



Midlothian Council

Equality

Mainstreaming &

Outcomes Progress

Report

2019 - 2021

Contents

Foreword by the Chief Executive, Midlothian Council

1.0	Purpose of the Report	4
2.0	Legislative Background	4
3.0	Mainstreaming Equality 2019 – 2021 - context	7
4.0	Progress made for the period of the Equality Plan 2017 – 2021 to mainstream equality throughout all three bodies (Council, Education Authority & Licensing Board)	8
5.0	Other ongoing work in support of equal opportunities Council-wide	14
6.0	Areas for development moving forward	22
7.0	Employee information analysis for the year 2019/2020	24
8.0	Gender Pay Gap	44
9.0	Equal Pay Statement	45
10.0	Progress on Equality Outcomes 2017 - 2021	45
11.0	Next Steps	59
12.0	Contact Details	59
13.0	Alternative Formats	59
14.0	Appendix A: Employee Data Tables 31/03/2019 – 31/03/2020	60

Foreword by the Chief Executive, Midlothian Council

Welcome to the Midlothian Council Equality Mainstreaming & Outcomes Progress Report for the period 2019 - 2021. 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 continue to 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

On 20 March 2020 the council moved to critical service delivery in response to the Covid-19 Pandemic. The rapid response to this pandemic resulted in a complete transformation of how the council works, including remote working, digital transformation and rapid response. The introduction of Midlothian's Route Map through and out of the crisis set out a new strategy to both support recovery and to retain the best elements of the transformation, which took place in response to Covid-19 with the intention to make a number of permanent changes to the way the council delivers its services. The route map sets out a flexible and iterative renewal plan by Midlothian Council, in association with partners, to recover from the Covid-19 pandemic.

I am proud of the work that the Council has done to raise awareness of Mental Health amongst our employees, achievement of the Equally Safe at Work accreditation demonstrating good practice and leadership in addressing violence against women and a focus on gender equality, and the drive to celebrate equality and diversity with the Equal Midlothian Week & Mela. 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.

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 also 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.
- 2.23 New legislative requirements and policy changes have been introduced since the Equality Act 2010, including The Fairer Scotland Duty, introduced in 2018, Child Poverty (Scotland) Act (2017) and others directly related to human rights including the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill which was introduced to the Scottish Parliament on 1 September 2020.

3.0 Mainstreaming Equality 2019 – 2021 - context

- 3.1 In the Council’s last Equality Mainstreaming & Outcome Reports 2017 – 2019 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 2019 – 2021 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 for the period of the Equality Plan 2017 – 2021 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.

Revision of the priorities for the MCP which are to reduce inequalities in: learning outcomes; health outcomes; and economic circumstances and now includes to reduce carbon emissions in Midlothian to net zero by 2030. 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.

Introducing Midlothian's Route Map through and out of the crisis as a strategy for recovery with a focus on the vision and priorities identified by the MCP and based on the creation of a Wellbeing Economy, designed to achieve wellbeing, inclusion and fairness for our communities and to protect and enhance our environment.

4.2 Understanding the impact of our work – the 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 a further refresh of the IIA process was carried out, 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. A pan-lothian approach to the development of the IIA has encouraged a number of public sector bodies to support both the approach taken and a significant staff training programme to raise awareness and understanding of the importance of IIAs.

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 where possible and appropriate. Plans to continue to develop our approach to equality monitoring and data collection need to ensure that 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.

To improve equalities monitoring as an employer the Council launched a Personal Data Audit towards the end of 2020. Encouraging staff to ensure that their personal data is updated to ensure appropriate and meaningful consideration and planning with regard to protected characteristics can be undertaken.

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, a programme of equality, diversity and human rights awareness training which focussed on:

- Ensuring that Midlothian Council is able to meet its general and specific duties under equalities and human rights legislation.
- Providing employees with opportunities for learning and awareness of their role and responsibilities under equality and human rights legislation.
- Developing 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 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, 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 has continued.

4.5 Staff Equalities Group

Earlier Mainstreaming Reports noted the intention to review the structure and purpose of the previous Equality Working Group (EWG). Work on the planned review was delayed and the subsequent formation of an Equalities Forum superseded the review.

Alongside colleagues, the Equalities Engagement Officer (EEO) set up a series of drop-in sessions for staff to ascertain if there was interest in setting up a Staff Equalities Group and devising Terms of Reference for the group. A core group of ten staff members was established and began meeting monthly from November 2019 with the following purpose/aims:

- To offer the opportunity for colleagues from all areas of the organisation to inform and collaborate on equalities action.
- Working collectively towards improving policies and practices and implementing change.
- Sharing experiences and providing advice and support in a confidential safe space.

Members of the group are pro-active in raising equalities issues and sharing information. The EEO continues to facilitate the group on an ongoing basis.

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 in earlier reports. A decision regarding whether this forum, or a different version of the forum, is to be progressed is required.

Whilst the intention was to have a joint forum with East Lothian Council, in practice the community level activity associate with equalities has been taken forward by Midlothian People's Equality Group (MPEG).

4.6 Midlothian People's Equality Group

The Midlothian People's Equality Group (MPEG) is a 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.

The group is supported by Midlothian Council's Equality Engagement Officer who supports the group on an ongoing basis: attending board meetings; giving guidance and support with practical tasks such as funding applications/ OSCR submissions/ volunteer development/ policy and procedures; and working in partnership with MPEG and other organisations to host events and projects.

4.7 Working with the Procurement Section

Work with the procurement section has resulted in the following:

- Development of equality issues within our procurement strategy such as buying with other community planning partners and increasing supplier diversity;
- A review of the current provision for equality in procurement; building equality into the business case and engaging with service users;
- Introducing equality requirements in contract specifications including;
 - Specifying positive action and reasonable adjustments as well as workforce requirements;
 - Using more inclusive advertising and selection of tenderers' processes;
 - Developing an inclusive award process as well as implementing equality contract conditions and monitoring them; and
 - Learning lessons at the end of a contract

This focus ensures 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 Equal Midlothian Week and Midlothian Mela

Equal Midlothian Week has been established as an annual programme of events with a range of organisations coming together to offer a variety of events which promote and celebrate equality, raise awareness and reach out to all communities. Details of the programme for 2020 and 2021 are shown in the outcomes section of this report.

The Equal Midlothian Week events culminate with the annual multi-cultural celebration, the Midlothian Mela and further details for both the 2020 and 2021 Mela are shown in the outcomes section of this report.

4.9 SWAN (Scottish Workplace Networking) for LGBT People

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

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

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.

4.13 NHS Gypsy/Traveller Health Steering Group

The Equality & Diversity Officer attends 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.

