



Midlothian Council

Equality Outcome & Mainstreaming Report

2013 - 2017



**Midlothian Council
Equality Outcome & Mainstreaming Report 2013 - 2017**

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Forward by the Chief Executive



On behalf of the Council, Education Authority and Licensing Board it gives me great pleasure to introduce you to our first Equality Outcome and Mainstreaming Report 2013 – 2017.

The Christie report on the future of public services in Scotland recognises equality as a key matter in public sector reform, and this is also in line with the Scottish Government's national outcome of reducing significant inequalities.

Over the last 40 years there have been significant achievements with regards to equality and diversity but more action with positive outcome is required.

To this end this report has concentrated on key areas of inequality as determined by local communities and balanced those with national areas of concern. This means that outcomes centre on community safety, socio-economic deprivation, the old and very young, children's services, improving opportunities in Midlothian and sustainable growth.

Together we can make a difference, and I commend you whether you be employee or customer to play your part in making Midlothian an inclusive place to live, work, go to school/college or retire irrespective of age, disability, gender re-assignment, being married or in a civil partnership, pregnant or on maternity leave, race, religion/belief, sex, or sexual orientation.

Kenneth Lawrie
Chief Executive
Midlothian Council

Midlothian Council

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1.0 Introduction

- 1.1 The Equality Act 2010 gained Royal Assent in April 2010, and was enacted in October 2010.
- 1.2 On 27 May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force. There are separate and different Specific Duties for Scotland, England and Wales. Northern Ireland has its own set of discrimination laws.
- 1.3 These Scottish Regulations imposed on all listed bodies (see Appendix 1) a set of duties and responsibilities that would allow them to meet the General Public Equality Duty in the planning and carrying out of their public sector role.
- 1.4 The Public Sector Equality Duty requires all listed bodies in the planning and exercising of their public duties and functions 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;
 - Foster good relations between people who share a protected characteristic and those who do not.
- 1.5 In order to support Midlothian Council in achieving the aims of the general duty, the Scottish Regulations require that listed bodies:
- report 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
 - consider award criteria and conditions in relation to public procurement publish in a manner that is accessible.
- 1.6 This is Midlothian Council's first Equality Outcome Report and will run from 30 April 2013 until 9 April 2017 with a progress report being issued by 30 April 2015.
- 1.7 The Council as an Education Authority also must meet the requirements of the Equality Act 2010 and Regulations 2012. The Council also administers the Licensing Board and needs to meet the requirements of the Act and Regulations when undertaking its duties in this regard. Accordingly, at the relevant points within this report reference will be made to all three bodies.

2.0 Context, Definitions and Criteria

- 2.1 Midlothian Council and its Community Planning Partners have agreed that from 2013 there will be one overarching strategic plan (Single Outcome Agreement) for the area which is called the Single Midlothian Plan. This Plan received Council approval on 28 March 2013.
- 2.2 The Single Midlothian Plan details priorities for the area and will be administered by the Community Planning Board.
- 2.3 The Equality Outcome Plan has been developed within this context. All outcomes have been cross referenced to relevant outcomes, actions, targets and milestones within the Single Midlothian Plan and Council Service Plans.
- 2.4 This action demonstrates the Council's commitment to mainstreaming equality not only throughout the organisation but throughout the local authority area.
- 2.5 Throughout this plan reference will be made to equality outcomes. It is important to be clear on what is meant by outcome, and in this instance outcome is defined as the effect, change or impact the action/(s) have had on: eliminating discrimination, victimisation or harassment; advancing equality of opportunity; and/or fostering good relations between those who make up the protected characteristic groups and those who do not.
- 2.6 Equality Outcomes chosen have been as a result of engagement, involvement and consultation processes undertaken during 2012 and early 2013. These outcomes come from the Council's customers, Equality Group Representative Bodies, Local Equality Groups, and Council Employees. They are as current as possible but we recognise that priorities change and we will monitor, evaluate and review our findings in the first Progress Report that will be published by 30 April 2015.
- 2.7 We want this Equality Report to be a living document, a document that will make a real positive difference to all who live within our communities irrespective of their age, disability, gender re-assignment, being married or in a civil partnership, pregnant or on maternity leave, race, religion or belief, sex or sexual orientation.
- 2.8 We will strive to make Midlothian a place of equality of opportunity, fair playing fields, and where people feel safe and secure where they live, work and play.

3.0 Protected Characteristics

- 3.1 The Equality Act 2010 introduced nine protected characteristics for which discrimination, harassment and victimisation is unlawful:
- Age (cradle to grave)
 - Disability (including learning difficulties, mental health, physical, and sensory)
 - Gender re-assignment (changing from sex attributed at birth to opposite sex)

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- Marriage and civil partnership (the law provides protection in the area of employment and vocational training only)
- Pregnancy and maternity
- Race
- Religion and belief
- Sex (previously known as gender)
- Sexual orientation (lesbian, gay and bi-sexual (LGB))

- 3.2 To this list Midlothian Council has voluntarily added a 10th which is socio-economic deprivation or poverty.
- 3.3 There are various forms of unlawful discrimination, victimisation and harassment and examples of these are given in Appendix 2.

4.0 Evidence Review – the findings

- 4.1 During 2012 the Council undertook a comprehensive evidence review as part of the Community Planning Single Outcome Agreement development exercise of which equalities is a part.
- 4.2 This evidence review highlighted the following key issues with regard to equality protected characteristics:

Protected Characteristic	Fact
Age & Sex	Midlothian now has more pensioners (20.13% of population) than children (18.93% of population)
Age, Race, Disability, Sex, Sexual Orientation & Transgender	Older people, young people, people from ethnic minorities, LGBT people, disabled people, and women are more likely to experience social and economic hardship as a consequence of their cultural/protected characteristic position
Race	At the time of the 2001 Census Midlothian had an ethnic population amounting to 0.9% of the total population which numbered 80,941. The total population as per the 2011 Census numbers 82,370 and it is expected that the ethnic population will have also increased, (ethnicity figures will not be available from the 2011 Census until the summer of this year).
Age & Disability	Midlothian has more adults with learning disabilities (10.4 per 1,000 people) than any other local authority in Scotland
Sex	Males currently earn 6% more than females
Religion &	Very little is known in Midlothian about the views of people who share

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Belief & Sexual Orientation & Transgender	religion & belief, sexual orientation & transgender protected characteristics.
Age, Disability, Gender re-assignment, Race, Religion & Belief, Sex, Sexual Orientation & socially and economically deprived people	Increasing pressure on public finances will be more than likely to impact negatively on all protected characteristics.

4.3 From these highlighted issues the following priority areas have been identified:

- Develop a more holistic ethnic communities profile
- Develop greater involvement and participation in service planning delivery with underrepresented groups
- Challenge majority community attitudes focussing on reducing hate crime
- Use Stonewall Scotland Diversity Champion membership & MPEG to make robust links with the LGBT community in Midlothian
- Increase contact with and understanding of issues affecting gypsy traveller communities
- Mainstream EqIAs

4.4 These issues will be addressed in the Equality Outcomes for the area.

5.0 Progress towards the last Single Equality Scheme 2010 – 2013

5.1 Over the last three years Midlothian Council has made good progress in the equality agenda with all actions in the Single Equality Scheme 2010 – 2013 completed.

5.2 Actions within this Scheme have been monitored by the Council's Equality Working Group, joint East & Midlothian Community Planning Equality Forum, Corporate Management Team and Elected Members. Thereafter, this information has been made available to the public through publication on the external web-site.

Section 2 – Mainstreaming Equality

6.0 Mainstreaming Equality – corporate Council, Education Authority & Licensing Board.

- 6.1 What does mainstreaming equality mean – it means making equality part of the day to day business of the Council, Education Authority & Licensing Board both as service planners and providers and employers rather than a ‘bolt-on’ at the end of projects and other programmes of work.
- 6.2 By mainstreaming equality, the Council, Education Authority & Licensing Board can ensure that equality of opportunity is part of the culture of the organisations, and that both employees and customers can benefit from organisations where they feel valued and their interests and issues are on a level par with others’ issues and values.
- 6.3 Further, by mainstreaming equality the Council, Education Authority & Licensing Board can demonstrate its commitment to the general duty by publicly demonstrating that they will not condone unlawful discrimination, victimisation and harassment.
- 6.4 The Council, Education Authority & Licensing Board can also demonstrate that they will 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.
- 6.5 There is now clear evidence of mainstreaming equality throughout the organisations through the use of Equality Impact Assessment in service planning, delivery , monitoring and reporting, and the intention is to build on this work over the next four years.
- 6.6 Employees have access to an online Equality Impact Assessment form and guidance <http://intranet/services/webinfo/webinfodetails.asp?id=25983>, and work is currently underway to update these documents further – see Appendix 4.
- 6.7 Finally, following on from the extensive community planning engagement, involvement and consultation exercise last year a set of equality outcomes have been developed. The main purpose of these is to create a Midlothian where people can live, work and play safely and peacefully irrespective of their age, disability, race, religion/belief, sex, sexual orientation and whether or not they are married or in a civil partnership, pregnant or on maternity leave.
- 6.8 Exactly the same outlook for our customers apply to the employees of Midlothian Council, the Education Authority & Licensing Board. The Council, Education Authority & Licensing Board are fully committed to ensuring that the workforce profiles reflect the diversity of the local population. Further analysis and breakdown regarding employees of the Council and Education Authority are detailed later on in this report. The Council and Education Authority employee sections, ‘Equality & Diversity in Employment’ also contains information about recruitment, leavers, learning & development, equal pay, good practice in employment, and job segregation.

7.0 Raising Awareness of Equality & Diversity

- 7.1 Part of the mainstreaming effort must be to ensure that employees awareness of equality and diversity is addressed. To this end the Council, Education Authority and Licensing Board have started to make sure they supply information as appropriate.
- 7.2 A variety of methods have been used and the Council, Education Authority, Licensing Board and Community Planning Partnership intend to develop these further over the next four years:

Community Planning Partnership & Community Awareness

- 7.3 The Community Planning Partnership is fully committed to ensuring the legislative requirements placed on all public service delivery agencies in the Equality Act are met. The partners have in place processes for equality impact assessment to monitor the potential impact of any changes in service planned individually or jointly. In addition the partners have established a forum of specialist agencies operating in the equalities field to act as a critical friend, challenging partners to consider these issues broadly.
- 7.4 The Midlothian partnership has reached agreement with East Lothian's Community Planning Partnership to operate this group across both Mid and East Lothian. This reduces demand on small specialist organisations with regional remits, such as Edinburgh and Lothian Regional Equality Council or Stonewall, to attend meetings and enables a more effective focus on delivery of shared action.
- 7.5 Within Midlothian the partnership co-funds with the Council an equalities engagement post holder. This post holder has worked with a range of members of minority groups across the equalities protected characteristics to set up the Midlothian People's Equalities Group (MPEG), which has developed a cross equalities analysis of issues facing minority communities in Midlothian, delivered a learning programme for schools, organised a local MELA (a cross community celebration event), and continues to act as a critical friend to the community planning partners.

Council, Education Authority & Licensing Board Awareness

- 7.6 Joint Council, Education Authority and Licensing Board service department working through the Equality Working Group.
- 7.7 Briefing notes for the Council's Corporate Management Team, Secretariat and Elected Members.
- 7.8 Response to information requests from Council, Education Authority and Licensing Board officers and council Elected Members.

