



Midlothian Council

Equality
Mainstreaming &
Outcomes Progress
Report

2017 - 2019

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Foreword by the Chief Executive, Midlothian Council

Welcome to the Midlothian Council Equality Mainstreaming & Outcomes Progress Report for the period 2017 - 2019.

Over the past two years, the Council has continued to work towards developing its approach to equality and fairness. The Council has set out an ambitious programme of work through the Midlothian Community Planning Partnership to build a Midlothian which is built on fairness and prosperity.

It is my opinion that this principle of equality must underpin all of the work the Council plans and does, and I am determined that the Council will do this through:

- Recognising that some people are not always treated fairly and can experience discrimination and inequality;
- Ensuring that our services meet the needs of all people in our communities, and that communities have choice and control over the services they use where appropriate;
- Challenging ourselves to tackle the inequality that exists in our communities, and working with community planning partners to improve outcomes for equality groups; and
- Tackling prejudice and negative attitudes towards people and celebrate the diversity within our communities

Work already underway to reduce inequality helps the Council to be in a good position to respond to the requirements of the Fairer Scotland Duty which came into force in April 2018. We will also shortly launch a new British Sign Language Plan and Gaelic Language Plan.

I am proud of the work that the Council has done to raise awareness of Mental Health amongst our employees, and the drive to celebrate equality and diversity with the Equal Midlothian Week & Mela which resulted in us winning the Scottish Diversity Awards 2019. Initiatives such as these are tangible examples of equality work within our organisation and our local communities.

I look forward to continuing our work over the coming years to achieve our vision of a fairer and more equal Midlothian.

Yours sincerely

Dr Grace Vickers

Chief Executive, Midlothian Council

1.0 Purpose of Report

- 1.1 The purpose of this report is to outline how the Council has taken forward work to mainstream equality across the Council both in its role as a service provider and as an employer. The report also demonstrates current progress against equality outcomes detailed in the Midlothian Council Equality Plan 2017 – 2021.
- 1.2 This report uses the terms 'Midlothian Council/Council as shorthand for the Council, Education Authority and Licensing Board (all three bodies).

2.0 Legislative Background

- 2.1 In October 2010 the Equality Act 2010 (the Act) came into force. This was a consolidating piece of legislation gathering together 40 years of previous discrimination legislation.
- 2.2 On 05 April 2011 the Public Sector Equality Duty (PSED) came into force. The PSED replaced the separate duties on public bodies relating to race, disability and gender equality.
- 2.3 The new PSED extended the scope of equality legislation to include not only race, disability and gender but also age, gender re-assignment, marriage and civil partnership, pregnancy and maternity, religion or belief, and sexual orientation.
- 2.4 These nine categories are now known as the protected characteristics.
- 2.5 In April 2018 the Scottish Government enacted the socio economic duty. The Equality Act requires us to actively consider how we can reduce the inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. This is known as the Fairer Scotland Duty.
- 2.6 The PSED as set out in the Act is known as the 'general equality duty' (GED).
- 2.7 The GED requires public listed authorities in the planning and exercising of their public duties and functions to have 'due regard' to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;
 - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
 - Foster good relations between people who share a relevant protected characteristic and those who do not

- 2.8 These three areas are sometimes known as the ‘three needs’.
- 2.9 Having ‘due regard’ in relation to advancing equality of opportunity includes:
- Removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic;
 - Taking steps to meet the needs of persons with protected characteristics that are different from persons who do not share it; and
 - Encouraging participation in public life and other areas where representation is disproportionately low
- 2.10 Having ‘due regard’ in relation to the need to foster good relations includes:
- Tackling prejudice; and
 - Promoting understanding
- 2.11 As previously noted at present there are nine protected characteristics and there is no hierarchy to those nine. In alphabetical order they are:
- Age
 - Disability (learning difficulties, mental health, physical and sensory)
 - Gender re-assignment
 - Marriage and civil partnership (restricted to elimination of unlawful discrimination in employment)
 - Pregnancy and Maternity
 - Race
 - Religion or Belief
 - Sex
 - Sexual orientation
- 2.12 On 27 May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force.
- 2.13 These Regulations imposed duties on listed public bodies for the purpose of enabling the better performance by the listed authority of the duty imposed by section 149(1) of the Equality Act 2010, the PSED.

2.14 These duties are to:

- Report progress on mainstreaming the equality duty;
- Publish equality outcomes and report progress;
- Assess and review policies and practices;
- Gather and use employee information;
- Publish gender pay gap information;
- Publish statements on equal pay, etc;
- Consider award criteria and conditions in relation to public procurement;
- Publish in a manner that is accessible, etc;
- Consider other matters; and
- Scottish Ministers to publish proposals to enable better performance

2.15 The 2012 Regulations dictate when reports and progress reports have to be published (outcome reports every four years, progress reports every two years starting on 30 April 2013). The Regulations also state that all new and/or revised policies must be impact assessed against the needs of the GED, and that workforce profiling, gender pay gap and equal pay statements should form part of the mainstreaming report for organisations who have more than 150 employees at prescribed times. Finally, the Regulations look for listed bodies to improve their procurement activities and to publish all materials in a manner that is accessible to all.

2.16 On 11 June 2015 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 came into force.

2.17 This set of Regulations increased the number of listed bodies who are required to adhere to the Act and includes Integration Joint Boards established by order under section 9(2) of the Public Bodies (Joint Working) (Scotland) Act 2014 (3).

2.18 This means that the Midlothian Integration Joint Board (MLIJB) is now subject to the duties and responsibilities of the Equality Act 2010 and its subsequent Regulations. The MLIJB has its own Equality Reports and is therefore out with the scope of this report.

2.19 On 18 March 2016 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 came into force.

2.20 This new set of Regulations:

- Introduced a new requirement on listed public authorities to publish the gender composition of their Boards, and to produce succession plans to increase the diversity (across all protected characteristics) of their Boards; and to
- Lower the threshold for listed bodies to publish information on their gender pay gap and equal pay statements, from those authorities with more than 150 employees to those with more than 20 employees

2.21 Local authorities, licencing boards, and education authorities are not considered 'relevant listed authorities' in respect of the first bullet point in 2.20 above.

2.22 It is important to note that the Council as an Education Authority must also meet the requirements of the Act and subsequent Regulations. Further, as the Council also administers the Licensing Board it too needs to meet the requirements of the Act and Regulations when undertaking its duties. Accordingly, at the relevant points within this report reference will be made to all three bodies.

3.0 Mainstreaming Equality 2017 – 2019 - context

3.1 In the Council's last Equality Mainstreaming & Outcome Reports 2015 – 2017 it was said that:

- Mainstreaming equality meant making equality part of the day to day business of the Council, Education Authority & Licensing Board both as service planners, providers and employers, rather than a 'bolt-on' at the end of projects and other programmes of work;
- By mainstreaming equality, the Council, Education Authority & Licensing Board could ensure that equality of opportunity was part of the culture of the organisations, and that both employees and customers could benefit from organisations where they felt valued and their interests and issues on a level par with all others' issues and values;
- Further, by mainstreaming equality the Council, Education Authority & Licensing Board could demonstrate its commitment to the general duty by publicly demonstrating that they would not condone unlawful discrimination, victimisation and harassment; and that
- The Council, Education Authority & Licensing Board could also demonstrate that they would work to advance equality of opportunity and fostering good relations between people who share a protected characteristic and those who do not

within their own organisations and through partnership and joint working practices with neighbours and community planning partners.

The Council, Education Authority & Licensing Board remain committed to these considerations, and during the period 2017 – 2019 have worked hard to embed each of the needs of the General Equality Duty for each protected characteristic throughout all of its work.

4.0 Progress made 2017 – 2019 to mainstream equality throughout all three bodies (Council, Education Authority & Licensing Board)

4.1 Ensuring genuine commitment to equality through all levels of the Council structures and planning procedures

The service planning structure of the Council includes the Single Midlothian Plan (SMP) and supporting plans including service plans.

In Midlothian, partners work together through the Midlothian Community Planning Partnership (MCP) which is the overarching partnership for this local authority area. MCP brings together public services, the third sector, the business community and community organisations that are based or working in Midlothian.

The three priorities for the MCP are to reduce inequalities in: learning outcomes; health outcomes; and economic circumstances. The strapline of the partnership is 'Midlothian - A Great Place to Grow'. Actions in relation to outcomes given in the 2017 – 2021 Equality Plan will be given in the outcomes section of this report.

4.2 Understanding the impact of our work – the new Integrated Impact Assessment (IIA)

Since 2016, the Council has implemented an Integrated Impact Assessment Tool to ensure that we consider equality and the impact of our decisions on those with protected characteristics. The Council considers that our decision making process needs to consider a bigger picture and therefore the IIA also considers socio-economic inequality, health inequalities, environmental and sustainability matters thereby giving service providers the bigger picture that allows them to identify priorities now and in the future.

In early 2019 we began a further refresh of the IIA process, considering the need to include further focus on human rights and a greater emphasis on ensuring we consider the impact of our policies on care experienced young people.

Completed impact assessments are published on the Council website as required by the Act and can be found [here](#).