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 event gives local communities the opportunity to hear more about and get involved in broader community planning work. Development of the plan is underpinned by the Midlothian Profile which presents information on the make up of Midlothian's communities across a range of category, including some protected characteristics.
- 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 2019

May 2019

Diversity in Public Life event

In May 2019 Midlothian Council partnered with Edinburgh and Lothian's Regional Equality Council (ELREC), Full Options, Midlothian People's Equality Group (MPEG) and the Federation of Midlothian Community Councils to hold an event promoting the Diversity in Public Life project run by ELREC.

This project runs a customised mentoring scheme to provide support to Black and Minority Ethnic individuals interested in getting involved in local organisations such as community councils. Approximately 40 people attended the event. Following a keynote speech from Professor Sir Geoff Palmer OBE, MPEG members Andrew Hiddleston and Debora Kayembe joined Daya Feldwick from Midlothian Federation of Community Councils; and Rona Duncan from Police Scotland speaking about their personal experiences of overcoming barriers, what current barriers exist and how these can be overcome. A panel discussion with audience questions posed to the panel was interesting and lively. Information stalls and refreshments provided positive networking opportunities.



2019

Midlothian Muslim Community Centre (MMCC) – Diabetes Prevention Project

This is a joint project between MMCC, Midlothian Council and Midlothian Health and Social Care partnership. MMCC received funding through Midlothian Council grants to deliver a project addressing the increased risk of diabetes experienced by South Asian communities. Following a period of consultation work and support with funding, this project started in August 2019 working with a group of women and comprised of three elements: a walking group; a fitness class; and a speaker programme. The programme has gained extremely positive feedback from the women attending.



Weekly walking group:-

“We’ve got faster – we had to extend the route”

“I can walk and talk now, I couldn’t before, I would have needed to slow down”

“Having a walk leader who is external to the group motivates us to turn up”

Fitness class:-

“The instructor takes us out of our comfort zone and pushes us”

“It’s me time”

“I really like the social aspect of the class”

Speaker programme:-

“We found the dietician input most helpful”

“Visual reminders of healthy portion sizes were good (e.g. rice portion the size of a computer mouse)”

“I’ve made changes to the amount of oil I use. I now use rapeseed oil and I use a lot less”

Unfortunately this project halted temporarily in March 2020 due to Covid-19 restrictions however funding is in place and there are plans to resume when restrictions are eased.

October 2019

World Mental Health Day



For a second year, Midlothian People's Equality Group (MPEG) and Midlothian Council staff participated in a procession to highlight awareness of mental health in an event which was run by Sure Start and CAPS to celebrate World Mental Health Day!

There was recognition that we all experience poor mental health at times and it is important to eliminate stigma and increase openness and sharing around our experiences of mental health, whether that be sharing difficult experiences or positive strategies that help us have good mental health. There was a great atmosphere during the procession from Dalkeith Arts Centre to St John & Kings Park Church and once we reached the church we enjoyed networking and speaking to people about our various activities.

5.2 2020

2020

Equal Midlothian Week

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 2020's programme were:-

- Men's Bereavement Group 65+ by the Grassy Riggs
- Don't Panic, but I'm Islamic! – talk and exhibition on Islamophobia by Ranna Ahmed and MEND
- Out2Play Sessions by Play Midlothian
- MidYouth LGBT+ groups by MYPAS
- Macular/Visual Impairment Support Group by the Grassy Riggs
- Deaf Awareness Training by Deaf Action

- Open Information Day for Kinship Carers by Grandparents Parenting Again and Kinship Carers
- Women's Walk at Vogrie Country Park – Midlothian Ranger Service and Midlothian Muslim Community Centre
- Dalkeith/ Woodburn Walk and Talk for 65+ and carers by the Grassy Riggs
- Misconceptions about Learning Disability by People First Scotland and Midlothian People's Equality Group

Spotlight - EMW 2020 event: Misconceptions about Learning Disability by People First (Scotland) and Midlothian People's Equality Group



This session presented by People First (Scotland) and hosted by Midlothian People's Equality Group gave some valuable insights into the experience of living with a learning disability. People First (Scotland) members shared some of the common misconceptions that they are presented with by people they encounter. They spoke about each of these, which then promoted interesting discussion with audience members. Some of the misconceptions included:-

"You can't get a paid job"
"You can't have children"
"Let me do that for you"
"Wouldn't you rather...?"
"You don't deserve that "
"Wash your hands"

"You can't get married or have a relationship"
"Are you sure?"
"You can't learn from your mistakes"
"You don't understand about money"
"Shouldn't you ask someone first?"

Discussion at the event highlighted that people who have a learning disability are at times not respected or treated in a way that values their dignity and human rights. There were examples shared that highlighted this behaviour by both professionals and members of the public. There was lots of learning at this event - thanks to all who shared their experiences and took part in discussion.

2020

Midlothian Mela

The Equal Midlothian Week events culminated with the annual multi-cultural celebration the Midlothian Mela 2020 at 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 2020 was a partnership event hosted by Midlothian People's Equality Group, Midlothian Council and Health in Mind with majority funding from The Robertson Trust.



Some feedback from attendees:-

“Everyone was positive and happy!”

“Variety of entertainment, tastes of food (very good!), friendly staff and a wheelchair friendly venue – fantastic afternoon”

“Spectacular, incredible”

“It is the best place I’ve been to!”

“I enjoyed dancing, henna and the lovely food”

“Most enjoyable experience with the therapist – really helpful. Children loved face paints and science experiments”

“Extremely happy with the event”

“Everyone was really friendly”

“I liked the different experience and culture for the kids”





5.3 2020-2021

Midlothian Pride

A working group with representation from Midlothian Council, Pink Saltire, MYPAS LGBT+, Health in Mind LGBT+ and Citizens Advice Bureau was established earlier in 2020 in order to ascertain the possibility of holding a Midlothian Pride in 2021. Regular meetings have been held and an online consultation survey was been created and publicised with 222 responses. The group has reviewed the consultation survey results and are currently inviting community members to join the group and take the event forward. Due to Covid-19 restrictions it is looking likely that this may not take place until 2022.

Midlothian People's Equality Group (MPEG)



Midlothian People's Equality Group are a 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/ volunteer development/ policy and procedures; and working in partnership with MPEG and other organisations to host events and projects.

- In the period 2020-21 the group have developed a new logo (see above) and are working on a new website and online social media.
- Through Midlothian Council's Communities and Lifelong Learning team volunteers were supported to access technology and online meetings as a result of the coronavirus pandemic.
- MPEG have started organising online events (e.g. Black History bibliotherapy session and a separate art session) and held their first online Annual General Meeting.
- As the group are unable to deliver the Talking Books project due to Covid-19 restrictions, they have planned to create some video/ online resources based on their popular Talking Books (formerly Human Library) Project which has previously been delivered within schools.
- They are also in the early stages of creating a Hate Crime survey to examine experiences and attitudes within Midlothian.
- MPEG were successful in their application for funding to host the Midlothian Mela Online 2021 which is the first year it will be held online.