Learning and Development – equality & diversity awareness training

- 7.9 Equality and Diversity training has become a mainstream practice, and at the end of March 2013, 96% of all full time staff equivalents had received equality awareness training either through the online MILO Equality & Diversity Awareness course or through classroom style events.

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7.10 Further, all new staff are required to go through the online equality awareness programme as part of their induction course

8.0 Procurement - overview

8.1 Public authorities spend £236b per annum on buying goods, works or services from organisations across every sector.

8.2 Midlothian Council spends £105m per annum and we need to start using this purchasing tool to advance equality as well as to achieve wider social benefits such as training and/or employment opportunities. It is also important that we use this purchasing tool to ensure that the goods and services we receive meet the needs of our different users/customers, and that we only do business with organisations who can demonstrate their own commitment to equality and diversity.

8.3 Incorporating equality outcomes within the procurement process where relevant and proportionate should be an integral part of designing and specifying a service, and it is essential that these outcomes are considered before the procurement process starts.

8.4 An example of this working would be:

Authority A has a corporate equality outcome to challenge negative attitudes to disability, and to promote integration and community cohesion through practical actions. When the authority decides to renovate its children's play areas this outcome is considered relevant and so the authority consulted with parents and found that parents of disabled children considered that the area lacked play areas suitable for both disabled and non disabled children.

The procurement process was altered to ensure that play equipment for both disabled and non disabled children was purchased resulting in an increased satisfied usage, and a better understanding and perception of the barriers and challenges faced by disabled children and their parents. This has encouraged social inclusion and has opened up suppliers' equipment ranges so that other public bodies will find similar equipment easier to source.

8.5 In addition to the Public Sector Equality Duty the wider European Union (EU) legislative framework supports achieving equality outcomes through procurement. In detail, *'the European Procurement Directive 2004/18/EU and the subsequent UK Public Contract Regulations 2006, provides that social issues may be taken into consideration in different ways at different stages in the procurement process and these social issues may include equality issues. In addition to the specific requirements of the relevant Directive and UK Regulations, the EU law principles of equal treatment, transparency, proportionality, non-discrimination on grounds of nationality, and free movement of goods and services also apply to all public sector contracts'*, Buying better outcomes, Mainstreaming equality consideration in procurement, EHRC. March 2013.

Meeting the public sector equality duty (PSED) requirements through the procurement cycle – more detailed view

- 8.6 Midlothian Council, Education Authority and Licensing Board are fully committed to meeting their PSED requirements with regard to procurement. Corporate Equality Outcome 8 looks specifically to supporting the Midlothian economy and business community and creating jobs on a community partner-wide basis, and procurement processes are implicit elsewhere within 2013/14 priorities.
- 8.7 The Council, Education Authority and Licensing Board also plan to:
- Develop further equality issues within our procurement strategy such as buying with other community planning partners and increasing supplier diversity;
 - Identify need and build a business case by reviewing the current provision for equality in procurement; building equality into the business case; and engaging with service users;
 - Introduce equality requirements in contract specifications including;
 - 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
- 8.8 Detailed actions with regard to relevant outcomes will be worked up for procurement during 2013/14.

9.0 Policy, Procedure & Guidance

- 9.1 As previously mentioned under section six of this report, the Council has designed and uses a corporate Equality Impact Assessment form and guidance. This form and guidance is currently being upgraded and the new form and guidance can be seen at Appendix 4.
- 9.2 Over the next two years the Council intends to hold further Equality Impact Assessment training sessions to both support officers and to improve on the quality of the resultant assessments.
- 9.3 Over the next two years the Council also intends to develop further its Equality Resource which is attached as Appendix 3a to this report. The aim is to further support officers in supplying up to date quantitative and qualitative evidence to inform and make more robust the Equality Impact Assessments carried out by the Council, Education Authority, Licensing Board and Community Planning Partnership.

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Accessibility of documents and information

- 9.4 All Council, Education Authority and Licensing Board documents can be translated on request or made available in different formats such as Braille and Audio.
- 9.5 This service is available by contacting the Council on enquiries@midlothian.gov.uk or by telephoning 0131 270 7500

Section 3 – Equality Outcomes 2013 - 2017

10.0 The Council, Education Authority & Licensing Board’s Equality Outcomes 2013 – 2017

Equality Outcomes

- 10.1 Outcomes are the changes that result for individuals, communities and organisations as a consequence of the actions the Council, Education, Licensing Board and Community Planning Partners have taken.
- 10.2 Outcomes are what matters to people and they can come in many guises such as changes in awareness, skills and attitudes, changes in behaviour, decision making and environmental conditions.
- 10.3 The Council, Education Authority, Licensing Board and Community Planning Partnership have identified equality outcomes for the next 4-year period, and priority areas for 2013/14. We will work up priority areas/action plans for the following three year period as part of our overall strategic actions for 2013/14.

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Midlothian Council			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
1	Midlothian is a safe place to live, work, visit & grow up in	Reduce anti-social behaviour	√	√	√			√	√	√	√	√	Eliminate discrimination Promote equality of opportunity Foster good relations
		Reduce re-offending	√	√	√			√	√	√	√	√	
		Reduce violent crime	√	√	√			√	√	√	√		
		Reduce Violence against women incidents	√	√	√	√	√	√	√	√	√	√	
		Protect Midlothian's children	√	√	√	√	√	√	√	√	√	√	
		Protect adults at risk	√	√	√	√	√	√	√	√	√	√	
		Reduce crimes of dishonesty	√	√	√			√	√	√	√	√	
		Improve road safety	√	√									
		Improve home	√	√	√							√	

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No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
		safety											
		Involve communities in setting and delivering community safety outcomes	√	√	√			√	√	√	√	√	
2	Midlothian is a place where: carers have support systems; independence for people with disabilities is promoted; fewer people are affected by drug & alcohol misuse; & services are enhanced to promote mental health & wellbeing, & support people in their own homes; & it is ensured that	Deliver services designed to meet the individual needs of each person enabling them to be as independent, healthy and safe as possible.	√	√	√			√	√	√	√	√	Eliminate discrimination Promote equality of opportunity Foster good relations

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Midlothian Council			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
	services are socially inclusive & personalised.												
		Change older people's services so that people are cared for and supported at home for longer rather than in hospital or in a care home	√	√	√			√	√	√	√	√	
3.	Midlothian is a place where people have access to quality affordable housing by delivering affordable homes for rent and sale.	Make sure that all those threatened with homelessness can access advice, support services and, eventually, settled accommodation	√	√	√	√	√	√	√	√	√	√	Eliminate discrimination Promote equality of opportunity
		Provide more social housing taking account of changes in local demand	√	√	√	√	√	√	√	√	√	√	

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Midlothian Council			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
4.	Every child in Midlothian has the best start in life and is ready to succeed.	Ensure that children and young people are nurtured within a local family or care setting	√	√	√			√	√	√	√	√	Eliminate discrimination Promote equality of opportunity Foster good relations
5.	We have improved the life changes for Midlothian's children, young people and families at risk	Ensure that children and families can access timely and appropriate interventions	√	√	√		√	√	√	√	√	√	
		Support young people to manage risk-taking and challenging behaviour	√	√	√			√	√	√	√	√	
6.	Our people are successful learners, confident individuals, effective contributors	Ensure we raise the attainment and achievement of Midlothian's children and young people	√	√	√			√	√	√	√	√	

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No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
	and responsible citizens												
		Offer young people leaving the care system the appropriate support to achieve their full potential	√	√	√			√	√	√	√	√	
7.	Poverty levels in Midlothian will be reduced relative to the Scottish average and citizens will engage with service development and delivery. There will also be a reduced inequality in Health Outcomes, and residents will be successful learners with	Assist people with low incomes or unemployed, by taking action on child poverty, welfare reform and targeting disadvantaged areas.	√	√	√			√	√	√	√	√	Eliminate discrimination Promote equality of opportunity Foster good relations

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Midlothian Council			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
	young people going onto positive destinations when they leave learning.												
		Build community, workforce and partners' capacity to tackle health inequalities and influence public policy	√	√	√			√	√	√	√	√	
		Help young learners and adults by improving the opportunities they have to learn and to get jobs	√	√	√			√	√	√	√	√	
		Review adult computer training to increase the number of people with digital competence	√	√	√			√	√	√	√	√	
		Develop the use of libraries and other places to provide people with local	√	√	√			√	√	√	√	√	

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No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
		access to services											
		Produce, agree and support implementation of Community Capacity Building and Co-production Strategy and Action Plan (how we will involve people more in designing services).	√	√	√			√	√	√	√	√	
8..	Midlothian's economy & businesses will be thriving in an integrated manner and the area will be known for its opportunities for new and expanding businesses. Visitors & residents will benefit from Midlothian's	Support the Midlothian economy and business community, and create jobs	√	√	√			√	√	√	√	√	Eliminate discrimination Promote equality of opportunity Foster good relations

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Midlothian Council			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
	quality environment and attractions and the area will be recognised as an important economic contributor to the City Region and wider Scottish economy. Greenhouse gas emissions for which Midlothian is responsible will be reduced, and accessibility by sustainable modes of travel will be improved												
		Extend and enlarge the level of Next Generation Broadband (NGB)	√	√	√			√	√	√	√	√	

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Midlothian Council			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
		coverage in Midlothian											
		Tackle issues relating to climate change	√	√	√			√	√	√	√	√	
		Improve sustainable waste management	√	√	√			√	√	√	√	√	
		Improve air quality	√	√	√			√	√	√	√	√	
		Promote biodiversity in Midlothian	√	√	√			√	√	√	√	√	
		Enhance/safeguard our town centres and historic environment	√	√	√			√	√	√	√	√	
9.	Midlothian Council functions, service planning and delivery will be based on evidence derived from our communities	All that the Council does, plans, procures and provides will be Equality Impact Assessed before going for approval and resulting actions will be monitored through the Council's performance	√	√	√			√	√	√	√	√	Eliminate discrimination Promote equality of opportunity Foster good relations

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No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
		management system to ensure compliance											
		Detailed actions for all Equality Outcomes will be written and published for each of the four years of this Equality Outcome Report.	√	√	√	√	√	√	√	√	√	√	
10.	Midlothian Council will create and maintain an inclusive culture where equalities in employment is an integral function which ensures that employment matters are determined solely on the basis of capability, qualifications, experience,	All new and revised Human Resources policies and processes will be subject to a thorough EqIA assessment which in turn can be used to improve/enhance future practice	√	√	√	√	√	√	√	√	√	√	Eliminate discrimination Promote equality of opportunity Foster good relations

Midlothian Council
Equality Outcome & Mainstreaming Report 2013 - 2017

Midlothian Council			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
	skills and performance resulting in a supported, engaged and highly performing workforce												
		Employment monitoring data and information will be gathered and analysed to create a workforce that is representative of its communities, and where discrimination, harassment and victimisation belong to and remain in the past.	√	√	√	√	√	√	√	√	√	√	
		Mainstreaming equality and diversity in employment throughout the organisation is a priority for ongoing action	√	√	√	√	√	√	√	√	√	√	

**Midlothian Council
Equality Outcome & Mainstreaming Report 2013 - 2017**

Education Authority			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
E1.	Our people are successful learners, confident individuals, effective contributors and responsible citizens	Ensure that vulnerable looked after children and young people receive the same education as all children and young people	√	√	√			√	√	√	√	√	Eliminate discrimination Promote equality of opportunity Foster good relations
E2.		Ensure we raise the attainment and achievement of Midlothian's children and young people	√	√	√			√	√	√	√	√	
E3.		All that the Education Authority does, plans, procures and	√	√	√			√	√	√	√	√	