4.3 Equalities Monitoring

The Council continues to use equalities monitoring to gather and analyse information about service users. During 2019 the Council intends to produce 'A Guide to Monitoring Equalities in Council Services'. Through this we hope to continue to develop our approach to equality monitoring and data collection to ensure we meet the requirements of General Data Protection Regulation (GDPR), and also ensure that any information collected reflects the most up to date approach to monitoring, and gives us the information we need to develop responsive services.

4.4 Building Organisational Capacity

Equality & Diversity Training

Training continues to be an important method of mainstreaming equality, diversity and human rights throughout the Council, Education Authority and Licensing Board. As part of the Equally Safe at Work Accreditation Process and Equality Plan 2017 – 2021, in the second half of 2019 a programme of equality, diversity and human rights awareness training will commence. This will:

- Ensure that Midlothian Council is able to meet its general and specific duties under equalities and human rights legislation.
- Provide employees with opportunities for learning and awareness of their role and responsibilities under equality and human rights legislation.
- Develop a skilled, motivated and culturally capable workforce that can bring about changes that will improve services and tackle inequalities.

In addition, updates for the Council's Corporate Management Team and Elected Members on Equality, Diversity and Human Rights Awareness and the new Integrated Impact Assessment focusing on the benefits that this process gives to service planning and delivery as well as staff wellbeing have been, and will continue to be delivered.

Further, over the last two years all staff have been encouraged to undergo refresher equality and diversity training, and those involved in developing service planning and delivery to request more detailed training in the need for and use of the Integrated Impact Assessment tool. This will continue over the next two year period.

4.5 Council's Equality Working Group (EWG)

In the 2015/17 Mainstreaming Report it was noted that the structure and purpose of the Equality Working Group (EWG) required review.

At that time it was agreed that membership of this group needed to be elevated to third tier officers service-wide which would mean that there was a senior management buy in to the group and what it plans and does. This group would be supported and guided by the Council's Equality & Diversity Officer and would in essence be responsible for the embedding of equality and diversity throughout the organisation and within the Community Planning Partnership.

Work on this review has been delayed. After further consideration it has been agreed that mainstreaming of equalities throughout the organisation should be undertaken by the about to be formed Equalities Forum. This Forum will be made up of employees representing all nine protected characteristics and the Equalities Engagement Officer and will support the Equality and Diversity Officer to embed equality and fairness of opportunity organisation-wide as well as helping to undertake employee and community equality initiatives. Where required equality and diversity training will be provided to Forum members.

Initial actions of this group will be to:

- Provide a briefing note to the Council and the Community Planning Partnership as to its remit and membership;
- Identify those within each service who must have Impact Assessment training in order to ensure the service planning and delivery does reflect the needs of all citizens within Midlothian;
- Embed into the organisation an equality and diversity newsletter that continually enforces the need for a process that protects individuals from unlawful discrimination, victimisation and harassment, and progresses the need to advance equality of opportunity and foster good relations between persons who have/have not protected characteristics.

4.6 Joint Community Planning Equality Forum (CPEF)

Work on the remit and membership of the Joint East Lothian and Midlothian Community Planning Equality Forum (JE&MCPEF) has not progressed as planned. This work needs to be carried out during the period 2019 – 2021. This Forum, which is jointly run by East Lothian Council, is in need of refreshment, and work is about to begin with Community Partners to see who is best placed and qualified to take part in this important group. Initial work for the Forum will involve:

- Developing a strategic plan and way of working that will ensure that all service planning and delivery of the Community Planning Partners is underpinned by the principles of equality and diversity;

- Working further with the Community Planning Equality Engagement Officer in activities undertaken by the about to be formed Equalities Forum, Midlothian People's Equalities Group (MPEG), Neighbourhood Planning exercises, community initiatives, and other Community Planning activities;
- Ensuring that whilst the Community Planning Partnership has agreed to target actions aimed at closing the outcome gap for residents in the parts of the county identified in the top 20% of SIMD, that this does not adversely affect members with protected characteristics in other Midlothian areas

4.7 Working with the Procurement Section

Further work with the procurement section is required in order to:

- Develop further equality issues within our procurement strategy such as buying with other community planning partners and increasing supplier diversity;
- Identify need and build a business case by reviewing the current provision for equality in procurement; building equality into the business case and engaging with service users;
- Introduce equality requirements in contract specifications including;
 - Specify positive action and reasonable adjustments as well as workforce requirements;
 - Use more inclusive advertising and selection of tenderers' processes;
 - Develop an inclusive award process as well as implementing equality contract conditions and monitoring them;
 - Learn lessons at the end of a contract

This will ensure that the procurement process is informed by the responsibilities and obligations within the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, particularly to consider the use of award criteria and conditions in relation to public procurement.

4.8 Participation in LGBT (Lesbian, Gay, Bi-sexual & Transgender) History Month 2017

On 20 February 2017 the Council in association with Midlothian Young Peoples' Advice Service (MYPAS), LGBT Youth Scotland and East Lothian's Sense of Place Initiative held an event in the Dalkeith Arts Centre to understand and celebrate the past, present and future of LGBT life in Midlothian.

In particular the event was celebrating the birth of a new young person's LGBT Midlothian Group and learning about the experiences others had gone through in previous years in Midlothian.

It was an evening of sorrow, hope and joy and was enjoyed by all. The evening also allowed valuable input from the Midlothian LGBT community into actions that they would like to see the Council undertake in order to fulfil its responsibilities under the Equality Act 2010.

During the period 2017 – 2019 the MYPAS LGBT Youth Group has gone from strength to strength.

4.9 SWAN (Scottish Workplace Networking) for LGBT People

SWAN was founded in 2008 by Ian Arnot and Robert Cole, who were involved with British Telecom's (BT) LGBT Networking Group, Kaleidoscope.

At the time, many companies and public sector employers had their own networking organisations but there was nothing that connected them. SWAN was created in order to fill this gap and provide a network in Scotland to bring people from different sectors together.

SWAN has become synonymous with networking within the LGBT professional community. As an organisation they have been hosted at many major businesses in the central belt of Scotland and attendance is consistently growing. SWAN aims to provide LGBT people with access to networking opportunities and with the help of corporate hosts they are able to do this absolutely free.

The Council in partnership with East Lothian Council have been approached by SWAN and asked if we would host an event. It is now anticipated that this will take place within the period 2019 – 2021.

4.10 Stonewall Scotland

The Council is pleased to be a member of Stonewall Scotland's Diversity Champion's Programme.

Stonewall Scotland works to achieve equality and justice for lesbian, gay, bisexual and transgender people.

By working with Stonewall we can help LGBT people to become more involved in the education, service planning and delivery in our area.

4.11 LGBT Youth Scotland

LGBT Youth Scotland is the largest youth and community-based organisation for lesbian, gay, bisexual and transgender (LGBT) people in Scotland. The charity's mission is to:

“Empower lesbian, gay, bisexual and transgender young people and the wider LGBT community so that they are embraced as full members of the Scottish family at home, school and in every community.”

The Council is a member of the Lothian LGBT Development Group and as can be seen in section 4.8 above has co-hosted an event with LGBT Youth in LGBT History month in 2017.

The Council's Equality Engagement Officer has also co-ordinated group attendance at Edinburgh Pride marches with LGBT Youth Scotland.

4.12 Participation in Equality & Rights Network (EaRN)

The Equality and Rights Network (EaRN), is a member-led network that seeks to advance equality, promote human rights and tackle inequality and poverty in Edinburgh and surrounding areas.

Midlothian Council along with East Lothian Council has been extended an invitation to join this network and is looking into this possibility and how it could best benefit our communities by attending meetings as a sleeping partner at present.

It was anticipated that further details about participation with this network would be forthcoming in the next equality progress report in 2019 but this matter is still under discussion.

4.13 NHS Gypsy/Traveller Health Steering Group

NHS Lothian approached the Council in 2014 requesting that the Equality & Diversity Officer attend this group which looks after the specific health issues relating to Gypsy/Travellers in the East & Midlothian areas. The group was refreshed during 2015/17 and Midlothian Council remains an active participant in this group.

4.14 Gathering information about the experiences of equality groups

The Council continues to recognise that gathering information/ evidence about the needs and experiences of those with protected characteristics is an important way for the Council to deliver services that meet the needs of the community. The Council does this in different ways including community engagement, participation and desk based research. Since the publication of the initial Equality Plan in 2013 and update in 2017 a number of key developments have strengthened the knowledge we have about our communities:

- Continued development and growth of the Local Neighbourhood Plans which provide opportunities for local people to engage with local issues and improvements for their local communities. These Plans are focused on reducing inequality and offering opportunities for participation and good community relations.
- Development of the Community Planning Annual Planning Day events giving local communities the opportunity to hear more about and get involved in broader community planning work.
- Continued support for Midlothian Community Councils
- Development of the Midlothian Citizen's Panel as a mechanism to gather the views of local people on key issues.
- Development of the 'The Champions' Board' whose remit is to provide a platform for looked after children to engage with their corporate parent and make their needs known.
- Successful working relationships with regional and national equality groups to provide information / evidence about particular groups that have no local representation
- Use of National Resources including 'Equality Evidence Finder' developed by the Scottish Government/ Improvement Service.