Equal Midlothian Week and Midlothian Mela Online 2021

As noted above, Equal Midlothian Week (EMW) has become an exciting annual programme of events with a range of organisations coming together to offer a variety of events which promote and celebrate equality, raise awareness and reach out to all communities. Due to Covid-19 restrictions, 2021's programme needed to be entirely online which posed new challenges for the planning group however a fantastic programme was offered for both EMW and the Mela, including the following:

- Build a Bird's Nest (downloadable pdf) - Midlothian Ranger Service
- "Wanderlust: Does Travel Broaden the Mind?" - Braw Blether Online - Midlothian Council
- MYPAS LGBT+ Support – Online LGBT group for 12-21 year olds in East and Midlothian.
- Spring Scavenger Hunt (downloadable pdf) - Midlothian Ranger Service
- Bite-Sized Research - Edinburgh Napier University.
- Let's look at mental health and positive wellbeing! - People First (Scotland); Local Area Co-ordinators and MPEG
- Family Wildlife Quiz - Midlothian Ranger Service
- MYPAS LGBT+ Support – Online LGBT group for 12-21 year olds in East and Midlothian.
- Equal Access Midlothian - info session - Health in Mind
- LGBT+ Online Zoom group (Health in Mind) - Health in Mind
- Celebrating International Women's Day Event - Edinburgh Women's Interfaith Group
- Midlothian Mela 2021

Midlothian Mela Online 2021 Programme

- Bookbugs – Around the World
- Lingotot Mandarin Class
- Online Origami
- Well Happy workshop
- African dance workshop for children (approx 3-7 yrs old)
- West African Dance Class (older children and adults)

- Science Ceilidh

Ongoing activities

- Contributing towards Covid-19 response: acting in an advisory role, highlighting current supports available and the evolving needs of equalities groups.
- Continue to facilitate Midlothian Council's Staff Equality Group
- 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.

6.0 Areas for development moving forward

6.1 In addition to ongoing projects/work noted above, the following areas of work will be developed further moving forward:

- Further consideration of 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;
- 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;
- 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;
- 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;
- Progress preparation 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;
- 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 2019/2020 (See Section 14 for Data tables for the period 31/03/2017 to 31/03/20)

7.1 Key Findings:

- There continues to be reluctance from many employees to answer equality monitoring questions, and understanding and resolving the reason/(s) for this continues to be a priority action for the Council to address and an exercise to encourage updating of personal data held to allow an employee personal data audit has been initiated for 2021.
- The Council continues to consider the 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. A continued focus on identifying and analysing employee data and information will provide the Council with robust knowledge about its workforce, the reasons why individuals leave, and what attracts new applicants to want to work for the authority.
- Further development opportunities offered to managers to raise their awareness and understanding across all protected characteristics will support planned activities to attract a more diverse workforce from across all protected characteristics that will better reflect those within Midlothian's communities.
- In round terms the organisation attracts and recruits on a 70% female, 30% male approx. basis which is in sync with the standing workforce. The Council needs to consider looking into ways of attracting more males into the workforce particularly into traditionally seen female roles such as teaching. Further, the Council needs to consider looking to attract women into traditional male areas such as waste, transport, amenity, and STEM (science, technology, engineering and mathematics) professions.

7.2 Workforce Profile Analysis (for period 01/04/19 – 31/03/20)

Age

During the year 2019/20 the age profile of the workforce was:

Age Band	Number	Percentage
16-24	447	8.23
25-39	1528	28.12
40-55	2097	38.59
56-59	531	9.77
60-64	420	7.73
65+	411	7.56
Total	5434	100.00

The greatest number of employee remains as during 2015/16, 2016/17, 2017/18 and 2018/19 within the age band 40 – 55. Otherwise numbers in each age bracket are very similar to 2018/19, the workforce has grown by 75 over the last 12 month period.

Disability

During the year 2019/20 the disability profile of the workforce was:

Type of Disability	Number	Percentage
Did Not Answer	2559	47.09
No disability	2664	49.02
Prefer not to answer	155	2.85
Yes - Learning Disability	7	0.13
Yes - Longstanding Illness	15	0.28
Yes - Mental Health Condition	8	0.15
Yes - Other, such as disfigurement	7	0.13
Yes - Physical Impairment	10	0.18
Yes - Sensory Impairment	9	0.17
Total	5434	100.00

The number of employees who 'prefer not to answer' and 'did not answer' remains too high at just below 50% of all responses, an exercise to encourage employees to update their personal data has been initiated in 2021.

In relation to the previous year (2018/19) responses, percentages have reduced slightly where employees have disclosed that they have a disability and the type of their disability. On completion of the planned personal data audit, actions should be identified to understand why some employees are prepared to provide details, and to contrast this with reasons given from those employees who do not provide any information.

Gender Re-assignment

Answer	Number	Percentage
Did not answer	4648	85.54
No	767	14.11
Prefer not to answer	18	0.33
Yes	*	*
Total	5434	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 2019/2020 as well as last year, 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).

Notwithstanding this, it is still very disappointing that only around 14.0% employees are prepared to answer this question, (either yes or no), which supports the need for further the personal data audit being undertaken in 2021.

Marriage and Civil Partnership

In 2019/2020 the workforce profile in this category was as follows:

Status	Number	Percentage
Did Not Answer	784	14.43
Divorced/Separated	229	4.21
Living with partner	227	4.18
Married/Civil Partnership	2570	47.29
Prefer not to answer	302	5.56
Single	1268	22.33
Widowed	54	0.99
Total	5434	100.00

Whilst noting a slight reduction from the previous year in the number of staff who ‘did not’ or ‘prefer not to’ answer, as with other protected characteristics the Council needs to consider why 19.99%, one fifth of its workforce, are reluctant to provide details of their marriage, civil partnership or other status. This figure may alter as a result of the planned personal data audit undertaken in 2021.