**Midlothian Council
Equality Outcome & Mainstreaming Report 2013 - 2017**

Education Authority			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
		provides will be Equality Impact Assessed before going for approval and resulting actions will be monitored through the Council's performance management system to ensure compliance											

**Midlothian Council
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Licensing Board			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
L1	Midlothian is an area where incidents of crime, disorder and abuse continue to fall	Midlothian Licensing Board actively works with license holders and other Council services to support good behaviour in and around licensed premises	√	√	√			√	√	√	√	√	Eliminate discrimination Promote equality of opportunity Foster good relations
		All license applications are Equality Impact Assessed prior to approval and any resulting actions will be monitored through the Board's management system to ensure compliance	√	√	√			√	√	√	√	√	

**Midlothian Council
Equality Outcome & Mainstreaming Report 2013 - 2017**

Licensing Board			Protected Characteristics, Equality Act 2010									Poverty	Public Sector Equality Duty (PSED)
No	Outcome	2013/14 priorities	Age	Disability	Gender Re-assign	Marriage & CP	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation		
		The Licensing Board will work in partnership with a range of stakeholders to ensure that the most effective decisions are made to meet the aims of the Board	√	√	√			√	√	√	√	√	

Section 4 – Equality & Diversity in Employment 2012/2013



**Midlothian Council
Equality Outcome & Mainstreaming Report 2013 - 2017**

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Midlothian Council Equality Outcome & Mainstreaming Report 2013 - 2017

Introduction

Maximising the benefits of equality and diversity in employment for Midlothian Council means managing, individual differences in a way that capitalises on them and enables everyone to reach their full potential. Supporting and respecting individual differences helps every employee to be engaged and aim to be highly performing whilst fully contributing to the delivery of the Councils strategic priorities.

To do this we need to have an in-depth understanding of the effect that our workplace culture, employment policies, practices and procedures have on all of our employees. Collating and analysing data on employees by protected characteristics provides a good starting point to develop this understanding. This provides a robust evidence base to identify any differences in outcomes for different employee groups in order that the Council can continue to create a culture of opportunity for all.

Equalities Monitoring

Midlothian Council is committed to being a transparent, open, honest and accountable organisation. This will be monitored through the Council's public performance reporting system and in equality progress reports where it will be published as to what is done, how well this is done, and where there needs to be an improvement.

The following report details the current equalities monitoring requirements of the Council in line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. Developing, publishing and implementing the specific duties is, one of the methods through which the Council will achieve and sustain being an accountable and inclusive organisation.

In line with the specific duties employers are required to publish information as follows:

- 1) Employee information and/or profile
- 2) The recruitment, development and retention of employees
- 3) Equal pay statement
- 4) Gender pay gap information and occupational segregation

Current Position

To date equality and diversity information on: employees in post; applications for employment, development and promotion, bullying and harassment cases; grievance procedures; disciplinary proceedings; and cessation of employment have been and will continue to be analysed to identify any existing or potential equality and diversity in employment issues for those with protected characteristics.

Midlothian Council also has information from applicants for employment via the National Recruitment Portal. The information obtained through this process is in accordance with the data collected via the national census.

This information, once analysed allows the Council to highlight priority areas that it needs to examine in relation to its role as an employer.

Midlothian Council Equality Outcome & Mainstreaming Report 2013 - 2017

The Statutory Context

The Equality Act 2010 has brought all of the previous equalities legislation together into one. This was done to modernise the law and 'even up' the protection given to individuals. The purpose of the Act is to ensure that everyone, whether at work or in using a service has the right to be treated fairly.

Midlothian Council will therefore have 'due regard' that when making decisions and in carrying out its day to day activities to consciously consider the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Equality Impact Assessment

A thorough EQIA is carried out and published for new or revised Human Resource employment policies, procedures and practices which helps to identify any likely or potential equalities impact on those with a protected characteristic. A systematic approach is taken when using an equality impact assessment tool. This gives an indication about how a policy or proposed practice might be relevant to and affect individuals with different protected characteristics in different ways or in different circumstances. Doing this enables the Council to consider if any changes to employment policies and procedures need to be made in order to minimise the potential for unlawful discrimination and making the most of opportunities to promote equalities and foster good relations.

An equality impact assessment is further developed as policy, procedure and practices are finalised. This ensures that others are involved in the process for example trade union representatives, employees, equality working group and the disability consultation forum.

Data Collection for 12/13

The data collected is in line with the amended classification requirements for protected characteristics which are:

- age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

In line with the specific duties there will now be a legal obligation to publish with an analysis of employment monitoring data from April 2013 and thereafter every two years. The data will however, be collected annually.

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Key Findings

General

- The Council retains a workforce comprised of 73% female employees and 26% male employees. Figures from last year show an increase of 1% in female employees and a decrease of 1% for male employees.
- 68% of Midlothian Council's workforce resides in the Midlothian area.
- Female employees working part time comprise 40% of the Council workforce compared to 6.24% of male employees who work part time.
- The Council's workforce is ageing with a high percentage of employees aged between 46 and 55. 21% are aged over 55 and 2% over the age of 65. The number of employees aged 16-25 is currently 4%.
- 5% of respondents to the monitoring survey consider themselves to have a disability. The majority of those declaring their disability had a longstanding illness followed by a physical impairment, sensory impairment and/or a mental health condition.

Compared to previous annual results more employees are declaring that they consider themselves to have a disability and this is encouraging as the Council has been promoting a number of initiatives regarding health and wellbeing. Through employees declaring they consider themselves to have a disability individuals are more likely to be able to communicate with line managers or employee health support services, where for example reasonable adjustments are required.

- Indicators are that employees can be sensitive about declaring their sexual orientation with 19.5% of respondents preferring not to answer this question. 79% of Council employees responding consider themselves to be heterosexual. 1.5% of employees have identified themselves as lesbian, gay and bisexual.
- 64% of respondents are married or in a civil partnership with 12% preferring not to answer.
- The religious profile of employees has not changed in any significant way over the past 12 months. 57% of employees identify as part of a Christian faith with a third of employees stating that they are of no religion and 5% choosing not to provide an answer to this question.

Other religions are represented in the workforce profile such as Muslim and Buddhism.

Midlothian Council Equality Outcome & Mainstreaming Report 2013 - 2017

Workforce Analysis of 2012/13 data

This data is based on the sensitive information details held in iTrent the Council's HR database. The responses received are as a result of a workforce monitoring exercise carried out in 2012. There was a response rate of 48%.

Disability

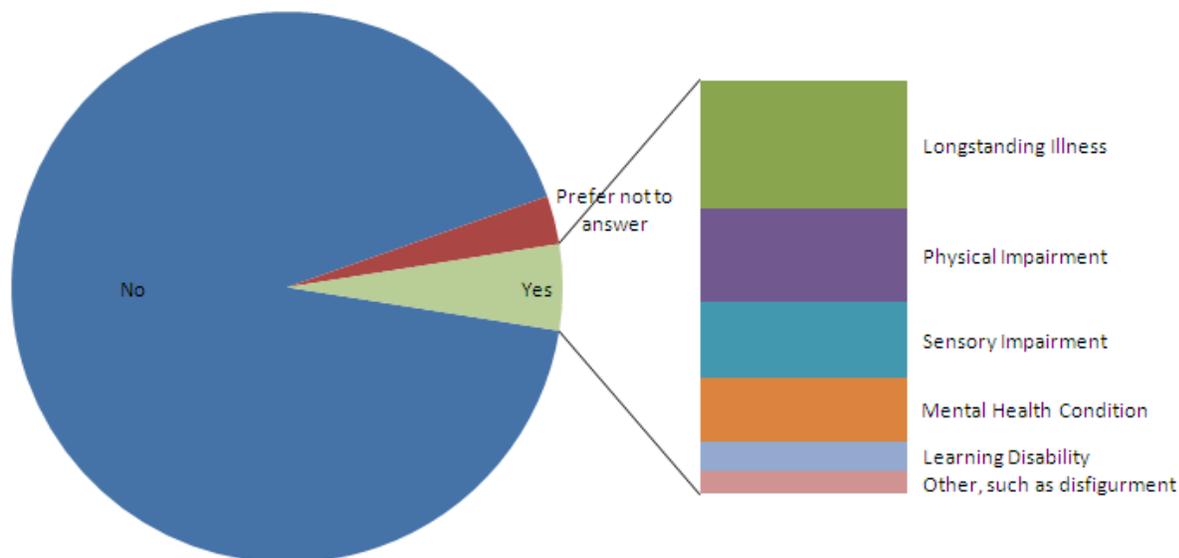
5% of respondents declared that they consider themselves to be disabled, and 3% selected 'Prefer not to answer'. This figure is reflective of the population of Midlothian which is that as at November 2011 8% of the working age population consider that they have a disability, which is above the Scottish average of 7%.

The types of disability were classified as:

- Longstanding illness
- Physical impairment
- Sensory impairment
- Mental health condition
- Learning disability
- Other, such as disfigurement

Out of the total number of response to the monitoring questionnaire the percentages are as follows:

	Percentage
No	92%
Prefer not to answer	3%
Yes - Longstanding Illness	2%
Yes - Physical Impairment	1%
Yes - Sensory Impairment	1%
Yes - Mental Health Condition	1%
Yes - Learning Disability	0%
Yes - Other, such as disfigurement	0%



A positive example of employees declaring that they have a disability is that reasonable adjustments have been implemented, which have resulted in improved performance, job satisfaction and attendance at work. Specialist equipment has been purchased in conjunction with access to work for an employee who is dyslexic and an employee with a particular physical disability.

Within Midlothian Council there is an established and proactive Disability Consultation Forum who in the past two years, have for example been responsible for influencing an audit to take place of the availability of hearing loops. As a result this made a sustainable difference to employees and the community of Midlothian with hearing impairment by ensuring that there are effective hearing loops in all public reception areas and that staff are trained and know how to use them.

The above has resulted in a hearing impairment group being formed by individual employees who are using the forum as a support network. In addition this has also led to further implementation of other adjustments for those with a hearing impairment.

The disability forum, regularly feature and participate in Council health, wellbeing and supporting staff events to publicise information on the forum objectives and activities. This has resulted in increased membership of the group.

Learning Difficulties

The profile of Midlothian report 2011 states that 'Midlothian has the highest percentage of adults, with learning difficulties of any local authority in Scotland'. In order to foster good relations there is a need to tackle prejudice in this area and promote understanding.

Only a few employees declared they have a learning disability and the Council does provide for example literacy and numeracy support through a community support service. (MALANI- Midlothian Adult Literacy and Numeracy Support). This service is also accessible to employees.

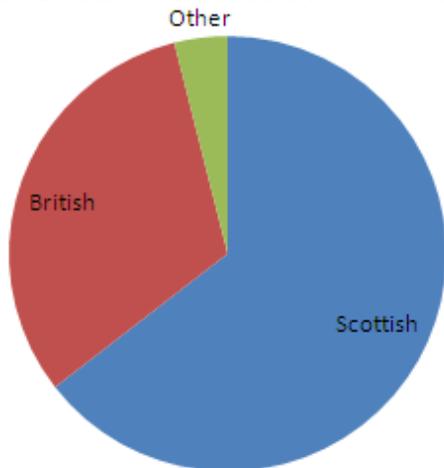
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Nationality

64% of respondents identify their nationality as Scottish and 31% as British. Of the remaining respondents 2% were other British nationalities (English, Welsh and Northern Irish), and 1% preferred not to answer this question.