5.0 Other ongoing work in support of equal opportunities Council-wide

5.1 2017

September 2017

Midlothian People's Equality Group – Annual General Meeting

Midlothian People's Equality Group (MPEG) 2016-2017 held their Annual General Meeting (AGM) to present their annual report and accounts. Midlothian People's Equality Group are a friendly group of local people with diverse backgrounds who aim to:

- Promote equality and challenge prejudice
- Build relationships across Midlothian's communities of interest where people feel valued and trusted
- Provide a platform for Midlothian people to learn, educate and communicate about local equality issues of concern and interest; and have a voice in local policy and planning.

Midlothian Council's Equality Engagement Officer supports the group on an ongoing basis: attending board meetings; giving guidance and support with practical tasks such as funding

applications/ OSCR submissions; and working in partnership with MPEG to host events and projects.

October 2017

Hate Crime Sessions in Midlothian Schools (ELREC, Midlothian Council and Police Scotland)

Edinburgh and Lothian's Regional Equality Council (ELREC) were successful in obtaining funding to deliver Hate Crime Sessions in Midlothian Schools. In order to deliver the project successfully a collaborative approach was taken involving Midlothian Council's Equalities Engagement Officer and Police Scotland who worked together to plan and devise an appropriate programme. Midlothian High Schools were approached with the offer and Lasswade High School were keen to progress this opportunity. ELREC delivered this successful project across a number of weeks with the support of Police Scotland.

December 2017

STEM Talks events

The Equalities Engagement Officer and STEM Coordinator worked together to deliver two STEM events to Midlothian primary schools. The objectives were to:-

- Increase understanding of STEM industries (i.e. jobs available and different entry routes into these careers)
- Provide positive life stories of people overcoming stereotypes to pursue their career goals
- Challenge stereotypes and in doing so, help young people recognise that careers within the STEM industry, and others, are open to all (i.e. not governed by age, sex, race, sexuality, gender identity, background etc.).

The first event was held in December 2017 at Woodburn Primary where three Primary 5 classes had the opportunity to meet a range of STEM professionals over an afternoon. This included representation from female scientists, engineers and construction workers in addition to male nurses and a stay at home dad. A second event hosted by Kingspark Primary in February 2018 enabled seventy Primary 7 pupils to also benefit from a morning of conversations.

5.2 2018

February 2018

Talking Books event in celebration of LGBT Youth's Purple Friday (a day to stand up to Homophobia, Biphobia and Transphobia) at Lasswade High School. The Talking Books model is a collaboration between Midlothian People's Equality Group and Midlothian Council which seeks to challenge prejudice and discrimination by facilitating respectful conversations that can positively change people's attitudes and behaviours towards members of our communities who are at risk of exclusion and marginalisation. 165 school pupils attended the event in small groups and had the opportunity to speak with 9 Talking Book volunteers who spoke about their personal experiences of overcoming challenges, prejudice and discrimination. Volunteers spoke about different perspectives including faith beliefs, sexuality, gender identity, physical and learning disabilities and mental health issues.



Pupils were asked what they would change as a result and here are some of the comments:

"I will change the way that I think about others because I don't know their background.... I will feel more confident if I ever meet a person like them again"

"I will be more understanding of people who are different and try not to do anything offending or use any of the words to describe people in the wrong way."

"I will be more aware about others and their opinions and feelings"

"I thought it was a really good experience because it was really eye opening"

One member of staff commented on how he believed it to be "one of the most meaningful workshops he had ever seen in education". Overall the event was a great success!

March 2018

Equal Midlothian Week and Midlothian Mela 2018

Equal Midlothian Week has become an exciting annual programme of events. A range of organisations come together to offer a variety of events which promote and celebrate equality, raise awareness and reach out to all communities. Events on offer in 2018's programme were:-

Decisions Decisions Decisions by People First Scotland

Coffee and Chat by Woodburn Women's Health and Motivation

Human Library/ Talking Books event by Midlothian People's Equality Group and Midlothian Council

Open Information Day for Kinship Carers by Grandparents Parenting Again and Kinship Carers

Cultural Awareness in Mental Health by Health in Mind

Employability and Advice Surgery by Linknet

Housing Information Morning by Midlothian Council Tenant Participation

The week of events culminated in the annual multi-cultural celebration ***Midlothian Mela 2018*** which was a partnership event hosted by Midlothian People's Equality Group, Midlothian Council and Health in Mind. The Midlothian Mela 2018 was held at the Glencorse Centre and saw approximately 100 people attend to enjoy the range of music and dance workshops and performances and family friendly activities.

June 2018

Equali-Teas Story Café event – Midlothian People's Equality Group

EQUALITEAS (www.equaliteas.org.uk) is an annual UK-wide celebration of our democratic equality. In 2018 the UK Parliament celebrated 100 years since the first women gained the right to vote, however, full equal voting rights for men and women over the age of 21 were not granted until *The Representation of the People (Equal Franchise) Act 1928* became law. In the run-up to the centenary in 2028, EQUALITEAS are encouraging communities to come together for cake, a cuppa and a slice of debate. Midlothian People's Equality Group celebrated by holding a Story Café with Midlothian's Bibliotherapist who brought some interesting pieces of literature which related to the theme. Some great discussion and debate was had along with a cuppa and some delicious home baking.

September 2018

Funeral Poverty - Short Film

The Midlothian Faith Communities Partnership and Midlothian Communities Team hosted an event to highlight the growing issue of Funeral Poverty in Penicuik Town Hall. The Equalities Engagement Officer and Senior LL&E Worker Adults and Families (Newbattle Cluster) worked in partnership to create a short film which introduced the topic and examined different perspectives and the complexities which lead to funeral poverty. Feedback from delegates was that this would be a useful tool to use with groups in order to open up discussion about end of life and funeral planning and it was agreed that the film would be made available for such purposes.

October 2018

Midlothian People's Equality Group AGM

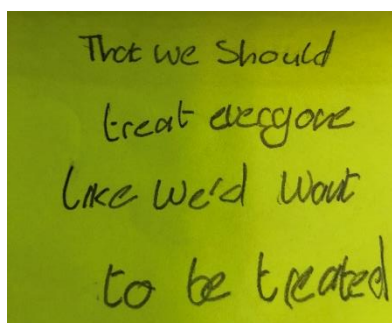
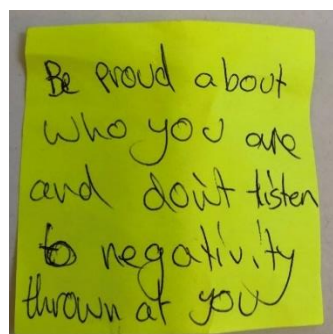
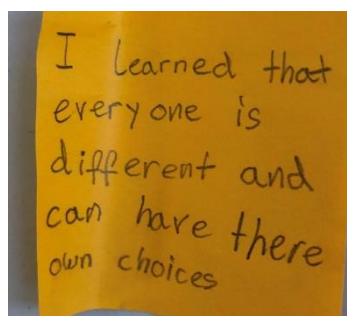
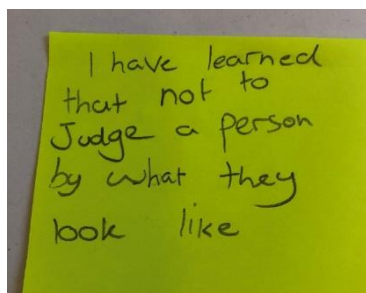
MPEG members were supported to present the annual report and talk about successes throughout the year. This included attending more public facing events such as Gala Days and partnership/ networking events as well as the success of the Midlothian Mela 2018 and the Winter Raffle fundraiser. Throughout 2017-2018 Midlothian People's Equality Group (MPEG) continued to receive support from Midlothian Council's Equalities Engagement Worker. The Equalities Engagement Officer provides support to the group on an ongoing basis, attending monthly meetings and offering practical support and advice where necessary.

November 2018

Talking Books event at Mauricewood Primary School

Another Talking Books event was held at Mauricewood Primary where Talking Book volunteers visited Primary 7 pupils. A preparatory session was carried out by the Equalities Engagement Officer a few days before the event took place. This enabled the primary 7 pupils to look at profiles of the volunteers who would be visiting and to think about questions they would like to ask. This session was particularly valuable for the pupils to think about how they could ask questions in a respectful way and there was some interesting discussion that took place around the use of language and respecting personal boundaries.

51 primary 7 pupils attended the Human library and spoke to the volunteers in small groups. The volunteers rotated round the room so that each group had the opportunity to speak to 6 volunteers. The volunteers represented a range of different and intersecting equality perspectives including gender identity, black and minority ethnicity, religion and belief, refugee, care experienced, physical and learning disability. Pupils were engaged and enthusiastic during the event. At the end of the event pupils were asked to write down something that they learned....



5.3 2019

February 2019

Talking Books event in celebration of LGBT Youth's Purple Friday (a day to stand up to Homophobia, Biphobia and Transphobia) 2019 at Lasswade High School. After the success of the 2018 event Lasswade High School were keen to host this event again. This year 10 Talking Books volunteers visited the S1 year group (approx. 165 pupils) and both pupils and teachers again expressed a positive learning experience.

