in number of bullying cases reported by schools to Education authority | East Dunbartonshire is a safe and sustainable environment in which to live, work and visit |
| 2. | There is greater awareness of particular equality issues in schools. | Develop and implement school equality survey to provide baseline information Work undertaken in schools to celebrate and commemorate equality issues will be collated and then circulated to all schools All schools will be encouraged to commemorate key equality events, dates and competitions | September 2013 June-August 2013 August 2013 and ongoing | Percentage increase in pupil's awareness of equality issues Percentage in number of bullying cases reported by schools to Education authority | We have reduced inequality and disadvantage across East Dunbartonshire East Dunbartonshire is a safe and sustainable environment in which to live, work and visit |
| 3. | Information on the | Develop and implement | August 2013 to | Percentage increase | We have reduced |

| | | | | | |
|--|--|--|--|---|--|
| | importance of equality and diversity is promoted and valued in schools across East Dunbartonshire. | equality awareness strategy in schools | be implemented and reviewed on an annual basis | in pupil's awareness of equality issues | inequality and disadvantage across East Dunbartonshire East Dunbartonshire is a safe and sustainable environment in which to live, work and visit |
|--|--|--|--|---|--|

| | Licensing Board Equality Outcome | Action | Timescale | Indicator | Relevant SOA Outcome |
|----|---|---|--|---|---|
| 1. | All members of the community are able to access information on the Licensing Board. | <p>Develop and implement equality action plan for the Licensing Board</p> <p>Develop questionnaire for community groups on the accessibility of information on the Licensing Board</p> <p>Publish detailed information on the role of the Licensing Board to the council website</p> <p>Arrange presentations on the role of the Licensing Board to be made to the Equality</p> | <p>August 2013</p> <p>August 2013 and ongoing</p> <p>August 2013</p> | Percentage increase in awareness of role of Licensing Board | <p>We have reduced inequality and disadvantage across East Dunbartonshire</p> <p>East Dunbartonshire is a safe and sustainable environment in which to live, work and visit</p> |

| | | Engagement Group | | | |
|----|--|---|-------------|---|--|
| 2. | People from protected characteristics/groups are able to participate in meetings and other statutory processes of the Licensing Board. | Invite members of the local equality groups to observe meetings of the licensing board | June 2013 | Percentage increase in awareness of role of Licensing Board | Our communities are more engaged in the design and delivery of services. |
| 3. | All members of the community are able to access the Licensing application process. | Publish enhanced information on the licensing application process on the Council website and share this with community groups | August 2013 | Percentage increase in awareness of role of Licensing Board | We have reduced inequality and disadvantage across East Dunbartonshire Our communities are more engaged in the design and delivery of services. |

Further information

For further information, please contact:

Civic & Corporate Headquarters
12 Strathkelvin Place
Kirkintilloch
Glasgow, G66 1TJ
Tel: 0141 578 8337
Email: equality@eastdunbartonshire.gov.uk
Web: www.eastdunbarton.gov.uk/equality

Other formats

This document can be provided in large print, Braille or on audio cassette and can be translated into different community languages.

Contact Corporate Communications at

East Dunbartonshire Council
Civic & Corporate Headquarters
12 Strathkelvin Place
Kirkintilloch
Glasgow, G66 1TJ
Tel 0300 123 4510

अनुरोध करने पर यह दस्तावेज़ हिन्दी में भाषांतरित किया जा सकता है। कृपया 0300 123 4510 पर फ़ोन कीजिए।

本文件可按要求翻譯成中文，如有此需要，請電 0300 123 4510。

ਇਸ ਦਸਤਾਵੇਜ਼ ਦਾ ਮੰਗ ਕਰਨ ਤੇ ਪੰਜਾਬੀ ਵਿੱਚ ਅਨੁਵਾਦ ਕੀਤਾ ਜਾ ਸਕਦਾ ਹੈ। ਕਿਰਪਾ ਕਰਕੇ 0300 123 4510 ਫੋਨ ਕਰੋ।

اس دستاویز کا درخواست کرنے پر (اردو) زبان میں ترجمہ کیا جاسکتا ہے۔ براہ مہربانی فون نمبر 0300 123 4510 پر رابطہ کریں۔

Gabhaidh an sgriobhainn seo cur gu Gàidhlig ma tha sin a dhìth oirbh. Cuiribh fòin gu 0300 123 4510

equality



sustainable thriving achieving

East Dunbartonshire Council

www.eastdunbarton.gov.uk