Pregnancy & Maternity workforce profile (period 01/04/19 – 31/03/20)

Age	Number	Percentage
16-24	*	*
25-39	153	88.95
40-55	14	8.14
Total	172	100.00

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

Disability Type	Number	Percentage
Did Not Answer	76	44.19
No	93	54.07
Yes – Learning Disability	*	*
Yes – Longstanding Illness	*	*
Yes – Physical Impairment	*	*
Total	172	100.00

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

Gender Re-assignment	Number	Percentage
Did Not Answer	149	86.63
No	23	13.37
Total	172	100.00

Marital Status	Number	Percentage
Did Not Answer	26	15.12
Divorced/Separated	3	1.74
Living with partner	11	6.40
Married/Civil Partnership	82	47.67
Prefer not to answer	5	2.91
Single	45	26.16
Total	172	100.00

Ethnic Origin	Number	Percentage
Asian Other (incl. Scottish/British)	*	*
Asian Pakistani (incl. Scottish/British)	*	*
Did Not Answer	74	43.02
Prefer not to answer	*	*
White Irish	*	*
White Other	*	*
White Other British	9	5.23

Ethnic Origin	Number	Percentage
White Scottish	81	47.09
Total	172	100.00

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

Nationality	Number	Percentage
British	47	27.33
Did Not Answer	48	27.91
English	*	*
Northern Irish	*	*
Other, please specify	6	3.49
Scottish	67	38.95
Total	172	100.00

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

Religion or Belief	Number	Percentage
Multi denomination Christian	*	*
Church of Scotland	*	*
Did Not Answer	152	88.37
None	12	6.98
Other Christian	*	*
Roman Catholic	*	*
Total	172	100.00

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

Sex	Number	Percentage
Female	172	100
Total	172	100.00

Sexual Orientation	Number	Percentage
Did Not Answer	148	86.05
Heterosexual/Straight	23	13.37
Prefer not to answer	*	*
Total	172	100.00

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

Caring Responsibilities	Number	Percentage
Did Not Answer	150	87.21
No	16	9.30
Yes - Under 18	6	3.49
Total	172	100.00

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 has been a reluctance to disclose disability, gender re-assignment, race, religion and faith, sexual orientation and caring responsibility.

The reason/(s) for this reluctance to disclose needs to be better understood if the Council is to be considered an employer of choice. Further consideration of this will be carried out following completion of the planned personal data audit undertaken in 2021.

As for previous years, 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 more part time and/or flexible working opportunities.

On 20 March 2020 the council moved to critical service delivery in response to the Covid-19 Pandemic. The rapid response to this pandemic has resulted in a complete transformation of how the council works, including remote working and therefore further opportunities for flexible working.

Standing workforce

Race

Ethnic Origin	Number	Percentage
African (inc Scottish/British)	*	*
African Other	6	0.11
Asian British	*	*
Asian Chinese (inc Scottish/British)	*	*
Asian Indian (inc Scottish/British)	*	*
Asian Other (inc Scottish/British)	6	0.11
Asian Pakistani (inc Scottish/British)	8	0.15
Black (inc Scottish/British)	9	0.17
Caribbean or Black (other)	*	*
Did Not Answer	2473	45.51
Ethnicity, if Other please specify	*	*
Mixed - any other mixed background	11	0.20
Prefer not to answer	50	0.92
White - Eastern European (e.g. Polish)	8	0.15
White Gypsy/Traveller	*	*
White Irish	36	0.66
White Other	98	1.80
White Other British	288	5.30
White Scottish	2424	44.61
Total	5434	100.00

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

On completion of the planned personal data audit, actions should be identified to understand why a significant number of employees do not provide this information.

Nationality

Nationality	Number	Percentage
British	1498	27.57
Did Not Answer	2002	36.84
English	24	0.44
Northern Irish	18	0.33
Other, please specify	131	2.41
Prefer not to answer	36	0.66
Scottish	1723	31.71
Welsh	*	*
Grand Total	5434	100.00

There has been a 1.53% reduction from the previous year in the number of employees who did not provide details of their nationality. This is a positive sign but further work must be undertaken to reduce this further.

Religion or Belief

Religion or Belief	Number	Percentage
Buddhist	9	0.17
Church of Scotland	309	5.69
Did Not Answer	4386	80.71
Hindu	*	*
Muslim	*	*
None	462	8.50
Other Christian	54	0.99
Other Religion or Belief	7	0.13
Prefer not to answer	96	1.77
Roman Catholic	104	1.91
Other	*	*
Total	5434	100.00

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

With over 80% of the workforce not being prepared to state their religion or belief there is again a great need to investigate the reason following completion of the planned personal data audit.

Sex

Sex	Number	Percentage
Female	3922	72.18
Male	1512	27.82
Total	5434	100.00

The sex mix of the Council's workforce remains very much in line with the make-up previously reported in 2018/19 (female 71.84% and male 28.16%).

Sexual Orientation

Sexual Orientation	Number	Percentage
Bisexual	*	*
Did Not Answer	4403	81.03
Gay	8	0.15
Heterosexual/Straight	835	15.37
Lesbian	*	*

Sexual Orientation	Number	Percentage
Prefer not to answer	182	3.35
Grand Total	5434	100.00

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

With over 80% of the workforce choosing not to respond regarding their sexual orientation, this is a further area to investigate as part of the wider reluctance of staff to disclose information following completion of the personal data audit undertaken in 2021.

Caring Responsibilities

In previous years 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	4616	84.95
No	451	8.30
Prefer not to answer	10	0.18
Yes - Over 18	85	1.56
Yes - Under 18	249	4.58
Yes - Under and Over 18	23	0.42
Total	5434	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

As the number of disciplinary actions taken on the grounds of any of the protected characteristics is five or less we are required to respect anonymity and the number is therefore withheld.

Resolution Cases

As the number of resolution actions taken on the grounds of any of the protected characteristics is five or less we are required to respect anonymity and the number is therefore withheld.

7.3 Leavers Profile Analysis

Data/information for leavers has been collected and analysed since 2016/17.

For the period 01/04 2019 – 31/03/2020 the figures/percentages are as follows:

Age Profile

Age Band	Number	Percentage
16-24	50	8.87
25-39	167	29.61
40-55	171	30.32
56-59	58	10.28
60-64	53	9.40
65+	65	11.52
Total	564	100.00

In 2019/20 as in the previous two years, around one third of leavers from the Council were in the age bracket 25 – 39.

Disability

Type of Disability	Number	Percentage
Did Not Answer	248	43.97
No	292	51.77
Prefer not to answer	15	2.66
Yes - Longstanding Illness	*	*
Yes – Other, such as disfigurement	*	*
Yes - Physical Impairment	*	*
Total	564	100.00

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

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

Gender Re-assignment

Response	Number	Percentage
Did Not Answer	491	87.06
No	70	12.41
Prefer not to answer	*	*
Total	564	100.00

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

As noted with other characteristics, investigation needs to take place as to why approximately 88% 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	92	16.31
Divorced/Separated	23	4.08
Living with partner	19	3.37
Married/Civil Partnership	256	45.39
Prefer not to answer	20	3.55
Single	149	26.42
Widowed	*	*
Total	564	100.00

Again, as with other 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
Asian Other	*	*
Black (incl. Scottish/British)	*	*
Did Not Answer	241	42.73
Mixed - any other mixed background	*	*
Prefer not to answer	*	*
White - Eastern European (e.g. Polish)	*	*
White Irish	*	*
White Other	13	2.30
White Other British	41	7.27
White Scottish	255	45.21
Total	564	100.00

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

As in previous years well over 50% of workforce leavers answered a question about ethnic origin. This is positive and needs to be built on in future years.