March 2019

Equal Midlothian Week 2019

A range of organisations came together again to offer an exciting and varied programme of events. On offer in 2019 were:-

- Bereavement and Life Skills Groups for Men 65+ at The Grassy Riggs
- Midyouth – LGBT Group for 12-21 Year Olds
- Cultural Awareness in Mental Health by Health in Mind

- Macular/ Visual Impairment Support Group at The Grassy Riggs
- Seen but Not Heard – Understanding Eating Disorders by CAPS Independent Advocacy
- Language Taster Menu by the ESOL (English for Speakers of Other Languages) Service
- Open Information Day for Kinship Care in Midlothian by Grandparents Parenting Again and Kinship Carers Midlothian
- LGBT Ageing Together Support Group at The Grassy Riggs
- Domestic Abuse and BME Women Training by Shakti
- Disability Hate Crime event by Midlothian People's Equality Group
- The Wizard of Oz Singalong Film Showing by Women's Aid
- To Kill a Mockingbird Film Showing by Moorflix Cinema

The week of events culminated with the annual multi-cultural celebration the **Midlothian Mela 2019** at a new venue - The Gorebridge Beacon - which was a great success and saw more than 200 people come through the doors to enjoy music, dancing, food, family activities, workshops and alternative therapies. The Midlothian Mela 2019 was a partnership event hosted by Midlothian People's Equality Group, Midlothian Council and Health in Mind.





Other work 2017-2019

The Equalities Engagement Officer has been involved in ongoing work and attendance at groups including Midlothian's Community Faith Partnership; NHS Weight Management and Diabetes Prevention Working Group; Midlothian Muslim Community Centre; Health in Mind LGBT+ Working Group; LGBT Youth Scotland Development Group; Early Action on Mental Health: 100 Day Challenge; pupil LGBT+/ Equality Groups in Midlothian High Schools and others.

Equalities training has also been delivered during this period including Community Council Training Day; Unconscious Bias Training delivered to the Lifelong Learning and Employability Team (Midlothian Council); equalities inputs within Crèche worker training, Care Academy, Childcare Academy and PAVE.

PLANNED WORK for 2019 – 2021

- Support to Midlothian People's Equality Group to increase membership, representation across the protected characteristics, and increase funding for project based work.
- Support to Midlothian Muslim Community Centre to implement Weight Management and Diabetes Prevention Project.
- Continue to network with minority groups in Midlothian and support community equalities groups where there is evidence of need.
- Continued support to schools to address equalities issues including supporting pupil LGBT/ Equalities groups and coordinating the Talking Books programme.
- Continued support towards the establishment of LGBT representative groups within Midlothian, LGBT events and encourage commitment to the LGBT Youth Charter Mark.
- Training for staff and partners to enable them to have better understanding of the barriers to accessing services and better engagement with equalities group.
- Deliver Equalities actions as allocated on the Single Midlothian Plan.

6.0 Areas of development for 2019 – 2021

6.1 In addition to ongoing projects/work noted in section 4, the following areas of work will be further developed in the period 2019 – 2021:

- A priority for 2019- 2021 is to consider the implications of the Fairer Scotland Duty and how the Council, Education Authority and Licensing Board can ensure that we meet the requirements of this new aspect of the Equality Act. This will require us to update the Council's Equality Plan to incorporate the requirements of the Fairer Scotland Duty and to refocus our efforts on achieving our aims;
- The Council will ensure that all training offered reflects the socio economic duty. The Council will also work to ensure we focus on key policy areas and new legal requirements including the BSL Plan, and the Gaelic Language Plan;
- The Council will also implement the revised Integrated Impact Assessment Toolkit and Guidance to ensure that the Council can take forward a strong focus on human rights and improve policy making through the use of the tool;
- Continue to develop our approach to equality monitoring and data collection to ensure we meet the requirements of GDPR and also ensure that any information collected reflects the most up to date approach to monitoring and gives us the information we need to develop responsive services;
- We (the Council) will conduct an interim evaluation to make sure we are up to speed with the actions and outputs needed to meet our equality duties;
- Build relationships with individuals and organisations who can assist us by getting involved in progressing equality outcomes;
- Meet with managers and other stakeholders within the Council who can assist the Equality & Diversity Officer in mainstreaming progress and plans for the future;
- Consider further how we prepare for the inclusion of race and disability in our equal pay policy and occupational segregation information;
- Evaluate and improve further our approach to the duties on Procurement;
- Further develop the process to be followed in the gathering of data and information for the next Equality Plan and Mainstreaming & Outcomes Progress Report in 2021;
- Make sure that the people we involve in equality outcome setting are empowered and have the capacity to be involved;

- Ensure that the Equal Pay Statement and the Gender Pay Gap information covers all the requirements of the Act.

7.0 Employee Information Analysis for the year 2017/2018

7.1 Key Findings

- It is still the case that far too many employees are reluctant to answer equality monitoring questions, and understanding and resolving the reason/(s) for this continues to be a priority action for the Council within the period 2019 – 2021.
- The Council continues to need to address what data and information it gathers in relation to its standing workforce, those leaving the organisation, and those it attracts to apply for positions within the organisation. This will give the Council a robust knowledge about its workforce, the reasons why individuals leave, and what attracts new applicants to want to work for the authority.
- Action/(s) are required to attract a more diverse workforce from across all protected characteristics that will fully reflect those within Midlothian's communities.
- In round terms the organisation attracts and recruits on a 70% female, 30% male basis which is in sync with the standing workforce. The Council needs to look into ways of attracting more males into the workforce particularly into traditionally seen female roles such as teaching. Further, the Council needs to look at attracting women into traditional male areas such as waste, transport, amenity, and STEM (science, technology, engineering and mathematics) professions.
- The Council continues to need to address an ageing workforce profile.

7.2 Workforce Profile Analysis (for period 01/04/17 – 31/03/18)

Age

During the year 2017/18 the age profile of the workforce was:

Age Band	Number	Percentage
16-24	539	9.44
25-39	1551	27.16
40-55	2288	40.07
56-59	512	8.97
60-64	430	7.53
65+	390	6.83
Total	5710	100.00

The greatest number of employee remains as during 2015/16 and 2016/17 within the age band 40 – 55. There is a slight increase (0.22%) in the number of 16 – 24 year old employees since last year. However, the number of employee within the 60+ cohort continues to grow and is up 0.88% in 2017/18.

Disability

During the year 2017/18 the disability profile of the workforce was:

Type of Disability	Number	Percentage
Did Not Answer	2843	49.79
No disability	2638	46.20
Prefer not to answer	156	2.73
Yes - Learning Disability	11	0.19
Yes - Longstanding Illness	21	0.37
Yes - Mental Health Condition	8	0.14
Yes - Other, such as disfigurement	*	*
Yes - Physical Impairment	20	0.35
Yes - Sensory Impairment	8	0.14
Total	5710	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Since last year there has been a slight reduction (3.58%) in the number of employees who did not answer the disability question, but it is still disappointingly high at 49.79%.

The number of employees who 'prefer not to answer' remains double the number since 2015/16 and the reason/(s) for this along with the number who 'did not

answer' will be fully investigated during the remaining period of the Equality Plan 2017 – 2021.

In relation to the year 2016/17 percentages remain steady where employees have disclosed that they have a disability and the type of their disability (1.28% (16/17) and 1.28% (17/18)). A confidential survey needs to be undertaken to understand why employees are reluctant to provide details, and to contrast this with reasons given from the majority of employees who do not provide any information.

Gender Re-assignment

Answer	Number	Percentage
Did not answer	4781	83.73
No	907	15.88
Prefer not to answer	21	0.37
Yes	*	*
Total	5710	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

In answer to the question 'have you ever identified as a Transgender person or Trans person?' in 2015/2016 no positive responses were recorded. As the table above shows in 2017/2018 positive responses were recorded. This would indicate that those responding feel safe and happy to do so within the organisation, and it would be a very positive step forward if they would share with the Equality Officer why this is so. (It would also be important to ascertain if they had previously recorded a 'yes' to this question, as there were positive responses in 2014/15, and had not felt confident to do so in 2015/16). Sensitive enquiries in this regard will be carried out during the remaining period of the Plan.

Notwithstanding this, it is still very disappointing that only 15.90% employees are prepared to answer this question, (either yes or no), and flags up the need for detailed work to understand why this is the case within the workforce.

Marriage and Civil Partnership

In 2017/2018 the workforce profile in this category was as follows:

Status	Number	Percentage
Did Not Answer	871	15.25
Divorced/Separated	239	4.19
Living with partner	216	3.78
Married/Civil Partnership	2701	47.30
Prefer not to answer	345	6.04
Single	1279	22.40

Widowed	59	1.03
Total	5710	100.00

As with other protected characteristics the Council needs to look into why 21.29%, nearly one quarter of its workforce, are reluctant to provide details of their marriage, civil partnership or other status.