	Percentage
Scottish	64%
British	31%
Other, please specify	2%
English	1%
Prefer not to answer	1%
Northern Irish	0%
Welsh	0%

(Chart below excludes 'Prefer not to answer' responses)



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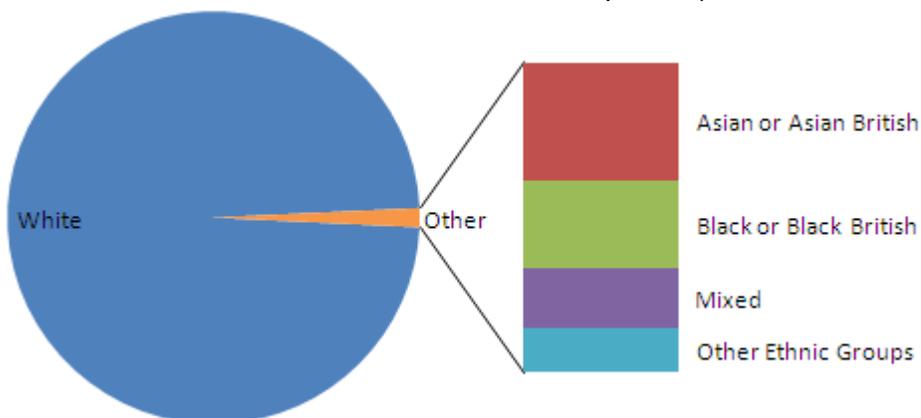
Race

84% of respondents identify themselves as White Scottish and 9% as White Other British. 2% of employees preferred not to answer this question.

	Percentage
White Scottish	84%
White Other British	9%
White Other	2%
White Irish	1%
White - Eastern European (eg Polish)	0%
Asian Pakistani (inc Scottish/British)	0%
Ethnicity, if Other please specify	0%
Mixed - any other mixed background	0%
African (inc Scottish/British)	0%
African Other	0%
Asian Indian (inc Scottish/British)	0%
Arab (inc Scottish/British)	0%
Asian Bangladeshi (inc Scottish/British)	0%
Asian British	0%
Asian Other (inc Scottish/British)	0%
Black (inc Scottish/British)	0%
Caribbean or Black (other)	0%
White Gypsy/Traveller	0%
Prefer not to answer	2%

The 0% figures reflects that either there is less than 10 or no respondents allocated to these particular groups,

(Chart below excludes 'Prefer not to answer' responses)



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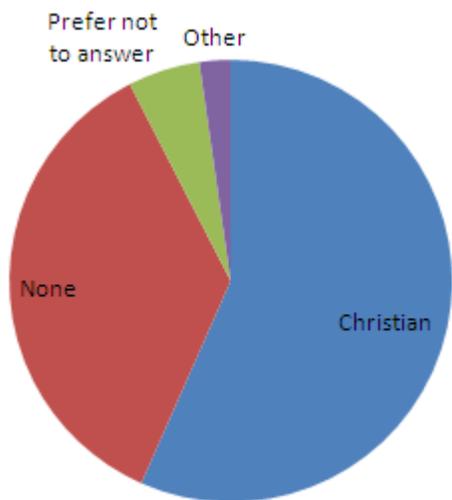
The above chart is reflective of the population of Midlothian 2011 report where according to latest figures there are totals of:

White	Indian	Pakistani and other South Asian	Chinese	Other
80,941	82	255	99	304

Religion

57% of respondents identify with a Christian faith (including 40% Church of Scotland, 10% Roman Catholic and 7% Other Christian). The second most common response was No religion.

	Percentage
Church of Scotland	40%
None	36%
Roman Catholic	10%
Other Christian	7%
Other Religion or Belief	1%
Buddhist	1%
Muslim	1%
Hindu	0%
Jewish	0%
Prefer not to answer	5%

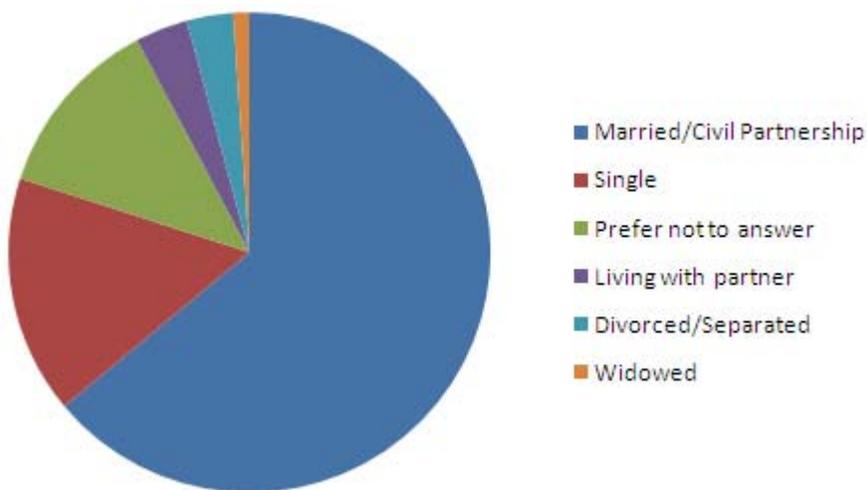


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Marriage and Civil Partnership

64% of employees are married or in a civil partnership. 12% of employees prefer not to answer this question.

	Percentage
Married/Civil Partnership	64%
Single	16%
Living with partner	4%
Divorced/Separated	3%
Widowed	1%
Prefer not to answer	12%

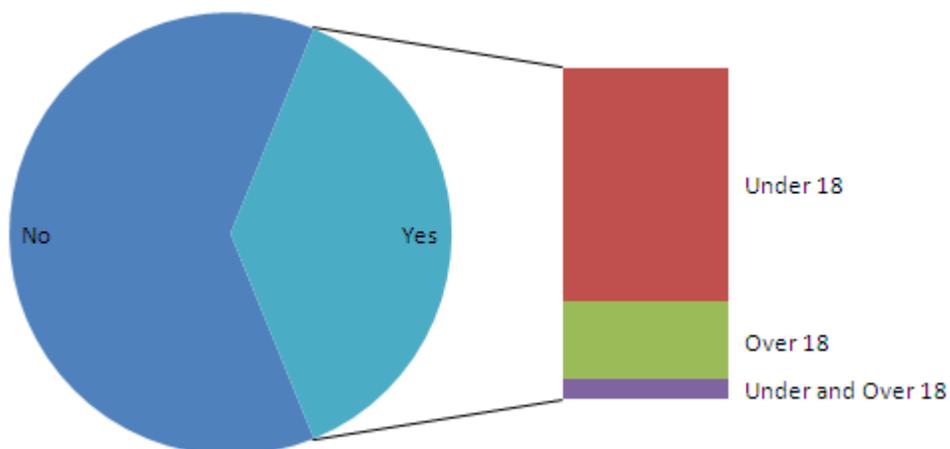


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Caring responsibilities

37% of respondents identified as having caring responsibilities, most commonly for someone under the age of 18.

	Percentage
No	61%
Yes - Under 18	26%
Yes - Over 18	9%
Yes - Under and Over 18	2%
Prefer not to answer	2%



Midlothian Council has implemented many work/ life balance policies and procedures such as flexible working practices. Employees have benefitted and taken advantage of for example mobile working practices allowing them to more effectively balance work and home life.

Gender Reassignment

This question was asked as part of the monitoring exercise however as the numbers of those responding 'yes' as to whether they 'ever identified as transgender or trans person' it would be inappropriate to be specific in terms of an individual being identified.

Age Profile

The average age of a Midlothian Council employee is 44 with 4% in the age range 16- 25, 21% over the age of 55 and 2% aged 65 or over. Only a small proportion of our workforce 2% is aged under 24.

Through the operation of the Mi Future scheme, there will be opportunities for apprenticeships and traineeships thereby having a positive impact on the 16-25 age group, who are particularly disadvantaged in the current climate.

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Sex

74% of employees are female and 26% male employees.

Pregnancy and Maternity

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.

Recruitment

Recruitment of Midlothian Council employees is via the national recruitment portal 'My Job Scotland'. The National Recruitment Portal has been designed to provide easy access to jobs and streamline the recruitment process across Councils and other public sector bodies in Scotland. It is also designed to allow the monitoring of recruitment to identify any 'hot spots' in order that national initiatives can be considered if necessary. The Portal ensures that there is consistency to the application process within Midlothian Council and the system can provide jobseekers, if registered with 'myjobscotland', with alerts, i.e., the job seeker can identify the type of post, the location, salary that they wish to consider and if a post becomes available that meets their criteria they will automatically be 'alerted' to it by the system. .

The Council uses the Portal as the primary recruitment tool and the main objective is to reach out to the wider community and attract a more diverse audience to apply for positions. In order to help those who do not have access to a computer they can use IT facilities in local libraries. In Midlothian some staff within libraries are trained to give assistance with 'myjobscotland'. Job fairs have also been held within for example residential homes for care workers in order to give them help with on line applications. In certain circumstances paper copies of recruitment forms can be accepted.

In summary:

- A higher number of applications, 71%, were received from females than males.
- 4% of applicants declared that they consider themselves to have a disability
- 45 appointees have declared their type of disability in accordance with the new classification which assists in the understanding of the types of reasonable adjustment and/or support that the person will require when commencing in post.
- 1% of applicants stated they were from a minority ethnic background.
- The majority of applicants, 71%, are married or in a civil partnership.
- 25% of those appointed declared their religion as Church of Scotland whereas 43% declared they had no religious beliefs and 1% of appointees were either, Hindu, Buddhist, or Muslim.
- 95% of appointees declared their sexual orientation as heterosexual/ straight.

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Mi Future

The Council has adopted a no compulsory redundancy policy for permanent employees and work has progressed to develop an approach to implementing the policy based on best practice models.

Midlothian Council, through its People Strategy, has a clear commitment to developing a supported, engaged and high performing workforce. Developing and retaining high quality employees, supporting and managing staff effectively through a challenging period of change and financial austerity, is a key element. Avoiding compulsory redundancies and 'growing' the skills of existing internal talent assists in achieving this.

The Mi Future scheme will be widely promoted to employees with information available in paper and electronic format. Information can also be made available in 'easy read' and large print where required. The function will operate on an equal basis regardless of gender, race, age, and other protected characteristics. Adaptations/ alternative strategies and approach will be made as necessary for those identified as having for example a learning disability.

The main positive impact will be that there will be no compulsory redundancies for permanent employees regardless of protected characteristic. Other positive impacts are:

- Opportunities will be available to all staff regardless of protected characteristic to be more accurately matched into appropriate positions suited to their assessed potential skill set.
- To develop placement opportunities at no additional cost which ensures redeployees regardless of protected characteristic are gainfully employed until a permanent role is secured.
- For employees who have become disabled or generally due to ill health can no longer fill the requirements of their current substantive post they will be more appropriately 'matched' into a suitable alternative and/or given appropriate support until such time as an alternative position can be secured
- Employees who identify or are likely to have specific needs to complete psychometric tests, e.g. employees who have literacy or numeracy difficulties, those that do not have access to a computer will be given appropriate support and guidance.
- There is the potential for employees in traditional blue collar posts to move to white collar positions and vice versa. (This has proven to be the case in other organisations, who, have operated such a scheme).
- There will also be more opportunities for female employees to be move into traditional male roles and visa versa
- Through the operation of such a scheme there will be opportunities for apprenticeships and traineeships thereby having a positive impact on the 16-25 age group who are particularly disadvantaged in the current climate.