Nationality

Nationality	Number	Percentage
British	196	34.75
Did Not Answer	195	34.57

Nationality	Number	Percentage
English	*	*
Northern Irish	*	*
Other, please specify	17	3.01
Prefer not to answer	*	*
Scottish	149	26.42
Total	564	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	27	4.79
Did Not Answer	486	86.17
None	28	4.96
Other Christian	6	1.06
Other Religion or Belief	*	*
Prefer not to answer	*	*
Roman Catholic	12	2.13
Total	564	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 3.0% 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	383	67.91
Male	181	32.09
Total	564	100.00

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

Sexual Orientation

Sexual Orientation	Number	Percentage
Bisexual	*	*
Did Not Answer	484	85.82
Gay	*	*
Heterosexual/Straight	65	11.52
Prefer not to answer	12	2.13
Total	564	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 88% of leavers not answering the sexual orientation question, the Council needs to investigate any potential negative undercurrents that may be causing a reluctance to disclose.

Caring Responsibilities

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	490	86.88
No	55	9.75
Prefer not to answer	*	*
Yes - Over 18	*	*
Yes - Under 18	9	1.60
Yes - Under and Over 18	*	*
Total	564	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 88% of leavers not answering 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	1432	16.24
25-39	4141	46.97
40-55	2438	27.65
56-59	330	3.74
60-64	197	2.23
65+	21	0.24
Did Not Answer	258	2.93

Age Band	Number	Percentage
Total	8817	100.00

Successful Candidates	Number	Percentage
16-24	68	11.13
25-39	248	40.59
40-55	216	35.35
56-59	35	5.73
60-64	18	2.95
65+	*	*
Did Not Answer	22	3.60
Total	611	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.

Disability

Job Applicants	Number	Percentage
1. Learning disability	168	1.91
2. Longstanding illness	67	0.76
3. Mental health condition	79	0.90
4. Physical impairment	31	0.35
5. Sensory impairment - Visual	8	0.09
6. Other, such as disfigurement	*	*
6. Sensory impairment - Hearing	30	0.34
Did Not Answer	8414	95.43
Prefer not to answer	18	0.20
Total	8817	100.00

Successful Candidates	Number	Percentage
1. Learning disability	18	2.95
2. Longstanding illness	*	*
3. Mental health condition	*	*
6. Sensory impairment - Hearing	*	*
Did Not Answer	586	95.91
Total	611	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 far too high. Investigations as to why this is needs to be undertaken following completion of the personal data audit undertaken in 2021.

Gender Re-assignment

Job Applicants	Number	Percentage
Did Not Answer	199	2.26
No	8550	96.97
Prefer not to answer	51	0.58
Yes	17	0.19
Total	8817	100.00

Successful Candidates	Number	Percentage
Did Not Answer	14	2.29
No	594	97.22
Prefer not to answer	*	*
Total	611	100.00

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

Marriage & Civil Partnership

Job Applicants	Number	Percentage
Did Not Answer	209	2.37
Divorced	320	3.63
Living with partner	1442	16.35
Married/Civil Partnership	2885	32.72
Prefer not to answer	87	0.99
Separated	258	2.93
Single	3574	40.54
Widowed	42	0.48
Total	8817	100.00

Successful Candidates	Number	Percentage
Did not answer	16	2.62
Divorced	20	3.27
Living with partner	101	16.53
Married/Civil Partnership	270	44.19
Prefer not to answer	7	1.15
Separated	14	2.29
Single	180	29.46
Widowed	*	*

Successful Candidates	Number	Percentage
Total	611	100.00

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)	23	0.26
African - Other	48	0.54
Any Mixed or Multiple	73	0.83
Asian - Bangladeshi (Inc. Scottish/British)	20	0.23
Asian - Chinese (Inc. Scottish/British)	17	0.19
Asian - Indian (Inc. Scottish/British)	67	0.76
Asian - Other (Inc. Scottish/British)	20	0.23
Asian - Pakistani (Inc. Scottish/British)	83	0.94
Black - (Inc. Scottish/British)	11	0.12
Caribbean - (Inc. Scottish/British)	*	*
Caribbean or Black (Other)	*	*
Did Not Answer	258	2.93
Other - Arab (Inc. Scottish/British)	7	0.08
Prefer not to answer	73	0.83
White - Eastern European (e.g. Polish)	78	0.88
White - Irish	75	0.85
White - Other British	757	8.59
White - Other white ethnic group	382	4.33
White - Polish	138	1.57
White - Scottish	6683	75.80
Total	8817	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 - (Inc.Scottish/British)	*	*
Any Mixed or Multiple	*	*
Asian - Chinese (Inc.Scottish/British)	*	*

Successful Candidates	Number	Percentage
Asian - Indian (Inc.Scottish/British)	*	*
Asian - Pakistani (Inc.Scottish/British)	*	*
Did Not Answer	16	2.62
Prefer not to answer	6	0.98
White - Eastern European (eg Polish)	6	0.98
White - Irish	*	*
White - Other British	62	10.15
White - Other white ethnic group	15	2.45
White - Polish	7	1.15
White - Scottish	483	79.05
Total	611	100.00

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

Disclosure rates for applicants and successful candidates are on the whole better than for the standing and leaving workforce. The organisation would benefit from understanding why.

Nationality

Job Applicants	Number	Percentage
British	1432	16.24
Did Not Answer	984	11.16
English	214	2.43
Northern Irish	57	0.65
Prefer not to answer	74	0.84
Scottish	6041	68.52
Welsh	15	0.17
Total	8817	100.00

Successful Candidate	Number	Percentage
British	112	18.33
Did Not Answer	45	7.36
English	12	1.96
Northern Irish	7	1.15
Prefer not to answer	8	1.31
Scottish	425	69.56
Welsh	*	*
Total	611	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 some previous categories of applicants and successful candidates disclosure rates are greater here than for the standing and leaving workforce. The organisation would benefit from understanding why.