Pregnancy and Maternity workforce profile (period 01/04/16 – 31/03/17 (latest data available))

Age	Number	Percentage
16-24	*	*
25-39	126	85.71
40-55	20	13.61
Total	147	100.00

Disability Type	Number	Percentage
Did Not Answer	105	71.43
No	38	25.85
Prefer not to answer	*	*
Yes - Mental Health Condition	*	*
Yes – Sensory Impairment	*	*
Total	147	100.00

Gender Re-assignment	Number	Percentage
Did Not Answer	122	82.99
No	25	17.01
Total	147	100.00

Marital Status	Number	Percentage
Did Not Answer	18	12.24
Divorced/Separated	*	*
Living with partner	*	*
Married/Civil Partnership	86	58.50
Prefer not to answer	9	6.12
Single	28	19.05
Total	147	100.00

Ethnic Origin	Number	Percentage
Did Not Answer	100	68.03
White - Eastern European (e.g. Polish)	*	*
White Other	*	*
White Other British	8	5.44
White Scottish	34	23.13
Total	147	100.00

Nationality	Number	Percentage
British	33	22.45
Did Not Answer	76	51.70
English	*	*
Other, please specify	*	*
Scottish	34	23.13
Total	147	100.00

Religion or Belief	Number	Percentage
Church of Scotland	6	4.08
Did Not Answer	120	81.63
None	15	10.20
Other Christian	*	*
Prefer not to answer	*	*
Roman Catholic	*	*
Total	147	100.00

Sex (Gender)	Number	Percentage
Female	147	100.00
Total	147	100.00

Sexual Orientation	Number	Percentage
Did Not Answer	119	80.95
Heterosexual/Straight	26	17.69
Prefer not to answer	*	*
Total	147	100.00

Caring Responsibilities	Number	Percentage
Did Not Answer	122	82.99
No	17	11.56
Yes - Under 18	8	5.44
Total	147	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

In 2015/16 no data was available at the time of reporting for pregnancy and maternity.

From 2016/17 data across all protected characteristics is available for pregnancy and maternity. What this data shows is that within the specific characteristic of pregnancy and maternity there is still a substantial reluctance to record disability, gender re-assignment, race, religion and faith, sexual orientation and caring responsibility.

The reason/(s) for this reluctance to record needs to be understood if the Council is to be considered an employer of choice. This action will be carried out within the remaining period of the Equality Plan 2017 – 2021.

As for the previous year, for those employees who are pregnant or on maternity leave their roles are risk assessed to determine any potential negative health impacts and they are, in line with statute and best practice, given special leave to attend appointments associated with their pregnancy. During maternity leave they are again, in line with statute, offered the opportunity and actively encouraged to take part in 'keep in touch days'. Employees on maternity leave are also communicated with on a regular basis in terms of keeping them up to date with any changes.

There is much emphasis on the importance to foster good relations in order that when an employee returns to work after a period of maternity leave the transition back to work is one where the employee feels fully integrated as soon as possible. Many of those returning from maternity leave apply for and are granted part time and/or flexible working opportunities.

Race

Ethnic Origin	Number	Percentage
African (inc Scottish/British)	*	*
African Other	*	*
Any other Asian background	*	*

Ethnic Origin	Number	Percentage
Any other White background	*	*
Asian Bangladeshi (inc Scottish/British)	*	*
Asian British	*	*
Asian Chinese (inc Scottish/British)	*	*
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	*	*
Asian Pakistani (inc Scottish/British)	7	0.12
Bangladeshi	*	*
Black (inc Scottish/British)	*	*
Caribbean or Black (other)	*	*
Did Not Answer	2744	48.06
Ethnicity, if Other please specify	*	*
Irish	*	*
Mixed - any other mixed background	16	0.28
Pakistani	*	*
Prefer not to answer	31	0.54
White - Eastern European (e.g. Polish)	6	0.11
White and Asian	*	*
White and Black African	*	*
White and Black Caribbean	*	*
White Gypsy/Traveller	*	*
White Irish	38	0.67
White Other	89	1.56
White Other British	267	4.68
White Scottish	2477	43.38
Total	5710	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

During the remaining period of the Equality Plan 2017 – 2021 investigation will take place as to why just under half the workforce do not wish to provide their ethnic origin details.

Nationality

Nationality	Number	Percentage
British	1451	25.41
Did Not Answer	2318	40.60
English	31	0.54
Northern Irish	18	0.32
Other, please specify	114	2.00
Prefer not to answer	27	0.47
Scottish	1748	30.61

Nationality	Number	Percentage
Welsh	*	*
Grand Total	5710	100.00

Since 2016/17 there has been a 4.45% reduction in the number of employees who did not provide details of their nationality. This is a positive sign but further work must be undertaken during 2019 – 2021 to reduce this further.

Religion or Belief

Religion or Belief	Number	Percentage
Buddhist	8	0.14
Church of Scotland	374	6.55
Did Not Answer	4554	79.75
Hindu	*	*
Muslim	6	0.11
None	428	7.50
Other Christian	65	1.14
Other Religion or Belief	8	0.14
Prefer not to answer	145	2.54
Roman Catholic	121	2.12
Total	5710	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With over 75% of the workforce not being prepared to state their religion or belief there is again a great need to investigate the reason for this during the period 2019 – 2021.

Sex (Gender)

Sex (Gender)	Number	Percentage
Female	4027	70.53
Male	1683	29.47
Total	5710	100.00

The gender mix of the Council's workforce remains in line with previous reports in 2016/2017 (female 71.78% and male 28.22%).

Sexual Orientation

Sexual Orientation	Number	Percentage
Bisexual	*	*
Did Not Answer	4498	78.77

Sexual Orientation	Number	Percentage
Gay	9	0.16
Heterosexual/Straight	961	16.83
Lesbian	*	*
Prefer not to answer	234	4.10
Grand Total	5710	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With over 75% of the workforce not being prepared to state their sexual orientation, there is again a great need to investigate the reason for this during the period 2019 – 2021.

Caring Responsibilities

Last year and this employees were asked ‘do you have caring responsibilities’. The table below shows data received in relation to this question.

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	4750	83.19
No	565	9.89
Prefer not to answer	14	0.25
Yes - Over 18	93	1.63
Yes - Under 18	266	4.66
Yes - Under and Over 18	22	0.39
Total	5710	100.00

As with previous characteristics investigation needs to take place as to why over four fifths of the workforce does not wish to divulge if they have caring responsibilities.

Disciplinary Cases

Less than five disciplinary actions have been taken on the grounds of any of the protected characteristics.

Resolution Cases

Less than ten resolution cases were lodged on the grounds of any of the protected characteristics.

7.3 Leavers Profile Analysis

Data/information was collected and analysed as from 2016/17.

For the period 01/04 2017 – 31/03/2018 the figures/percentages are as follows:

Age Profile

Age Band	Number	Percentage
16-24	92	13.28
25-39	235	33.91
40-55	192	27.71
56-59	64	9.24
60-64	67	9.67
65+	43	6.20
Total	693	100.00

In 2017/18 as in the previous year, over one third of leavers from the Council were in the age bracket 25 – 39. Investigations need to be undertaken as to how the Council can make itself more attractive with regard to career progression of this cohort rather than losing this talent and resource.

Disability

Type of Disability	Number	Percentage
Did Not Answer	301	43.43
No	374	53.97
Prefer not to answer	13	1.88
Yes - Learning Disability	*	*
Yes - Longstanding Illness	*	*
Yes – Sensory Impairment	*	*
Total	693	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With less than one percent of leavers declaring information on disability when leaving, the Council needs to understand why there is such a reluctance to acknowledge disability on leaving the workforce.

Gender Re-assignment

Response	Number	Percentage
Did not Answer	612	88.31
No	78	11.26
Prefer not to answer	*	*
Total	693	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

As with previous characteristics investigation needs to take place as to why just under 90% of the leaving workforce do not wish to answer a question regarding gender re-assignment.

Marriage & Civil Partnership

Marital Status	Number	Percentage
Did not answer	123	17.75
Divorced/Separated	19	2.74
Living with partner	27	3.90
Married/Civil Partnership	287	41.41
Prefer not to answer	22	3.17
Single	211	30.45
Widowed	*	*
Total	693	100.00

Again, as with previous characteristics investigation needs to take place as to why one fifth of the leaving workforce do not wish to divulge their marital status.

Race

Ethnic Origin	Number	Percentage
African (inc Scottish/British)	*	*
African Other	*	*
Arab (inc Scottish/British)	*	*
Asian Bangladeshi (inc Scottish/British)	*	*
Asian British	*	*
Asian Indian (inc Scottish/British)	*	*
Asian Pakistani (inc Scottish/British)	*	*
Chinese	*	*
Did Not Answer	269	38.82
Mixed - any other mixed background	*	*
Prefer not to answer	*	*
White – Eastern European (e.g. Polish)	*	*
White Irish	7	1.01
White Other	20	2.89
White Other British	41	5.92
White Scottish	336	48.48
Total	693	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

There has been a 10% increase this year in workforce leavers answering a question about ethnic origin. This is a positive movement and needs to be built on in the succeeding years.