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Leavers

During the calendar year 2012 there were 466 leavers. The table below gives a breakdown of reasons for leaving.

Retirement/ Voluntary Severance	18%
Resignation-Other Employment	40%
End of fixed term/temporary contract	15%
Permanent/temporary incapacity	2%
Dismissals (Conduct)	0.1%
Death in Service	0.1%
Personal Reasons	15%
Unknown	10%

Further analysis of the above shows that:

- The majority of leavers were female which is representative of the composition of the Council's workforce.
- Of the total leavers for 2012 0.1% had declared that they consider themselves to have a disability.
- The majority of leavers were from a white ethnic background.
- The majority of leavers were in the age group 45-54.

Learning and Development

Midlothian Council employees are actively encouraged to participate in learning and development opportunities. Following the introduction of the Competency Framework 2012 there is now a much more robust system to meet with employees and formally identify and agree development activities.

A number of development activities are mandatory for employees and these are e-learning modules on:

- Corporate Induction
This module is for new recruits. The induction covers a broad spectrum of areas such as Conditions of Service and Health and Safety.

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- Equality and Diversity
This is for employees to understand their obligations and responsibilities to promote and embed equality and diversity across the Council.
- Information Management
This module reinforces an employee's responsibilities in terms of sharing information and the main focus is on personal and sensitive information.
- Health, Safety and Wellbeing
Employees are given a good understanding of the fundamental principles of the above and are reminded of their obligations in taking responsibility as far as possible for their own health, safety and wellbeing.
- Customer Care & Complaints Handling
Employees in this module are reminded of the Council's standards and expectations of service for internal and external customers.

At the end of each of the above modules there is an assessment which the employee should pass in order to check that they have read and understand their responsibilities, obligations and expectations.

The above is in the format of e learning programmes and for those employees who do not have access to a computer they were taken through the modules as a group with their line manager. For those employees who had special needs such as extra support with literacy skills this was provided via colleague support and/or engaging the services of our MALANI and MiTech programme. MALANI and MiTech provide help with literacy and numeracy skills and are an educational facility package of training, employment opportunities and local support services for the community and employees of Midlothian.

All employees "in agreement with their line manager" have the opportunity to identify their learning and development needs or requirements through the Competency Framework process. For teachers needs are identified via the Performance, Development and Review process.

Competency Framework

Midlothian Council has adopted a Competency Framework that sets out 8 core competencies to ensure a consistent approach to managing performance and standards. This is achieved by helping managers assess competencies, recognise work well done, provide constructive feedback and develop employees in line with Council objectives. The introduction of the Competency Framework requires all local government employees (excluding casual workers and teachers) to participate in a Competency Appraisal with an identified appraisal manager.

The framework facilitates incremental progression where applicable and the agreed identification of learning and development needs. Where underperformance is identified a Performance Improvement Policy will apply with a view to support and develop an employee to reach their full potential.

All outcomes of the Competency Appraisal must be evidence based to ensure a fair and transparent process. Appraisal results will be monitored to audit results for indication of bias. In addition a quality assurance framework has been established to ensure consistency of standards and evidence is applied across the organisation.

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Additional assistance has been identified for those, with particular support needs to allow their full participation in the process. It is recognised that the same standards will apply to these groups but targets must reflect the reasonable adjustments made to accommodate their contribution in the workplace.

Applications and number of employees receiving training.

Centrally there are records of applications for corporate learning events and activities however employees retain their own records via the Competency Framework process. Learning and Development activities consist of both internal and external opportunities plus on the job development courses.

Learning and development opportunities are agreed between the employee and their manager via the Competency Framework process depending upon the relevance to their particular role. If certain development activities cannot be offered or agreed due to for example budgetary constraints then alternative methods of acquiring skills and knowledge will be considered such as an in house course activity.

In summary for 2012 the number of employees applying for and receiving training is **6159**.

Please note that many employees will receive more than one opportunity for training/ other learning and development activities throughout the year and this is reflected in the figure above. Please note the figure excludes mandatory e-learning modules.

- The majority of those trained are from white Scottish or white other British ethnic origin. However minority ethnic groups are also represented in the total numbers and are indicative of the workforce profile.
- 4% of employees who have declared that they have a disability have applied for and received training or other development activities.
- The largest number of those applying for, and receiving training were in the age bracket 45-54 which is again reflective of the composition of our workforce.

Midlothian Leadership Development Programme.

Over the past few months the Organisational Development team have been working, as part of the People Strategy, to develop and implement a new Midlothian Leadership Pathway Programme. The programme is to develop managers, supervisors and team leaders, to engage and empower them, thereby releasing their full potential as leaders across the organisation. This in turn creates a working environment and culture which delivers promises and aspirations.

The programme has been designed in order that managers become more self-aware, recognising their strengths and development needs and, most importantly, how their behaviours affect other people.

Effective leadership is critical in terms of eliminating discrimination, advancing equality of opportunity and fostering good relations among all equality groups. Leadership that 'walks the talk' on diversity and inclusion and behaves authentically sets the tone for the organisation and its employees.

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A number of those with staff responsibility have now completed part of the programme. To date the gender and age breakdown is as follows:

Gender		Age Range	
Male	55%	25-34	9%
Female	45%	35-44	36%
		45-54	36%
		55-64	19%

Equal Pay

Equal Pay Statement

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

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

The Council will aim to:

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

Our commitment to equal pay extends to both race and disability and whilst able to monitor this as our systems are developed to check for bias we will be in a position to more accurately report this in 2017.

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Gender Pay Gap

The gender pay gap is the difference between men's full time hourly earnings and women's full time hourly earnings. Normally the main causes of the pay gap are:

- Occupational Segregation
- A lack of flexible working opportunities
- Discrimination in pay and grading structures

In Midlothian Council there are a number of opportunities to work on a flexible or part time basis and more females than males have taken advantage of this.

The average basic hourly pay (excluding overtime) between men and women divided by the current gender headcount is as follows:

- Average Female Hourly Rate: £13.60
- Average Male Hourly Rate: 14.47
- Average Overall Hourly Rate: £13.83

This means that on average women earn 6% less than men and this is for a number of reasons:

- The higher number of women in lower grade posts.
- The higher number of women working part-time, either because the job is part-time or because they have chosen to work reduced hours as a flexible working pattern.

Occupational Segregation

The Council recognises that occupational segregation is one of the key barriers which prevents women and men from fulfilling their potential and consequently contributes to the pay gap.

Research shows that women and men tend to work in gender segregated roles. Occupational segregation by gender refers to the differences in the distribution of women and men across job grading bands and job types.

The composition of our workforce gives examples of horizontal segregation and this in summary is:

- Women in more traditional type roles of cleaners, care workers and caterers.
- Men in traditional roles such as refuse collectors, labourers, drivers and mechanics.

Other examples of vertical and horizontal segregation can be shown by:

- A higher number of women in lower grades and the higher number of men in more senior positions. However in recent years Midlothian Council has seen an increase in the number of females on the senior management team.
- There are more female than male teachers and three-quarters of newly qualified probationary teachers are female. In particular the Council is aiming to recruit more male teachers into the primary school sector.
- More females than males work in 'Care' positions such as Residential Care Worker, Community Support Worker and Social Work Assistant.

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- More males than females hold 'trades' or 'craft' type jobs.

The challenge for the Council is therefore to address the inherent issues relating to horizontal and vertical segregation in service areas or job roles where they are currently dominated by male or female employees. It is anticipated however that this is changing and through the Mi Future initiative the Council will be actively encouraging for example males in traditional 'blue collar' manual roles to consider 'white collar' roles.

Living Wage

Ultimately the Council's People Strategy outlines our commitment and responsibilities to ensuring fairness and equity when determining pay structures and practices and in addition:

The 'Living Wage' was implemented in Midlothian effective as of 1st January 2013 Drivers behind the Living Wage (£7.45 per hour at the time of writing), considered that in the last decade distribution of income across the UK population has changed very little, and that the income gap has not reduced. In Scotland we also know that the percentage of the population within the bottom 3 income deciles has remained fairly constant at around 13-14% of overall income and that employees who earn less than £7 per hour are more likely to be part-time, and across all age groups are more likely to be female.

Those that will most benefit from the above are part-time female employees who will see an average increase in salary of approx 3.5%. The increase in base pay with the application of the living wage will result in improved maternity payments for those taking maternity leave who qualify for occupational maternity and paternity pay.

The aim to introduce a living wage to the Council also deals with some of the issues associated with poverty and as a result this is largely due to traditional occupational segregation.

Harassment, Grievance and Discipline

We have in the past two years reviewed all of the above procedures to update them in accordance with statute and best practice. Managers have also received appropriate development to be able to effectively manage these issues. In relation to harassment there is a network of harassment support officers for staff to attempt to resolve issues on an informal basis in the first instance. The use of this network has increased which means that employees feel that they can come forward and admit to feeling harassed and/or bullied.

In summary for 2012:

- There were 18 formal harassment complaints and of these 11 were female and 7 were, male. The age distribution was reflective of the overall workforce composition with the majority of employees being aged between 40 and 59. There were some employees with a declared disability who perceived they were victims of harassment and this is being investigated further to ensure that reasonable adjustments where required are in place.

As the numbers of harassment cases are quite small we do not wish to be too specific in case it has the unintended consequence of enabling any individual being identified.

- There were 65 disciplinary cases and where a sanction or warning was applied the analysis showed no evidence of disproportionate treatment because of age, disability' ethnic origin or gender.

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- There were 48 grievance cases, 27 of which were raised by females and 21 that were raised by males which again is reflective of the composition of the workforce. The majority of employees raising a grievance were in the age category 45-64 and this will continue to be monitored for potential age discrimination.

Equality and Diversity in Employment

The following paragraphs demonstrate areas of best practice in 'embedding' the principles of equality and diversity in employment eliminating discrimination, advancing equality of opportunity and fostering good relations.

People Strategy

Midlothian Council has developed a People Strategy covering a three year period from 2011- 2014. (A new strategy is being developed for 2015- 2018). This was largely in response to public sector reform, substantially reduced budgets and new approaches to partnership and cross-authority working which will impact directly on employees.

In developing the strategy employee feedback was crucial and this was obtained through an employee survey, Investors in People Assessment, Workforce Information etc.

In summary the strategy has six themes which are:

Culture-the Council is committed to creating an inclusive organisational culture which is open and is articulated through clear leadership and recognisable people values that demonstrate one Council working together to make things better.

At the core of our values will be a commitment to equalities and recognition that the principles of equal opportunity must be fully 'embedded' and communicated.

Recognition, This element of the strategy focuses on the need to celebrate and recognise the successes and achievements of employees and support the continuous improvement of services and working practices.

Working Lives, the Council recognises that employee must juggle competing demands both in and outside of work, and there is a need to provide and promote a range of policies, practices and options that allow all irrespective of protected characteristics to achieve a sustainable work/life balance,

Management, there is the need to develop managers for the future which provides opportunities for employees and helps to develop services in a sustainable way that is consistent with the People Values and Competencies.

Performance and Development. Evidence from staff surveys suggests that employees do not always understand how their contribution and therefore any development activities they undertake relates to corporate plans and objectives. There is therefore a need to give every employee the opportunity to understand how their role contributes to the Council's goals. Every employee needs to believe that that they are supported and encouraged by their manager to learn new skills that will assist their effectiveness and sustained employability.