Religion, Faith or Belief

Job Applicants	Number	Percentage
Buddhist	14	0.16
Church of Scotland	1007	11.42
Did Not Answer	383	4.34
Hindu	32	0.36
Humanist	94	1.07
Jewish	6	0.07
Muslim	136	1.54
None	5383	61.05
Other Christian	582	6.60
Other Religion or Belief	52	0.59
Pagan	9	0.10
Prefer not to answer	404	4.58
Roman Catholic	697	7.91
Sikh	18	0.20
Total	8817	100.00

Successful Candidates	Number	Percentage
Buddhist	*	*
Church of Scotland	94	15.38
Did Not Answer	22	3.60
Hindu	*	*
Humanist	6	0.98
Muslim	*	*
None	357	58.43
Other Christian	33	5.40
Other Religion or Belief	*	*
Pagan	*	*
Prefer not to answer	39	6.38
Roman Catholic	48	7.86
Sikh	*	*
Total	611	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. The organisation would benefit from understanding why.

Sex

Job Applicants	Number	Percentage
Did Not Answer	188	2.13
Female	6199	70.31
Male	2407	27.30
Prefer not to answer	23	0.26
Total	8817	100.00

Successful Candidates	Number	Percentage
Did Not Answer	14	2.29
Female	460	75.29
Male	134	21.93
Prefer not to answer	*	*
Total	611	100.00

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

Traditionally and in round terms the organisation attracts and recruits on a 70% female, 30% male basis which is in sync with the standing workforce. This year in round terms the organisation has attracted even more females, (around 75%). 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	119	1.35
Did Not Answer	269	3.05
Gay	108	1.22
Heterosexual/Straight	7910	89.71
Lesbian	64	0.73
Other	28	0.32
Prefer not to answer	319	3.62
Total	8817	100.00

Successful Candidates	Number	Percentage
Bisexual	*	*

Successful Candidates	Number	Percentage
Did Not Answer	14	2.29
Gay	*	*
Heterosexual/Straight	556	91.00
Lesbian	*	*
Other	*	*
Prefer not to answer	28	4.58
Total	611	100.00

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

Caring Responsibilities

Do you have caring responsibilities?	Number	Percentage
Did Not Answer	220	2.50
No	4859	55.11
Prefer not to answer	57	0.65
Yes (Children under 18)	3544	40.20
Yes, other	137	1.55
Total	8817	100.00

Successful Candidates	Number	Percentage
Did Not Answer	14	2.29
No	314	51.39
Prefer not to answer	7	1.15
Yes (Children under 18)	268	43.86
Yes, other	8	1.31
Total	611	100.00

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.

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. This move away from a one size fits all classroom training approach 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-plus for the 21st century.

Gathering data and information for this analysis has continued to highlight 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 (largest age band 40 – 55 standing workforce) continues to represent challenges to workforce planning within the organisation.
- 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 or information about other protected characteristics.
- The Council needs to further develop its reputation as a modern, inclusive and welcoming workplace both for existing employees and for new recruits.
- The Council needs to continue to develop the data and information it gathers on existing employees, leavers, and potential new recruits in order to be a modern employer of choice.

7.7 Employee Data 2020/2021

Data for the period up to 31 March 2021 was not available at the time of producing this report. As in previous years, an annual update of employee data (up to 31 March 2021) will be published later in 2021.

8.0 Gender Pay Gap

- 8.1 The gender pay gap between average hourly rates of pay for male and female - all Council employees as at 31st March 2021 was 2.7%.

	31/03/19	31/03/20	31/03/21
Gender Pay Gap	3.94%	3.06%	2.7%

9.0 Equal Pay Statement

9.1 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.

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

- 10.1 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

2017-2021 Midlothian Council has been working to achieve this fairness of opportunity and existence through the Equality Plan.

- 10.2 The Council has been doing this throughout the timeframe of the current equality plan and notes progress over the period of the plans as shown in 10.3.

10.3 Progress on Equality Outcomes Table

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
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. Introduction of a suite of policies specifically designed to free the workplace of discrimination, harassment, and victimisation. To date the Council has introduced a Gender-based Violence Policy, a Sexual Harassment Policy, Safe Leave provision and a Transgender Equality Policy. 2. In addition to the introduction of various policies the Council also has an Employee Assistance Programme and various support options and supports a number of campaigns/initiatives such as Two Ticks, Equally Safe, White Ribbon, See Me 3. The Council continues to be a member of Stonewall Scotland's Diversity Champion Programme. 4. The Council already reports gender pay gap, and work continues to be in a position to report on pay gap between employees on the grounds of disability or race. 5. The Council has fully integrated the Living Wage into its terms and conditions, which have been redesigned. This is to ensure that as many employees benefit from the Living Wage as possible. 6. Establishment of an employee's Equality Working Group. 7. As a result of the Covid-19 pandemic the Council has reviewed its range of flexible working policies in line with business need and is developing a Remote Working Policy to support a more flexible workforce.

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
		<p>8. The Council's existing Training & Development policy and Learning Development & Training Scheme will be subject to review following changes to working practices introduced following the Covid-19 pandemic.</p> <p>9. Equality and diversity training is provided online and via trainer led sessions.</p> <p>10. The opportunity to re-train is embedded in the Council's Organisational Change Policy.</p> <p>11. A personal data audit is underway to encourage staff to update their personal data.</p> <p>12. The Council has continued developing opportunities for young people particularly through the Community Planning Partnership and the priority to: 'Increase the numbers of care experienced young people accessing education, employment and training'. Evidence of a focus on this priority include the various work experience and apprenticeship opportunities and the support of the Council and its partners in the 'Kickstart' scheme.</p> <p>13. Champions Board introduced for looked after children.</p>
<p>2. All of Midlothian's young people are successful learners, confident individuals, effective contributors and responsible citizens</p>	<p>1. Close the gap in literacy rates between boys and girls in primary school and SIMD areas</p> <p>2. Reduced incidence of identity based bullying in youth settings e.g. homophobia</p> <p>3. All children are ready to start primary school</p>	<p>1. A number of actions taken over the period include:</p> <ul style="list-style-type: none"> Monitoring the proportion of children achieving expected levels by Primary 1 and 4; 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

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
		<p>implementing a range of targeted strategies to close the gap</p> <p>Annual Education Reports to Council with a focus on attainment and achievement provide in areas such as behaviour, antibullying and diversity, including tackling prejudice and stigma around mental health are in place.</p> <p>2. 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"> • 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 <p>3. Education planning and reporting continue to be informed by the following outcomes:</p>

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
		<ul style="list-style-type: none"> Developing new ways of working to improve and promote positive mental wellbeing with children and young people across Midlothian Establishing a baseline of level of engagement with children and young people in planning for their needs Closing the attainment gap affecting children and young people facing additional barriers to learning Delivering national improvement actions set by the Scottish government Closing the attainment gap for children and young people affected by additional barriers to learning
3. In Midlothian we live healthier, more active and independent lives	<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><i>Deliverables noted in the HSCP 2019/20 Annual Report include:</i></p> <ol style="list-style-type: none"> 1. Focus on making sure people are only in hospital when they need to be through the "Discharge to Assess" Team and the "Hospital at Home" Service. 2. Improved services for people with mental health needs, substance misuse and offending behaviour in new Number11 in Dalkeith. 3. Staff trained to have a 'Good Conversation' and help people identify their health outcomes, based on their strengths and assets. 4. Good local care services (83% rated good or above by the Care Inspectorate).