Nationality

Nationality	Number	Percentage
British	208	30.01
Did Not Answer	239	34.49
English	*	*
Northern Irish	*	*
Other, please specify	28	4.04
Prefer not to answer	*	*
Scottish	205	29.58
Total	693	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

The Council needs to understand why over a third of leavers either did not answer or preferred not to answer the nationality question.

Religion, Faith or Belief

Religion or Belief	Number	Percentage
Church of Scotland	33	4.76
Did Not Answer	598	86.29
Muslim	*	*
None	29	4.18
Other Christian	7	1.01
Prefer not to answer	15	2.16
Roman Catholic	10	1.44
Total	693	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Since last year there has been a 3.96% drop in the percentage of leavers who either did not answer or preferred not to answer the religion, faith or belief question.

Gender

Sex (Gender)	Number	Percentage
Female	476	68.69
Male	217	31.31
Total	693	100.00

The leavers profile corresponds to the standing working profile at around a 70/30 female/male split.

Sexual Orientation

Sexual Orientation	Number	Percentage
Did Not Answer	591	85.28
Gay	*	*
Heterosexual/Straight	83	11.98
Prefer not to answer	18	2.60
Total	693	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With over 85% of leavers not prepared to answer the sexual orientation question, the Council needs to investigate any negative undercurrents that may be causing this to happen. However, on a positive note, this figure is down 4.69% on last year.

Caring Responsibilities

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	610	88.02
No	52	7.50
Prefer not to answer	*	*
Yes - Over 18	10	1.44
Yes - Under 18	17	2.45
Yes – Under and Over 18	*	*
Total	693	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

With just under 90% of leavers not prepared to answer the caring responsibilities question, the Council needs to investigate why this is the case.

7.4 Recruitment Profile Analysis

Age Profile

Age Band	Number	Percentage
16 - 24	1653	18.64
25 - 39	3911	44.09
40 - 55	2564	28.91
56 - 59	314	3.54
60 - 64	177	2.00
65 +	42	0.47
Did not Answer	209	2.36
Total	8870	100.00

Successful Candidates	Number	Percentage
16 - 24	121	15.86
25 - 39	317	41.55
40 - 55	251	32.90
56 - 59	28	3.67
60 - 64	18	2.36
65 +	*	*
Did not Answer	24	3.15
Total	763	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

It is interesting to note that there are small percentages of both applicants and successful candidates who did not answer the age question. Enquiries into why this is should be undertaken.

Disability

Job Applicants	Number	Percentage
1. Learning disability	161	1.82
2. Longstanding illness	75	0.85
3. Mental health condition	80	0.90
4. Physical impairment	53	0.60
5. Sensory impairment - Visual	8	0.09
6. Sensory impairment - Hearing	14	0.16
Did Not Answer	8463	95.41
Prefer not to answer	16	0.18
Total	8870	100.00

Successful Candidates	Number	Percentage
1. Learning disability	11	1.44
2. Longstanding illness	*	*
3. Mental health condition	*	*
4. Sensory impairment - Hearing	*	*
Did Not Answer	745	97.64
Prefer not to answer	*	*
Total	763	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

In both applicants and successful candidates the number not answering the disability question remains high. Investigations as to why this is needs to be undertaken.

Gender Re-assignment

Job Applicants	Number	Percentage
Did not Answer	135	1.52
No	8645	97.46
Prefer not to answer	58	0.65
Yes	32	0.36
Total	8870	100.00

Successful Candidates	Number	Percentage
Did not Answer	21	2.75
No	738	96.72
Prefer not to answer	*	*
Yes	*	*
Total	763	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

The Council needs consider whether there are any barriers to employment for trans-gender individuals.

Marriage & Civil Partnership

Job Applicants	Number	Percentage
Did not answer	145	1.63
Divorced	364	4.10
Living with partner	1292	14.57

Married/Civil Partnership	2939	33.13
Prefer not to answer	94	1.06
Separated	200	2.25
Single	3774	42.55
Widowed	62	0.70
Total	8870	100.00

Successful Candidates	Number	Percentage
Did not answer	21	2.75
Divorced	30	3.93
Living with partner	112	14.68
Married/Civil Partnership	310	40.63
Prefer not to answer	7	0.92
Separated	11	1.44
Single	267	34.99
Widowed	*	*
Total	763	100.00

It is interesting to note that neither applicants nor successful candidates appear to have issues with reporting marriage and civil partnership status whereas around one fifth of the standing and leaving workforce do. The organisation would benefit from understanding why.

Pregnancy and Maternity

Data/information not available at the time of reporting

Race

Job Applicants	Number	Percentage
African - (Inc. Scottish/British)	28	0.32
African - Other	50	0.56
Any Mixed or Multiple	57	0.64
Asian - Bangladeshi (Inc. Scottish/British)	17	0.19
Asian - Chinese (Inc. Scottish/British)	40	0.45
Asian - Indian (Inc. Scottish/British)	68	0.77
Asian - Other (Inc. Scottish/British)	20	0.23
Asian - Pakistani (Inc. Scottish/British)	59	0.67
Black - (Inc. Scottish/British)	24	0.27
Caribbean - (Inc. Scottish/British)	*	*
Caribbean or Black (Other)	7	0.08
Did not Answer	190	2.14
Other - Arab (Inc. Scottish/British)	28	0.32

Job Applicants	Number	Percentage
Prefer not to answer	68	0.77
White - Eastern European (e.g. Polish)	80	0.90
White - Irish	102	1.15
White - Other British	776	8.75
White - Other white ethnic group	562	6.34
White - Polish	171	1.93
White - Scottish	6520	73.51
Total	8870	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Successful Candidates	Number	Percentage
African - Other	*	*
Any Mixed or Multiple	*	*
Asian - Chinese (Inc. Scottish/British)	*	*
Asian - Pakistani (Inc. Scottish/British)	*	*
Black (inc Scottish/British)	*	*
Did not Answer	23	3.01
Prefer not to answer	*	*
White - Eastern European (e.g. Polish)	*	*
White - Irish	14	1.83
White - Other British	74	9.70
White - Other white ethnic group	24	3.15
White - Polish	*	*
White - Scottish	610	79.95
Total	763	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Disclosure rates relating to race for applicants and successful candidates are on the whole better than for the standing and leaving workforce. Why this is needs to be looked into.

Nationality

Job Applicants	Number	Percentage
British	1565	17.64
Did not Answer	1163	13.11
English	201	2.27
Northern Irish	49	0.55
Prefer not to answer	103	1.16

Job Applicants	Number	Percentage
Scottish	5772	65.07
Welsh	17	0.19
Total	8870	100.00

Successful Candidate	Number	Percentage
British	132	17.30
Did not Answer	71	9.31
English	17	2.23
Northern Irish	6	0.79
Prefer not to answer	9	1.18
Scottish	528	69.20
Total	763	100.00

Again as for some previous categories of applicants and successful candidates disclosure rates are greater here than for the standing and leaving workforce. Why this is needs to be looked into.

Religion, Faith or Belief

Job Applicants	Number	Percentage
Buddhist	27	0.30
Church of Scotland	1181	13.31
Did Not Answer	344	3.88
Hindu	27	0.30
Humanist	112	1.26
Jewish	*	*
Muslim	102	1.15
None	4975	56.09
Other Christian	758	8.55
Other Religion or Belief	42	0.47
Pagan	11	0.12
Prefer not to answer	434	4.89
Roman Catholic	849	9.57
Sikh	*	*
Total	8870	100.00

Successful Candidates	Number	Percentage
Church of Scotland	126	16.51
Did Not Answer	34	4.46
Humanist	14	1.83
Muslim	*	*

Successful Candidates	Number	Percentage
None	419	54.91
Other Christian	65	8.52
Other Religion or Belief	*	*
Prefer not to answer	38	4.98
Roman Catholic	62	8.13
Total	763	100.00

*Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Again as for previous categories of applicants and successful candidates disclosure rates are greater here than for the standing and leaving workforce. Why this is needs to be looked into.

Sex (Gender)

Job Applicants	Number	Percentage
Female	5636	63.54
Male	3076	34.68
Prefer not to answer	26	0.29
Did not Answer	132	1.49
Total	8870	100.00

Successful Candidates	Number	Percentage
Female	521	68.28
Male	221	28.96
Prefer not to answer	*	*
Did not Answer	20	2.62
Total	763	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

In round terms the organisation attracts and recruits on a 70% female, 30% male basis which is in sync with the standing workforce. It would be considered good practice to look into ways of attracting more males into the workforce particularly into traditionally seen female roles such as teaching.

Sexual Orientation

Job Applicants	Number	Percentage
Bisexual	123	1.39
Did not Answer	191	2.15

Job Applicants	Number	Percentage
Gay	133	1.50
Heterosexual/Straight	8000	90.19
Lesbian	74	0.83
Other	40	0.45
Prefer not to answer	309	3.48
Total	8870	100.00

Successful Candidates	Number	Percentage
Bisexual	*	*
Did not Answer	21	2.75
Gay	9	1.18
Heterosexual/Straight	701	91.87
Lesbian	*	*
Prefer not to answer	26	3.41
Total	763	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

The organisation needs to consider whether barriers exist which impact it being seen as an employer of choice for Lesbian, Gay, Bisexual and Transgender (LGBT) applicants. Further consideration of this will be undertaken during the period 2019 – 2021 the Council through its membership of Stonewall Scotland's Diversity Champion's programme.