Listed below are some examples of initiatives under each main theme of the People Strategy:

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Culture

Annual employee surveys

Each year Midlothian Council encourages all employees to complete the survey and 'have their say' on for example:

Me and my job, Me and my manager, Me and the organisation, Me and my team. Questions and ratings under these particular headings allow the Council to formulate service action plans and engagement sessions as to where improvements require to be made or areas of best practice can be enhanced.

It has been very encouraging that in 2012 the response rate to the survey was 38% and for 2013 it was 59%. This demonstrates that employees are more involved in the process of 'having their say' and that they can see that the results of the survey and their views influence Council objectives, service plans and individual plans.

The specific questions with the greatest increase in percentage of respondents who agreed or strongly agreed were:

- I believe that we recognise, celebrate and share our achievements (up 14.2 percentage points to 71.2%)
- I receive constructive feedback from my line manager on how well I am doing (up 12.4 percentage points to 73.5%)
- I can see how my objectives link to my team's objectives and priorities (up 12 percentage points to 89.1%)

It is also encouraging that on average 91% of employees believe that we are an equal opportunities employer.

People Values

In response to feedback from employees and in line with organisational best practice the, Council has developed a set of People Values of **celebrate** our success and achievements, **respect** each other's differences, strive for **excellence** in everything we do, **support** one another and work **together** (CREST).

These values are now embedded into everything the Council does and they are promoted on a regular basis via the staff magazine and other communications.

Staff Suggestion Scheme

The 'Making Us Better Scheme' is a staff ideas group which meets with employee representatives plus the Chief Executive to put forward ideas and suggestions submitted by staff. This scheme has resulted in for example a review of the flexible working hours scheme and employees have commented that this has allowed them to have an improved work/life balance subject to operational requirements..

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Recognition

Celebrate Midlothian

Celebrate Midlothian allows recognition of the outstanding performance and worthy efforts of employees, providing excellent service delivery, customer care, colleague support, or simply making a positive impact where it really matters. A judging panel will consider all nominations received and create a shortlist of nominees for each category.

One of the awards is for 'diversity in action' which celebrates and recognises achievement for embedding equalities into working practices and service delivery. Last year this was awarded to a team who had clients referred to them by Supported Employment Services which aims to successfully integrate people with disabilities into the labour market.

Working Lives

Mental Health and Wellbeing Commendation Award

In August 2012 the Council was awarded the healthy working lives mental health and wellbeing commendation award. This Commendation Award sets a workplace standard for good practice in promoting positive mental health and well-being, supporting staff with mental health problems in the workplace and reducing barriers to recruiting staff with a history of mental health problems.

Integrated Employee Health Support Service

In September 2012 the Council tendered for the provision of a more integrated and easily accessible employee health support service to support employee health, wellbeing and the ability to sustain regular attendance at work. These services such as Occupational Health can help by giving advice and recommending interventions or adjustments enabling employees to remain at work therefore preventing sickness absence and/or facilitating a return to work following a period of ill health.

In particular as a result of these services the Council has supported a number of employees including those who have declared that they consider themselves to have a disability.

Management

Chief Executive question time sessions

These sessions provide employees with an opportunity to ask a range of questions with the Council's Chief Executive. The sessions are valued by employees who can ask questions on any Council issues and/or service delivery.

Management Competencies and Development

As previously detailed the above area is crucial to the overall and sustained development of the organisation. In particular it is expected that the development of managers in Midlothian will have a positive impact on all employees.

Performance and Development

Details have been provided earlier in this document on for example the Competency Framework and Leadership Pathway Programme.

Summary

This report demonstrates the methods by which equality and diversity issues are integral to Midlothian Council and there are many examples of good practice. The essential aim is to foster good relations activities at both corporate and operational level. It is recognised that there is a system of continuous improvement required in many areas to tackle prejudice and promote understanding. The following action plan details activities that will be undertaken to strive to meet the Council's equality and diversity in employment outcome to eliminate discrimination, advance equality of opportunity and foster good relations.

**Midlothian Council
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Outcome: Creating and maintaining an inclusive culture where equalities in employment is an integral function which ensures that employment matters are determined solely on the basis of capability, qualifications, experience, skills and performance which will result in a supported, engaged and highly performing workforce.				
Actions to be taken to achieve equality in employment outcome, eliminate discrimination, advance equality of opportunity and foster good relations.	Protected characteristic	Action	Date	Comment/s
The Council will be fully aware of the make -up of the workforce and actively encourage more participation in completing the equality monitoring questionnaire to more accurately reflect the composition of the workforce.	All	Collection exercise of equalities monitoring data to be repeated 2014	2014	Employees will be advised to update/ review their 'sensitive' data on line or by paper.
Midlothian Council employees will have increased understanding of	All	Continuing review of employment policies and practices	Ongoing	Monitoring will also take place via the EQIA process.

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Equal Opportunities in Employment and their obligations in line with the Equality Act 2010.		Completion of Equality and Diversity e learning module which is mandatory for all employees.		
Midlothian Council will minimise and eliminate discrimination in all employment practices by continuing to complete EQIA'S and adjust processes accordingly to eliminate discrimination and foster good relations.	All	Monitored via recruitment plus review and implementation of policies, procedures and practice. This also takes place via the EQIA process.	Ongoing	Review as necessary all HR, processes and procedures on an ongoing basis/ as advised by best practice and relevant bodies such as Equality and Human Rights Commission.
Midlothian Council will engage with employees to improve our understanding of their experiences of employment in the workplace.	All	Monitored through 'new eyes' scheme, via Corporate Induction programme. This data can also be collected through the employee survey	Ongoing	This will also be achieved via development opportunities such as MILO (e-learning training package).
Midlothian Council will be an employer of choice for disabled people	Disabled employees	Monitored via the Disability Forum, Maximising Attendance Policy,	Ongoing	This will also be monitored via recruitment and the application for the

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and reasonable adjustments will continue to be made to support disabled people in employment.		Procedure and Guidance.		'two ticks' guaranteed interview scheme.
Midlothian Council will ensure gender equality in employment and take steps to encourage women into craft and trade roles that are traditionally viewed as male roles. Steps will also be taken to encourage men into for example care positions that are traditionally viewed as female roles.	Gender	Monitored via gender pay gap information collected on an annual basis	Annually	Monitoring will also take place via the flexible working scheme
Midlothian Council will be an employer of choice for LGBT	Sexual orientation	Action via formulating links with organisations	Ongoing	Monitored via annual Equalities Information

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people and there is a commitment to increase understanding and knowledge of barriers those from this protected characteristic 'face' in employment.		such as 'Stonewall'.		collected each year.
Midlothian Council will eliminate as far as possible discrimination in employment, education and training on the basis of age via appropriate monitoring.	Age	Monitoring of recruitment data, learning and development opportunities ensuring that there are no patterns of potential discrimination on the grounds of age.	Annually	Monitored via annual Equalities Information collected each year. It has been identified via monitoring that employees within the age bracket 16-25 continues to fall however there are trainee schemes, work placement opportunities to address this.
Ensure that Midlothian Council offer a non discriminatory	All	'People Policies' within the Council apply to all equality groups and	Ongoing	

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package of employee benefits and work/life balance practices.		monitoring will take place via analysis. Living wage.		
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The Education Authority - Equality and Diversity in Employment

Outcome: Creating and maintaining an inclusive culture where equalities in employment is an integral function which ensures that employment matters are determined solely on the basis of capability, qualifications, experience, skills and performance which will result in a supported, engaged and highly performing workforce.

Teachers

Key Findings

Teachers in post

Currently there are 1, 144 teachers in post and of this 73% are female and 27% are male. Particular recruitment strategies are in place to encourage male teachers into the primary school sector.

Gender Pay Gap

The average hourly rate for female teachers is £20.61 per hour and for males it is £21.58. The gender pay gap is therefore approximately 5%.

Recruitment

For the year 2012/13 171 new or promoted teacher positions were advertised by Midlothian Council.

Leavers

In 2012 there were a total of 122 teachers who left Midlothian Council. Reasons for leaving are detailed in the table below:

Retirement/ Voluntary Severance	37%
Resignation-Other Employment	28%
End of fixed term/temporary contract	22%
Permanent/temporary incapacity	5%
Dismissals (Conduct)	None
Death in Service	None
Personal Reasons	8%
Unknown	None

Learning and Development

Development needs for teachers are via the Performance and Development Review process which teachers must complete as part of their Continuing Professional Development.

Communicating Clearly

We are happy to translate on request and provide information and publications in other formats, including Braille, tape or large print.

如有需要我們樂意提供翻譯本，和其他版本的資訊與刊物，包括盲人點字、錄音帶或大字體。

Zapewnimy tłumaczenie na żądanie oraz dostarczymy informacje i publikacje w innych formatach, w tym Braillem, na kasecie magnetofonowej lub dużym drukiem.

ਅਸੀਂ ਮੇਰਾ ਕਰਨ ਤੇ ਖੁਸ਼ੀ ਨਾਲ ਅਨੁਵਾਦ ਅਤੇ ਜਾਣਕਾਰੀ ਤੇ ਹੋਰ ਰੂਪਾਂ ਵਿੱਚ ਪ੍ਰਕਾਸ਼ਨ ਪ੍ਰਦਾਨ ਕਰਾਂਗੇ, ਜਿਨ੍ਹਾਂ ਵਿੱਚ ਬਰੇਲ, ਟੇਪ ਜਾਂ ਵੱਡੀ ਛਪਾਈ ਸ਼ਾਮਲ ਹਨ।

Körler için kabartma yazılar, kaset ve büyük nüshalar da dahil olmak üzere, istenilen bilgileri sağlamak ve tercüme etmekten memnuniyet duyarız.

اگر آپ چاہیں تو ہم خوشی سے آپ کو ترجمہ فراہم کر سکتے ہیں اور معلومات اور دستاویزات دیگر شکلوں میں مثلاً بریل (ناہینا افراد کے لیے ابجریٹ) اور بڑے حروف کی لکھائی) میں، ٹیپ پر یا بڑے حروف کی لکھائی میں فراہم کر سکتے ہیں۔

Please contact 0131 270 7500 or email: enquiries@midlothian.gov.uk

Equality Act 2010 & Equality Act 2012 (Specific Duties) (Scotland) Regulations 2012

Listed Bodies

Scottish Administration

- The Scottish Ministers
- Keeper of the Records of Scotland
- Keeper of the Registers of Scotland
- Registrar General of Births, Deaths and Marriages for Scotland
- Scottish Court Service

National Health Service

- A Health Board constituted under section 2 of the National Health Service (Scotland) Act 1978
- A Special Health Board constituted under that section

Local Government

- A council constituted under section 2 of the Local Government etc (Scotland) Act 1994
- A joint board within the meaning of section 235(1) of the Local Government (Scotland) Act 1973
- A joint fire and rescue board constituted by a scheme under section 2(1) of the Fire (Scotland) Act 2005
- A licensing board established under section 5 of the Licensing (Scotland) Act 2005, or continued in being by virtue of that section
- A National Park authority established by a designation order made under section 6 of the National Parks (Scotland) Act 2000
- Scottish Enterprise and Highlands and Islands Enterprise, established under the Enterprise and New Towns (Scotland) Act 1990