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
	<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 and 2019-20 sets out how the Partnership provided services during these periods. 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>The link provided also allows access to a range of plans including:</p> <ul style="list-style-type: none"> • Strategic Plan 2019-2022 • Workforce Plan 2017-2022 • Finance Strategy 2019-2022 <p>As well as plans for specific groups such as:</p> <ul style="list-style-type: none"> • Learning disability modernisation and redesign programme 2018 • Two trumpets (autism strategy) 2016-2019 • Physical disability action plan 2016-2019 • Sensory impairment action plan 2014-17 • Joint strategy for older people 2016-2019 • Carer's strategy and action plan 2017-2019 	<ol style="list-style-type: none"> Ageing Well celebrated its 20th birthday. Diabetes prevention - worked in partnership with Midlothian's Muslim Community Centre to set up a weekly walking group, a fitness class and a programme of with speakers which included a pharmacist, a community nurse and a dietitian. Frailty – The winter frailty team works with 3 GP Practices to support people with frailty. Housing Solutions – Frontline staff trained to help support people to live in suitable, accessible housing. Learning Disabilities - The Learning Disability Strategy group continued to work with Housing Department on a programme of housing developments designed with the needs of people with a Learning Disability in mind. A range of people now working from local GP practices including Physiotherapists, Pharmacists, Primary Care Mental Health Nurses and Wellbeing workers. This is making it easier to see the right person, at the right time, in the right place by working in multi disciplinary teams in GP surgeries. Hearing Aid Clinics – We ran 23 clinics to offer people advice and practical help. The clinics are co-ordinated in partnership with volunteers, Deaf Action and Audiology. We supported people with severe and enduring mental health conditions who want to work but experience significant barriers to accessing mainstream employment.

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
		<p>13. A team of nurses, social workers and occupational therapists have been supporting staff in care homes to improve support for people with dementia.</p> <p>14. Introduced a weekly, free women's only drop in supper event in partnership with Social Bite, Children 1st. It is for women who are facing challenges in their lives. Women are part of a safe space and can access free food, support and advice, clothing and toiletries.</p> <p>15. Alzheimer Scotland's Dementia Advisor held a specialist surgery at VOCAL to provide practical and emotional support for 18 carers of someone living with dementia.</p> <p>16. The Hospital at Home Team provide acute care to up to 15 patients in a virtual ward – with the average length of stay of 6 days. Patients have a range of conditions e.g. infections, musculoskeletal problems, limited functional abilities and delirium and/or dementia.</p> <p>17. We have expanded the Community Respiratory Team, working with more patients with COPD to try and prevent admissions to hospital or facilitate quicker discharge.</p> <p>18. Training in Trauma - 21 people can now deliver training to reception staff, teachers and health visitors to give them a better understanding of the needs of children and adults who have been affected by traumatic experiences.</p> <p>19. Our Homecare service continues to improve the quality of care provided to vulnerable individuals in their own home.</p>

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
		<p>20. Using Scottish Government funding, we worked with Midlothian Council, families and schools to deliver activities in the summer holidays to improve the health and wellbeing of families. Activities included resilience workshops for kids, healthy eating sessions, sport activities and informational sessions by Community Health Inequality nurses and Health in Mind.</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>	<ul style="list-style-type: none"> Developed affordable housing to meet specialist needs In partnership between the Council, Registered Social Landlords and private developers, delivered new affordable homes; Investigated accelerated development of affordable housing via use of innovative approaches and consequent economic benefit 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. Detailed plans are available on the Housing Strategy and Performance page of the Council website via the following: <ul style="list-style-type: none"> Local Housing Strategy 2021-2026 Strategic Housing Investment Plan 2021/22 – 2025/26 Rapid Rehousing Transition Plan 2020/21 – 2023/24
<p>5. Fewer people are the victim of crime, disorder and abuse in Midlothian</p>	<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>1. Raised awareness of Violence Against Women and Girls with services and communities and strengthened support for survivors in the “Safe and Together” model.</p>

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
	<ol style="list-style-type: none"> Midlothian Licensing Board will work with license holders and other Council services to support positive behaviour on and around license premises 	<ol style="list-style-type: none"> Worked in partnership to decrease the number of victims of antisocial behaviour and hate crime in Midlothian. Worked with residents to build their resilience and help them resolve their own problems. Midlothian Licensing Board continues to work with licence holders and other Council services to support positive behaviour on and around licence premises. The Licensing Board continues to work with a range of partners and stakeholders to ensure that ‘fewer people are the victim of crime, disorder and abuse in Midlothian’. The Board continues to work with license holders and other council services to support positive behaviour on an around license premises and ensures that all reports to the Board, with implications for equality strands, are supported by an IIA.
6. Midlothian has strong, vibrant communities where residents have a sense of belonging	<ol style="list-style-type: none"> Midlothian equalities communities can meet to celebrate or raise awareness of cultural heritage or specific issues affecting them Midlothian Communities are well informed and can influence decisions that matter in their local areas 	<ol style="list-style-type: none"> Midlothian People’s Equality Group (MPEG) are a friendly group of local people with diverse backgrounds who aim to: <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. MPEG are supported in the work they do by the Council’s Equality Engagement Officer.

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
		<p>Actions to date/being undertaken include:</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
7. Fewer people experience poverty in Midlothian	1. People will be supported out of poverty and welfare dependency	<p>1. Actions to date/ongoing include:</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;

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
		<ul style="list-style-type: none"> • Reducing barriers to learning by poverty proofing the school day with the Child Poverty Action Group in 11 primary schools in the priority areas; • 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 includes 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

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Working Equality Outcomes	Sub Outcomes	Progress 2017-21
<p>8. Midlothian Council services will meet the needs of all those in the community</p>	<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 4. Midlothian Council is meeting its responsibilities and duties under the Equality Act 2010 and subsequent Regulations 	<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-assured by the Equality and Diversity Officer. 2. The Midlothian Community Planning Partnership's Single Midlothian Plan focuses on outcomes and actions to 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. 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. 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.

11.0 Next Steps

11.1 New Equality Outcomes 2021 – 2025 will be published by 30 April 2021.

11.2 The outcomes will be supported by a new Equality Plan, which 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

12.0 Contact Details

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

Lesley Crozier
Equality, Diversity & Human Rights Officer
Policy & Scrutiny Team
Midlothian Council
Midlothian House
Buccleuch Street
DALKEITH
EH22 1DN

Email to: Lesley.crozier@midlothian.gov.uk or equalities@midlothian.gov.uk
Telephone to: 0131 271 3658

13.0 Alternative Formats

13.1 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.