Caring Responsibilities

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	153	1.72
No	5490	61.89
Prefer not to answer	59	0.67
Yes (Children under 18)	2988	33.69
Yes, other	180	2.03
Total	8870	100.00

Successful Candidates	Number	Percentage
Did Not Answer	21	2.75
No	464	60.81
Prefer not to answer	*	*
Yes (Children under 18)	262	34.34
Yes, other	13	1.70
Total	763	100.00

* Where the number reported is five or less we are required to respect anonymity and the number is therefore withheld.

Although the percentage not answering or preferring not to answer is very small in comparison to the standing or leaving workforce, the organisation still needs to understand why there is any reluctance to answer this question. Work to understand why will be undertaken during the period 2019 – 2021.

7.5 Training Profile Analysis

The Council continues to use different approaches to training such as one-to-one, group coaching sessions and leadership management courses for identified learning needs. The range of options available for training continues to facilitate inclusion for all employees irrespective of protected characteristic.

7.6 Conclusion

The Council remains fully committed to the ethos of the Equality Act 2010 and is determined to provide employees with a workplace of choice that is fit for the 21st century.

Gathering data and information for this analysis has highlighted a number of areas for the Council to focus on in the years ahead. The main points of note are:

- The age profile of the Council continues to represent challenges to workforce planning within the organisation.
- Further work needs to be done to ensure that the Council is a positive workplace for lesbian, gay, bi-sexual and transgender (LGBT) employees and new recruits. Continuing and promoting our work with Stonewall Scotland is an important element in this work.
- Engagement with employees in relation to equal opportunities is an important means of giving the Council a more qualitative insight into the issues concerning employees, and allows the Council to take these on board when reviewing and developing new policies. The Council needs to encourage employees to feel confident about declaring their disability, sexual orientation and information about all other protected characteristics.

- The Council needs to continue to develop its reputation as a modern, inclusive and welcoming workplace both for existing employees and for new recruits.
- The Council needs to further develop the data and information it gathers on existing employees, leavers, and new potential new recruits in order to be a modern employer of choice.

8.0 Employee information analysis for the year 2018/2019

- 8.1 Analysis of the 2018/19 employee data is not available at the time of this publication. The full analysis will be published in due course on the Council website under equality and diversity.

9.0 Gender Pay Gap

- 9.1 The gender pay gap between average hourly rates of pay for male and female – all Council employees as at 31st March 2018 was 2.32%.
- 9.2 The gender pay gap between average hourly rates of pay for male and female – all Council employees as at 31st March 2019 was 3.94%.

10.0 Equal Pay Statement

10.1 Equal Pay Statement

Midlothian Council believes in equal opportunities in employment and is committed to the fundamental principle that procedures to determine the pay and conditions of employment of all our employees do not discriminate unlawfully and aims to eliminate any sex bias or any form of discrimination. The Council recognises that in order to achieve equitable pay it should operate a pay system which is transparent and based on objective criteria.

The Council believes that pay is one of the key factors affecting motivation and relationships at work and therefore considers it important to develop pay arrangements that reward employees fairly. The Council will work with Trade Unions to develop fair and non-discriminatory pay and progression systems which are understood and accepted by employees and by the managers who operate the system. All aspects of the pay package will be reviewed and monitored regularly to ensure it delivers equal pay. Any pay inequalities which cannot be justified will as far as is possible be eliminated.

The Council will aim to:

- Continue to use objective, justifiable and proportionate job-related information and an analytical job evaluation scheme to determine the salaries of jobs and the Council's salary structures.
- Monitor existing and future pay practices and the impact or potential impact on men and women.
- Assess and review the findings of monitoring activities and take action where necessary.
- Provide development and guidance for managers and others directly involved in decisions about pay and benefits.
- Continue to work with the recognised Trade Unions on equal pay and equalities in employment.
- Inform employees of how our pay practices work and how their own pay is determined.
- Respond promptly and investigate where necessary grievances on equal pay.

Our commitment to equal pay extends to both race and disability and whilst unable to monitor this as our systems are developed to check for bias we will be in a position to more accurately report this in late 2019.

11.0 Progress on Equality Outcomes set in the Midlothian Equality Plan 2017- 2021

- 11.1 In the Council's Equality Plan 2017 – 2021 it was noted that: *'An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose so that everyone can flourish. An equal society recognises people's different needs, situations and goals and removes the barriers that limit what people can do and be.'* UK Equalities Review 2007. During the period 2017-2019 Midlothian Council has been working to achieve this fairness of opportunity and existence through the Equality Plan.
- 11.2 The Council has been doing this through the 2017 agreed equality outcomes and submits for noting its progress over the last two year period.

11.3 Progress on Equality Outcomes Table

Working Equality Outcomes	Sub Outcomes	Progress 2017-19
1. Midlothian Council is a positive workplace for all employees	<ol style="list-style-type: none"> 1. Midlothian Council is a workplace free of discrimination, harassment and victimisation 2. Midlothian Council will continue to work to eliminate any pay gap between employees on the grounds of disability, gender or race 3. Midlothian Council will have a range of flexible working policies in line with business need 4. Midlothian Council will have a range of opportunities for employees to develop successful career paths 5. Midlothian Council will develop opportunities for young people 	<ol style="list-style-type: none"> 1. The Equality & Diversity Officer is working with the Council's Human Resources (HR) section on a suite of policies specifically designed to free the workplace of discrimination, harassment, and victimisation. To date the Council has developed a Gender-based Violence Policy, a Sexual Harassment Policy, and a Transgender Equality Policy. 2. The Council already reports gender pay gap, and work is underway to be in a position to report on pay gap between employees on the grounds of disability or race by the close of 2019. 3. The Council continues to develop its range of flexible working policies in line with business need. At present we have a Flexible Working Policy & Flexible Working Hours Scheme Policy. 4. The Council has at present a Training & Development policy and a Learning Development & Training Scheme. Review of these documents is required. 5. The Council is developing opportunities for young people particularly through the Community Planning Partnership. In 2018-2019 a priority is to: 'Increase the numbers of care experienced young people accessing education, employment and training'.
2. All of Midlothian's young people are successful learners, confident individuals, effective	<ol style="list-style-type: none"> 1. Close the gap in literacy rates between boys and girls in primary school and SIMD areas 2. Reduced incidence of identity based bullying in youth settings e.g. homophobia 3. All children are ready to start primary school 	<ol style="list-style-type: none"> 1. A number of actions are being undertaken including: <ul style="list-style-type: none"> • Monitoring the proportion of children achieving expected levels by Primary 1 and 4;

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Working Equality Outcomes	Sub Outcomes	Progress 2017-19
contributors and responsible citizens		<ul style="list-style-type: none"> Ensuring pupils are secure at First level by end P4 in reading, writing, listening and talking, maths and numeracy; Identifying the current gaps in educational attainment at individual school level and implementing a range of targeted strategies to close the gap <p>2. It has been ensured that there are robust policies and practice in areas such as behaviour, antibullying and diversity, including tackling prejudice and stigma around mental health.</p> <p>3. Developed capacity and support structures for the Early Learning and Childcare expansion to 1140 hours with an unrelenting focus on ensuring high quality provision:</p> <ul style="list-style-type: none"> Progressed towards opening the integrated Family Learning Centres in Gorebridge and Mayfield; Established a family learning approach to early years services that promotes a positive attitude to lifelong learning, encourages socio-economic resilience and challenges educational disadvantages Improved the attendance patterns of children in Early Learning and Childcare settings and take up of entitled 2s; Improved reach of families accessing parenting programmes from priority areas; Ensured that children in their early years receive appropriate services/timely interventions through wellbeing meetings and Team around the Child Process

Working Equality Outcomes	Sub Outcomes	Progress 2017-19
<p>3. In Midlothian we live healthier, more active and independent lives</p>	<p>This outcome and associated deliverables, as noted in the Midlothian Equality Plan 2017-2021 fall within the remit of the Midlothian Health and Social Care Partnership.</p> <p>The Midlothian Health and Social Care Partnership brings together parts of Midlothian Council and NHS Lothian and is governed by the Integrated Joint Board (IJB). The vision of the partnership is that everyone in Midlothian will have the right advice, care and support; in the right place; at the right time to lead long and healthy lives.</p> <p>The Partnership's long term Strategic Plan and plans for specific groups are available via the following link:</p> <p>https://www.midlothian.gov.uk/info/1347/health_and_social_care/200/health_and_social_care_integration</p> <p>The Midlothian Health and Social Care Delivery Plan 2018-19 sets out how the Partnership provides services during 2018-19 and takes into account progress made during 2017-18. Details of the delivery plan and progress against the identified outcomes is available on the Health and Social Care Integration website accessed via the link above.</p>	<p><i>Deliverables noted in the Delivery Plan include:</i></p> <ol style="list-style-type: none"> 1. Weight Management - During 2017-18, 334 people were referred to the Service, which offers community based programmes, as well as specialist support involving NHS Lothian dietetic, psychology and physical activity programmes. 2. The Wellbeing Service in partnership with the Thistle Foundation gives people time and space to consider what is going on in their lives and to develop their own ways to better manage their health and wellbeing. The 'good conversation' demonstrates the 'House of Care' approach to seeing the whole person. The top issues reported are family, relationships, money, housing and mental health. 3. Teviot Court - New purpose built accommodation for 12 people with complex needs opened in Penicuik in October 2017. This enables more people to remain in Midlothian whilst ensuring their specialist needs can be met. 4. Approaches focusing on peer support, such as the Recovery Cafe and SPRING are part of our commitment to having the appropriate support and pathways in place for those at particular risks. 5. Reducing times for help with mental health issues - Midlothian offers a responsive and accessible drop-in service, Midlothian Access Point. 6. The MARC building in Woodburn was refurbished to enable the Grassy Riggs drop-in café and carer support service to open to older people at risk from social isolation and loneliness. Between 165 and 370 people use the drop-in every month and the