Other educational bodies

- An education authority in Scotland (within the meaning of section 135(1) of the Education (Scotland) Act 1980)
- The managers of a grant-aided school (within the meaning of that section)
- The board of management of a college of further education (within the meaning of section 36(1) of the Further and Higher Education (Scotland) Act 1992) which is a fundable body (within the meaning of section 6(2) of the Further and Higher Education (Scotland) Act 2005)
- In the case of such a college of further education not under the management of a board of management, the board of governors of the college or any person responsible for the management of the college, whether or not formally constituted as a governing body or board of governors
- The governing body of an institution within the higher education sector (within the meaning of Part 2 of the Further and Higher Education (Scotland) Act 1992) which is a fundable body (within the meaning of section 6(2) of the Further and Higher Education (Scotland) Act 2005)

Equality Act 2010 & Equality Act 2012 (Specific Duties) (Scotland) Regulations 2012

Listed Bodies

Police

- A police authority established under section 2 of the Police (Scotland) Act 1967

Other bodies and offices

- Accounts Commission for Scotland
- Audit Scotland
- Board of Trustees for the National Galleries of Scotland
- Board of Trustees of the National Museums of Scotland
- Bòrd na Gàidhlig
- A Chief Constable of a police force maintained under section 1 of the Police (Scotland) Act 1967
- A chief officer of a community justice authority
- A Chief Officer of a relevant authority appointed under section 7 of the Fire (Scotland) Act 2005
- Commissioner for Children and Young People in Scotland
- The Common Services Agency for the Scottish Health Service
- A community justice authority
- Creative Scotland
- Healthcare Improvement Scotland
- The Mental Welfare Commission for Scotland
- A regional Transport Partnership created by an order under section 1(1) of the Transport (Scotland) Act 2005
- Scottish Children's Reporter Administration
- The Scottish Criminal Cases Review Commission
- Scottish Environment Protection Agency
- Scottish Further and Higher Education Funding Council
- The Scottish Legal Aid Board
- Scottish Natural Heritage
- Scottish Qualifications Authority
- The Scottish Social Services Council
- The Scottish Sports Council
- Scottish Water
- Skills Development Scotland
- Social Care and Social Work Improvement Scotland
- The Trustees of the National Library of Scotland
- VisitScotland

Examples of Equality Unlawful Discrimination

Direct discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (see perception discrimination below), or because they associate with someone who has a protected characteristic (see discrimination by association below).

Paul, a senior manager, turns down Angela's application for promotion to a supervisor position. Angela, who is a lesbian, learns that Paul did this because he believes the team that she applied to manage are homophobic. Paul thought that Angela's sexual orientation would prevent her from gaining the team's respect and managing them effectively. This is direct sexual orientation discrimination against Angela.

Indirect discrimination

Already applies to age, race, religion or belief, sex, sexual orientation and marriage and civil partnership. Now extended to cover disability and gender reassignment. Indirect discrimination can occur when you have a condition, rule, policy or even a practice in your company that applies to everyone but particularly disadvantages people who share a protected characteristic.

Indirect discrimination can be justified if you can show that you acted reasonably in managing your business, i.e. that it is 'a proportionate means of achieving a legitimate aim'. A *legitimate aim* might be any lawful decision you make in running your business or organisation, but if there is a discriminatory effect, the sole aim of reducing costs is likely to be unlawful. Being proportionate really means being fair and reasonable, including showing that you've looked at 'less discriminatory' alternatives to any decision you make.

A small finance company needs its staff to work late on a Friday afternoon to analyse stock prices in the American finance market. The figures arrive late on Friday because of the global time differences. During the winter some staff would like to be released early on Friday afternoon in order to be home before sunset – a requirement of their religion. They propose to make the time up later during the remainder of the week.

The company is not able to agree to this request because the American figures are necessary to the business, they need to be worked on immediately and the company is too small to have anyone else able to do the work.

The requirement to work on Friday afternoon is not unlawful indirect discrimination as it meets a legitimate business aim and there is no alternative means to available.

Discrimination by association

Already applies to race, religion or belief and sexual orientation. Now extended to cover age, disability, gender reassignment and sex. This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Examples of Equality Unlawful Discrimination

June works as a project manager and is looking forward to a promised promotion. However, after she tells her boss that her mother, who lives at home, has had a stroke, the promotion is withdrawn. This may be discrimination against June because of her association with a disabled person.

Perception discrimination

Already applies to age, race, religion or belief and sexual orientation. Now extended to cover disability, gender reassignment and sex. This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Jim is 45 but looks much younger. Many people assume that he is in his mid 20s. He is not allowed to represent his company at an international meeting because the Managing Director thinks that he is too young. Jim has been discriminated against on the perception of a protected characteristic.

Harassment

Harassment is “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.

Harassment applies to all protected characteristics except for pregnancy and maternity and marriage and civil partnership. Employees will now be able to complain of behaviour that they find offensive even if it is not directed at them, and the complainant need not possess the relevant characteristic themselves. Employees are also protected from harassment because of perception and association.

Paul is disabled and is claiming harassment against his line manager after she frequently teased and humiliated him about his disability. Richard shares an office with Paul and he too is claiming harassment, even though he is not disabled, as the manager’s behaviour has also created an offensive environment for him.

Steve is continually being called gay and other related names by a group of employees at his work. Homophobic comments have been posted on the staff notice board about him by people from this group. Steve was recently physically pushed to the floor by one member of the group but is too scared to take action. Steve is not gay but heterosexual; furthermore the group know he isn’t gay. This is harassment because of sexual orientation.

Third party harassment

Already applies to sex. Now extended to cover age, disability, gender reassignment, race, religion or belief and sexual orientation. The Equality Act makes you potentially liable for harassment of your employees by people (third parties) who are not employees of your company, such as customers or clients. You will only be liable when harassment has occurred on at least two previous occasions, you are aware that it has taken place, and have not taken reasonable steps to prevent it from happening again.

Chris manages a Council Benefits Office. One of his staff, Frank, is gay. Frank mentions to Chris that he is feeling unhappy after a claimant made homophobic remarks in his hearing. Chris is concerned

Examples of Equality Unlawful Discrimination

and monitors the situation. Within a few days the claimant makes further offensive remarks. Chris reacts by having a word with the claimant, pointing out that this behaviour is unacceptable. He considers following it up with a letter to him pointing out that he will ban him if this happens again. Chris keeps Frank in the picture with the actions he is taking and believes he is taking reasonable steps to protect Frank from third party harassment.

Victimisation

Victimisation occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint. There is no longer a need to compare treatment of a complainant with that of a person who has not made or supported a complaint under the Act.

Anne makes a formal complaint against her manager because she feels that she has been discriminated against because of marriage. Although the complaint is resolved through the organisation's grievance procedures, Anne is subsequently ostracised by her colleagues, including her manager. She could claim victimisation.

Pregnancy and maternity

Lydia is pregnant and works at a call centre. The manager knows Lydia is pregnant but still disciplines her for taking too many toilet breaks as the manager would for any other member of staff. This is discrimination because of pregnancy and maternity as this characteristic doesn't require the normal comparison of treatment with other employees.

Equality Evidence Review Midlothian vs Scotland

Age and sex – protected characteristic key statistics

The estimated population of Midlothian in 2011 was 82,370. This is increase of 1.5% on the 2010 figure and represents 1.6% of the total population of Scotland.

Looking at Table 1 below we can see that 17.3% of Midlothian's population falls into the 16 – 29 year old bracket which is less than for Scotland as at whole at 18.7%. Older people that are those in the 60+ age bracket account for 23.8% of our population which is higher than the overall Scotland percentage (23.3%).

In line with Scotland as a whole Midlothian's population has been on the increase since 1985.

Table 1
Estimated 2011 population of Midlothian and Scotland by age band and sex

Age Group	Male pop. Midlothian	Male pop. Scotland	Female pop. Midlothian	Female pop. Scotland	Total pop. Midlothian	% of total pop. Midlothian	Total pop. Scotland	% of total pop Scotland
0 – 15	7,932	467,326	7,662	445,991	15,594	18.9%	913,317	17.4%
16 – 29	7,255	500,756	6,966	483,269	14,221	17.3%	984,025	18.7%
30 – 44	7,069	502,566	8,114	525,888	15,183	18.4%	1,028,454	19.6%
45 – 59	8,272	533,083	9,501	571,547	17,773	21.8%	1,104,630	21.0%
60 – 74	6,353	385,125	7,090	426,175	13,443	16.3%	811,300	15.4%
75+	2,440	159,344	3,716	253,730	8,156	7.5%	413,074	7.9%
All ages	39,321	2,548,200	43,049	2,706,600	82,370	100.0%	5,254,800	100.0%

Births

During 2010 and 2011 the number of births in Scotland dropped 0.3% as against 1.5% in Midlothian.

Equality Evidence Review Midlothian vs Scotland

Table 2

	Births 2010		Births 2011		% change in total no. of births 2010 - 2011
	Male	Female	Male	Female	
Midlothian	495	499	510	469	-1.5%
Scotland	29,872	28,919	30,111	28479	-0.3%

Deaths

Table 3

Age Group	Deaths in Midlothian	Deaths in Scotland	Age specific death rate per 1,000 people, Midlothian			Age specific death rate per 1,000 people, Scotland		
			Male	Female	All Persons	Male	Female	All Persons
0	9	691	3.9	2.1	3.0	4.4	3.3	3.9
1 – 14	4	278	0.2	0.0	0.1	0.1	0.1	0.1
15 – 20	25	1,887	1.0	0.3	0.6	0.9	0.4	0.6
30 – 44	57	4,003	1.7	0.8	1.2	2.1	1.1	1.6
45 – 64	341	24,746	6.1	3.8	4.9	7.1	4.6	5.8
65+	1,052	128,889	49.4	46.4	47.7	51.4	46.9	48.8
All ages	2,389	161,484	9.9	9.7	9.8	10.2	10.4	10.3

During 2011 the most common cause of death in males within Midlothian is cancer (37.9%), followed by circulatory disease and other disease (29.6%) and (14.7%) respectively, followed by respiratory (8.8%), external causes (5.6%), and digestive disease (3.5%). For women, in 2011, the most common cause of death was circulatory (31.4%), other (26.0%), cancer (19.9%), respiratory (12.8%), digestive (5.4%) and external causes (4.4%).

Overall in Midlothian the most common cause of death was circulatory followed by cancer.

Equality Evidence Review Midlothian vs Scotland

During the period 2009 – 2011 the overall death rate was higher for males than females in Midlothian. Midlothian had a lower death rate than for Scotland as a whole.

Life Expectancy

Table 4

	Midlothian			
	Life Expectancy at birth		Life Expectancy at 65	
	Male	Female	Male	Female
2008 – 2010	76.6	81.4	16.8	19.3
1998 - 2000	73.7	78.9	-	-
% change between 1998-2000 and 2008-2010	3.9%	3.3%	-	-
	Scotland			
	Life Expectancy at birth		Life Expectancy at 65	
	Male	Female	Male	Female
2008 – 2010	75.8	80.4	16.8	19.3
1998 - 2000	72.9	78.4	-	-
% change between 1998-2000 and 2008-2010	4.1%	2.6%	-	-

Life expectancy for both male and females is higher in Midlothian than Scotland as a whole, and male life expectancy at birth in Midlothian is improving more rapidly than for females.