14.0 Appendix A: Employee Data Tables 31/03/17 – 31/03/20

GENDER	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Female %	71.78	70.53	71.84	72.18
Male %	28.22	29.47	28.16	27.82
Grand Total	100.00	100.00	100.00	100.00

AGE BANDS	@31/03/17	@31/03/18	@31/03/19	@31/03/20
16-24 %	9.22	9.44	8.21	8.23
25-39 %	27.86	27.16	27.39	28.12
40-55 %	40.36	40.07	39.84	38.59
56-59 %	9.07	8.97	9.40	9.77
60-64 %	6.75	7.53	7.97	7.73
65+ %	6.73	6.83	7.18	7.56
Grand Total	100.00	100.00	100.00	100.00

SEXUAL ORIENTATION	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Bisexual %	0.07	0.07	0.04	0.04
Did Not Answer %	78.00	78.77	80.87	81.03
Gay %	0.14	0.16	0.17	0.15
Heterosexual/Straight %	17.32	16.83	16.22	15.37
Lesbian %	0.07	0.07	0.07	0.07
Prefer not to answer %	4.39	4.10	2.63	3.35
Grand Total	100.00	100.00	100.00	100.00

DISABILITY TYPE	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Did Not Answer %	53.37	49.79	48.27	47.09
No %	42.38	46.20	47.75	49.02
Prefer not to answer %	2.96	2.73	2.84	2.85
Yes - Learning Disability %	0.23	0.19	0.13	0.13
Yes - Longstanding Illness %	0.36	0.37	0.34	0.28
Yes - Mental Health Condition %	0.18	0.14	0.15	0.15
Yes - Other, such as disfigurement %	0.07	0.09	0.11	0.13
Yes - Physical Impairment %	0.30	0.35	0.24	0.18
Yes - Sensory Impairment %	0.14	0.14	0.17	0.17
Grand Total	100.00	100.00	100.00	100.00

GENDER RE-ASSIGNMENT	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Did Not Answer %	83.09	83.73	84.38	85.54
No %	16.49	15.88	15.23	14.11
Prefer not to answer %	0.39	0.37	0.37	0.33

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

Yes %	0.04	0.02	0.02	0.02
Grand Total	100.00	100.00	100.00	100.00

MARITAL STATUS	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Did Not Answer %	16.02	15.25	14.70	14.43
Divorced/Separated %	3.59	4.19	4.11	4.21
Living with partner %	3.52	3.78	4.03	4.18
Married/Civil Partnership %	48.08	47.30	48.42	47.29
Prefer not to answer %	6.82	6.04	5.60	5.56
Single %	20.99	22.40	22.13	23.33
Widowed %	0.98	1.03	1.01	0.99
Grand Total	100.00	100.00	100.00	100.00

ETHNIC ORIGIN	@31/03/17	@31/03/18	@31/03/19	@31/03/20
African (inc Scottish/British) %	0.05	0.04	0.06	0.07
African Other %	0.07	0.07	0.07	0.11
Any other Asian background %	-	0.02	-	-
Any other White background %	0.02	0.04	-	-
Asian Bangladeshi (inc Scottish/British) %	0.02	0.02	0.02	-
Asian British %	0.05	0.05	0.07	0.07
Asian Chinese (inc Scottish/British) %	0.02	0.02	0.02	0.07
Asian Indian (inc Scottish/British) %	0.05	0.04	0.06	0.06
Asian Other (inc Scottish/British) %	0.04	0.05	0.09	0.11
Asian Pakistani (inc Scottish/British) %	0.11	0.12	0.15	0.17
Bangladeshi %	0.02	0.02	-	-
Black (inc Scottish/British) %	0.04	0.09	0.09	0.11
Caribbean or Black (other) %	0.02	0.02	0.02	0.02
Did Not Answer %	52.10	48.06	47.42	45.51
Ethnicity, if Other please specify %	0.02	0.02	0.02	0.04
Irish %	0.02	0.02	-	-
Mixed - any other mixed background %	0.25	0.28	0.22	0.20
Pakistani %	0.02	0.02	-	-
Prefer not to answer %	0.66	0.54	0.63	0.92
White - Eastern European (eg Polish) %	0.13	0.11	0.09	0.15
White and Asian %	-	0.02	-	-
White and Black African %	0.04	0.05	-	-
White and Black Caribbean %	0.02	0.02	-	-
White Gypsy/Traveller %	0.02	0.02	0.02	0.02

Midlothian Council Equality Mainstreaming & Outcomes Progress Report 2019 – 2021

White Irish %	0.57	0.67	0.65	0.66
White Other %	1.41	1.56	1.62	1.80
White Other British %	4.29	4.68	4.80	5.30
White Scottish %	39.97	43.38	43.87	44.61
Grand Total	100.00	100.00	100.00	100.00

NATIONALITY	@31/03/17	@31/03/18	@31/03/19	@31/03/20
British %	23.13	25.41	27.04	27.57
Did Not Answer %	44.97	40.60	38.53	36.84
English %	0.54	0.54	0.49	0.44
Northern Irish %	0.27	0.32	0.37	0.33
Other, please specify %	1.84	2.00	2.07	2.41
Prefer not to answer %	0.55	0.47	0.50	0.66
Scottish %	28.65	30.61	30.96	31.71
Welsh %	0.05	0.05	0.04	0.04
Grand Total	100.00	100.00	100.00	100.00

RELIGION	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Buddhist %	0.13	0.14	0.15	0.17
Church of Scotland %	6.98	6.55	6.25	5.69
Did Not Answer %	79.32	79.75	81.15	80.71
Hindu %	0.02	0.02	0.04	0.04
Muslim %	0.11	0.11	0.11	0.07
None %	7.29	7.50	7.33	8.50
Other Christian %	1.13	1.14	1.10	0.99
Other Religion or Belief %	0.13	0.14	0.15	0.13
Prefer not to answer %	2.80	2.54	1.59	1.77
Roman Catholic %	2.11	2.12	2.13	1.91
Grand Total	100.00	100.00	100.00	100.00

CARING RESPONSIBILITIES	@31/03/17	@31/03/18	@31/03/19	@31/03/20
Did Not Answer	82.62	83.19	83.80	84.95
No	10.36	9.89	9.27	8.30
Prefer not to answer	0.23	0.25	0.22	0.18
Yes - Over 18	1.55	1.63	1.60	1.56
Yes - Under 18	4.86	4.66	4.67	4.58
Yes - Under and Over 18	0.38	0.39	0.43	0.42
Grand Total	100.00	100.00	100.00	100.00