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Working Equality Outcomes	Sub Outcomes	Progress 2017-19
		<p>venue is well used by a range of services. Opportunities for social interaction are vital and Broomhill Day Centre in Penicuik offers 125 places very week for older people who would find it difficult to leave their home independently.</p> <p>7. SPRING supports women with complex needs who are at risk of or have been involved in offending. Fresh Start engages with individuals at the point of arrest and links them into relevant services such as substance misuse and mental health services. Spring Service has increased support to women linked to the criminal justice system.</p> <p>8. Safe and Together - Work with schools around child poverty, school absence & smoking prevention</p> <p>9. The “Safe and Together” approach involves working with both parents, with the aim of keeping children safe and together with the non-abusing parent. The Spring Service for women involved or at risk of offending worked in close partnership with a range of organisations including Women’s Aid, Community Health Inequalities Team and MELD. Staff have been trained in Mentalisation Based Therapy particularly useful for women who have experienced trauma and as a result have developed personality disorders.</p>
<p>4. Everyone in Midlothian has access to quality sustainable housing</p>	<p>1. In Midlothian people with particular needs are able to get and sustain their choice of housing including independent living</p> <p>2. In Midlothian there will be increased housing supply and improved access to housing including affordable housing</p>	<p>1. Developed affordable housing to meet specialist needs</p> <p>2. In partnership between the Council, Registered Social Landlords and private developers, delivered 165 new affordable homes; Investigated accelerated development of affordable housing via</p>

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Working Equality Outcomes	Sub Outcomes	Progress 2017-19
		<p>use of innovative approaches and consequent economic benefit</p> <p>3. Sites have been identified for the development of additional specialist housing consisting of extra care housing, bariatric provision, amenity housing, and wheelchair housing in locations across Midlothian.</p>
5. Fewer people are the victim of crime, disorder and abuse in Midlothian	<p>1. Improved levels of safety for women and children experiencing domestic abuse</p> <p>2. Reduced incidence of hate crime</p> <p>3. Increased confidence in reporting hate crime</p> <p>4. Midlothian Licensing Board will work with license holders and other Council services to support positive behaviour on and around license premises</p>	<p>1. Raised awareness of Violence Against Women and Girls with services and communities and strengthen support for survivors in the “Safe and Together” model.</p> <p>2. Worked in partnership to decrease the number of victims of antisocial behaviour and hate crime in Midlothian.</p> <p>3. Worked with residents to build their resilience and help them resolve their own problems.</p> <p>4. Midlothian Licensing Board continues to work with licence holders and other Council services to support positive behaviour on and around licence premises.</p>
6. Midlothian has strong, vibrant communities where residents have a sense of belonging	<p>1. Midlothian equalities communities can meet to celebrate or raise awareness of cultural heritage or specific issues affecting them</p> <p>2. Midlothian Communities are well informed and can influence decisions that matter in their local areas</p>	<p>1. Midlothian People’s Equality Group (MPEG) are a friendly group of local people with diverse backgrounds who aim to:</p> <ul style="list-style-type: none"> • Promote equality and challenge prejudice; • Build relationships across Midlothian’s communities of interest where people feel valued and trusted; • Provide a platform for Midlothian people to learn, educate and communicate about local equality issues of concern and interest; and • Have a voice in local policy and planning. <p>MPEG are supported in the work they do by the Council’s Equality Engagement Officer.</p>

Working Equality Outcomes	Sub Outcomes	Progress 2017-19
		<p><i>Actions to date/being undertaken include:</i></p> <ul style="list-style-type: none"> • Updating Neighbourhood Plans in all 16 Community Council areas; • Providing support to Third Sector and community groups to increase their capacity; • Undertake the Citizens Panel survey as a way of informing service development and delivery; • Testing new approaches to funding that enable more community involvement in budgeting decisions; • Managing clear processes for community groups to improve access the Community Planning Partnership decision making as part of the Community Empowerment Act, Including Participation Requests; • Managing a clear process for Asset Transfers; • Provide bespoke and online training via a new Learn Pro module on the Community Empowerment Act; • Supporting Community Organisations with applications to the Armed Force Covenant Fund; • Developing and providing a new online training module via Learn Pro to raise awareness of the Armed Forces Covenant
<p>7. Fewer people experience poverty in Midlothian</p>	<p>1. People will be supported out of poverty and welfare dependency</p>	<p>1. <i>Actions to date/ongoing include:</i></p> <ul style="list-style-type: none"> • Providing high quality and localised welfare advice and support, targeted at the areas with the highest levels of poverty; • Reducing barriers to learning by poverty proofing the school day with the Child Poverty

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Working Equality Outcomes	Sub Outcomes	Progress 2017-19
		<p>Action Group in 11 primary schools in the priority areas;</p> <ul style="list-style-type: none"> • Extending this offer to all primary schools; • Research in-school child poverty measures and interventions; • Delivering the actions in the child poverty plan; • Providing short term support to people experiencing significant hardship. This will include practical interventions including access to food banks; travel vouchers and trial energy vouchers for households experiencing fuel poverty; • Providing training to front line workers on the Welfare Reform Act so they can provide high quality support to people experiencing poverty; • Increasing the interventions and support to unemployed adults; • Increasing the interventions and support to workless households; • ESF Midlothian Pipeline Project will engage and support clients through its operation to remove the barriers they face to employment and vocational training; • Increasing the number of people receiving support from the Life Long Education job club
8. Midlothian Council services will meet the needs of all those in the community	<ol style="list-style-type: none"> 1. Equality is taken into account when planning and designing services and when making decisions 2. Midlothian Council has increased knowledge and capacity about equality, diversity and poverty 3. Midlothian Council Procurement Practices ensure equality is a core part of the tendering process 	<ol style="list-style-type: none"> 1. Integrated Impact Assessments (IIAs) are required on any 'policy', (the term policy being used in its fullest sense), that affects people. Accordingly, when a report goes before Elected Members for decision an IIA accompanies it, the IIA having been quality-assure checked by the Equality and Diversity Officer. IIAs are completed by a Council

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Working Equality Outcomes	Sub Outcomes	Progress 2017-19
	<p>4. Midlothian Council is meeting its responsibilities and duties under the Equality Act 2010 and subsequent Regulations</p>	<p>Officer on the project team, and are signed off by the project team Head of Service. IIAs are then published with the report. The Council is aiming for 100% compliance by 2020.</p> <p>2. The Midlothian Community Planning Partnership's Single Midlothian Plan 2018 – 2019 is focused on outcomes and actions that will address equality, diversity and poverty in Midlothian. This and preceding Plans are developed annually in consultation with Midlothian communities. This process allows the Partnership to increase its data and information regarding all of Midlothian's communities.</p> <p>3. The Council's Procurement Strategy has a section on Equality & Diversity and states that, 'The Council will produce updated guidance on ensuring equality in procurement will work in parallel with the Councils Equality Impact Assessment process'. That Equality Impact Assessment process is now known as the Integrated Impact Assessment process detailed under item 1 above.</p> <p>4. The Council continues to meet its responsibilities and duties under the Equality Act 2010 and subsequent Regulations in terms of legislation, impact assessment, training and development, and initiatives within its communities and employees. The Council is also aware of its Human Rights responsibilities and duties and is working to embed those into all its plans and provides.</p>

12.0 Next Steps

12.1 A new Equality Plan 2021 – 2025 will be published by 30 April 2021.

12.2 This new Equality Plan will continue and develop further the commitment the Council has to equality, diversity and human rights with the aim of further:

- Embedding a culture where respect, choice and understanding is fostered and diversity positively valued;
- Creating an environment where unlawful discrimination, harassment, victimisation or bullying is not tolerated;
- Understanding and addressing the needs of different groups; and
- Embedding the equality agenda in all that we provide and do to ensure that all people, irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or socio economic status have the same opportunity to live and flourish within our communities

13.0 Contact Details

13.1 Should you wish to get in touch regarding this report, please do so by post to:

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14.0 Alternative Formats

- 14.1 This document can be made available in different formats and in different languages. If you would like a copy in another language or format, please email equalities@midlothian.gov.uk or phone 0131 271 3658.