Equality Evidence Review Midlothian vs Scotland

**Table 5
Population Overview**

Title (2011 %)	% Midlothian	Higher/Lower than Scottish %	% Scotland
Total population	82,370 = 100%	lower	5,254,800 = 100%
Total no. children	18.93%	higher	17.38%
Total no. pensionable	20.13%	higher	19.83%
Total no. working age	60.94%	lower	62.79%
Total aged 16 - 19	5.09%	higher	4.92%
Male population (total)	47.74%	lower	48.49%
Male population working age	30.65%	lower	32.31%
Male population (children)	9.63%	higher	8.89%
Male population (working age)	30.65%	lower	32.31%
Male population (pensionable age)	7.45%	higher	7.29%
Female population working age	30.29%	lower	30.48%
Female population	52.26%	higher	51.51%
Female population (children)	9.30%	higher	8.49%
Female population (working age)	30.29%	lower	30.48%
Female population (pensionable age)	12.67%	higher	12.54%
Total population children	18.93%	higher	17.38%

Equality Evidence Review Midlothian vs Scotland

Table 6
Economic Activity, Benefits & Tax Credits

Description (2011)	% Midlothian	Higher/lower than Scottish %	% Scotland
% total Midlothian population who are economically deprived	12%	lower	13%
% of working age population who are employment deprived	12%	lower	13%
% of pop. (16-24) claiming job seekers allowance (JSA), Q12012	8.1%	higher	7.1%
% of pop. (25-49) claiming job seekers allowance (JSA), Q12012	4.3%	lower	4.5%
% of pop. (50-pensionable age) claiming job seekers allowance (JSA), Q42009	2.0%	lower	2.4%
Total JSA claimants Q12012	2.72%	lower	2.84%
Total % of JSA claimants who are male	1.95%	lower	1.99%
Total % of JSA claimants who are female	0.76%	lower	0.85%
Total Income Support (IS) claimants Q12012	2.56%	lower	2.77%
% population 60+ claiming guaranteed pension credits Q12012	12.4%	lower	16.5%

Equality Evidence Review Midlothian vs Scotland

Description (2011)	% Midlothian	Higher/lower than Scottish %	% Scotland
Total incapacity benefit/support disability allowance claimants Q12012	3.17%	lower	3.38%
% lone parents of working age claiming IS and not in a higher statistical group	0.95%	higher	0.89%
Total no. of working age claimants Q12012	10.21%	lower	11.01%
Total no. of state pension claimants Q12012	19.82%	higher	19.30%
Total no. of child benefit claimants 2011	21.50%	higher	19.56%
Total no. of Attendance Allowance claimants Q12012	2.60%	lower	3.07%
Total no. of families receiving tax credits 2009/10	10.68%	higher	9.97%
% of population (16-24) claiming key benefits Q12012	16.5%	lower	14.3%
% of population (25-49) claiming key benefits Q12012	15.9%	lower	16.2%

Equality Evidence Review Midlothian vs Scotland

Table 7

Health

Description	% Midlothian	Higher/lower than Scottish %	% Scotland
Total Disability Living Allowance claimants Q12012	6.99%	higher	6.66%
% of women smoking at booking 2009-11	14.5%	lower	18.8%

Midlothian Equality Protected Characteristic Profile

Appendix 3a

Economic Activity, Benefits & Tax Credits	Midlothian Council	Scotland	↓/↑ Scottish figure
% of total population who are income deprived, 2011	12	13	↓
Total Jobseekers Allowance claimants, Q1, 2012	2240	149510	
Total number of Jobseekers Allowance claimants who are male, Q1, 2012	1610	104760	N/A
Total number of Jobseekers Allowance claimants who are female, Q1, 2012	630	44760	N/A
Total number of people of working age claiming Job Seekers Allowance, Q1, 2012	2020	149510	N/A
% of working age population claiming Jobseekers Allowance, Q4, 2009	3.2	4.0	↓
% of populations aged 16 – 24 claiming Jobseekers Allowance, Q1 2012	8.1	7.1	↑
% of populations aged 25 - 49 claiming Jobseekers Allowance, Q1 2012	4.3	4.5	↓
% of populations aged 50 to pensionable age claiming Jobseekers Allowance, Q4 2009	2.0	2.4	↓
% of working age population who are employment deprived, 2011	12	13	↓

Economic Activity, Benefits & Tax Credits	Midlothian Council	Scotland	↓/↑Scottish figure
Total income support claimants, Q1 2012	2110	146930	N/A
% of population aged 16 – 59 claiming income support, Q4, 2009	5.2	6.1	↓
Total State Pension claimants, Q1, 2012	16,330	1014090	N/A
All claimants of child benefit, 2011	17,710	1,027,750	N/A
% of population aged 60+ claiming guaranteed pension credits, Q1 2012	12.4	16.5	↓
% of population aged 16 – 24 claiming key benefits, Q1 2012	16.5	14.3	↑
% of population aged 25 - 49 claiming key benefits, Q1 2012	15.9	16.2	↓
% of populations aged 50 to pensionable age claiming key benefits, Q4 2009	20.0	23.3	↓
% of population aged 16 – 19 in Workless Client Group, Q3, 2007	6.8	6.8	↔
% of population aged 20 - 24 in Workless Client Group, Q3, 2007	11.2	11.5	↓
% of population aged 25 – 49 in Workless Client Group, Q3, 2007	11.1	13.3	↓

Economic Activity, Benefits & Tax Credits	Midlothian Council	Scotland	↓/↑Scottish figure
% of working age population in Workless Client Group, Q3, 2007	11.4	13.2	↓
Total Count of Women in Workless Client Group, Q3, 2007	2890	214620	N/A
Total number of working age claimants, Q1, 2012	8410	578680	N/A
% of working age population claiming key benefits, Q4, 2009	16.7	17.6	↓
Ratio of employment rate for disabled people to employment rate for non-disabled people (moving 3-year average); 2008	0.69	0.58	↑
Total Incapacity Benefit/Severe Disablement Allowance claimants, Q1 2012	2610	177460	N/A
Total number of people of working age claiming incapacity benefits, Q1, 2012	3880	278470	N/A
Comparative Illness rate per 100,000 of total population, 2010	11,585	12,286	N/A
% of population aged 16+ claiming incapacity benefit or SDA, Q1, 2012	3.9	4.1	↓
Total number of Attendance Allowance claimants, Q1, 2012	2,140	161,530	N/A

Economic Activity, Benefits & Tax Credits	Midlothian Council	Scotland	↓/↑Scottish figure
Lone parents of working age claiming income support & not in a higher statistical group, Q1, 2012	780	46610	N/A
Total number of families receiving Tax Credits, 2009/10	8800	524,000	N/A
% of population aged 16 – 24 claiming key benefits; Q1 2012	16.5	14.3	↑
% of population aged 25 - 49 claiming key benefits; Q1 2012	15.9	16.2	↓
% of population aged 50 - 64 claiming key benefits; Q1 2012	17.1	19.3	↓
% of females aged 16 – 24 claiming key benefits; Q1 2012	15.2	15.7	↓
% of males (working age) aged 16 – 24 claiming key benefits; Q1 2012	17.7	17.9	↓
Median gross weekly earnings of full time male employees residing in the area; 2011	481.9	519.8	↓
Median gross weekly earnings of full time female employees residing in the area; 2011	398.7	441.4	↓
Median gross weekly earnings (workplace based) of full time male employees; 2011	522.9	517.5	↑

Economic Activity, Benefits & Tax Credits	Midlothian Council	Scotland	↓/↑Scottish figure
Median gross weekly earnings (workplace based) of full time female employees; 2011	459.2	440.8	↑
Employment rate (female 16 – 64) Q1 2011	72.0	66.5	↑
Employment rate (male 16 – 64) Q1 2011	76.9	75.1	↑

Education, Skills & Training	Midlothian Council	Scotland	↓/↑Scottish figure
Number of female pupils on the S4 roll, 2010/11	493	27584	N/A
Number of male pupils on the S4 roll, 2010/11	482	28535	N/A
% of female pupils in the S4 cohort that attained 5 or more awards at SCQF level 3 or above; 2010/11	92.9	93.0	↓
% of female pupils in the S4 cohort that attained 5 or more awards at SCQF level 4 or above; 2010/11	80.7	81.2	↓
% of female pupils in the S4 cohort that attained 5 or more awards at SCQF level 5 or above; 2010/11	32.9	40.7	↓
% of female pupils in the S4 cohort that attained SCQF level 3 or better in both English and Maths; 2010/11	95.1	93.5	↑

Education, Skills & Training	Midlothian Council	Scotland	↓/↑Scottish figure
% of male pupils in the S4 cohort that attained SCQF level 3 or better in both English and Maths; 2010/11	94.2	92.6	↑
% of male pupils in the S4 cohort that attained 5 or more awards at SCQF level 3 or above; 2010/11	90.2	92.2	↓
% of male pupils in the S4 cohort that attained 5 or more awards at SCQF level 4 or above; 2010/11	74.7	76.5	↓
% of male pupils in the S4 cohort that attained 5 or more awards at SCQF level 5 or above; 2010/11	32.2	32.5	↓
% of pupils with ASN in the S4 cohort that attained 5 or more awards at SCQF level 3 or above; 2010/11	63.6	76.7	↓
% of pupils with ASN in the S4 cohort that attained 5 or more awards at SCQF level 4 or above; 2010/11	27.3	46.2	↓
% of pupils with ASN in the S4 cohort that attained 5 or more awards at SCQF level 5 or above; 2010/11	5.5	10.9	↓
% of S4 cohort with ASN that attained SCQF level 3 or better in both English and Maths; 2010/11	74.5	79.9	↓
% of female pupils in the S5 cohort that attained 1 or more awards at SCQF level 6 or above; 2010/11	52.6	58.3	↓

Education, Skills & Training	Midlothian Council	Scotland	↓/↑Scottish figure
% of female pupils in the S5 cohort that attained 3 or more awards at SCQF level 6 or above; 2010/11	29.1	35.2	↓
% of female pupils in the S5 cohort that attained 5 or more awards at SCQF level 6 or above; 2010/11	11.8	16.1	↓
Total number of pupils in primary schools, 2011	6248	364222	N/A
Number of male pupils in primary schools, 2011	3175	186,132	N/A
Number of female pupils in primary schools, 2011	3073	178,090	N/A
Primary % attendance rate, 2010/11	94.83	94.81	↔
Total number of pupils in secondary schools, 2011	5102	295991	N/A
Number of male pupils in secondary schools, 2011	2505	149,147	N/A
Number of female pupils in secondary schools, 2011	2597	146844	N/A
Total number of pupils in secondary schools aged 16 and over, 2011	1451	83559	N/A
Number of pupils enrolled in stage S4 of publicly funded secondary schools, 2010/11	975	56119	N/A
Secondary % attendance rate, 2010/11	90.86	91.14	↑

Education, Skills & Training	Midlothian Council	Scotland	↓/↑Scottish figure
The number of primary pupils being taught a range of subjects through the medium of Gaelic, 2011	2	2377	N/A
The number of secondary pupils being taught other subjects other than Gaelic through the medium of Gaelic, 2011	0	527	N/A
Average tariff score of all pupils on the S4 roll, 2010/11	184	184	↔
Average tariff score of female pupils on the S4 roll, 2010/11	193	192	↑
Average tariff score of male pupils on the S4 roll, 2010/11	175	176	↓
Number of female pupils on the S4 roll, 2010/11	493	27584	N/A
Number of male pupils on the S4 roll, 2010/11	482	28535	N/A
Number in the S4 cohort that attained SCQF level 3 or better in both English & Maths, 2010/11	923	52207	N/A
Number of pupils in the S4 cohort that attained 5 or more awards at SCQF level 3 or above, 2010/11	893	51969	N/A
Number of pupils in the S4 cohort that attained 5 or more awards at SCQF level 4 or above, 2010/11	758	44225	N/A

Education, Skills & Training	Midlothian Council	Scotland	↓/↑Scottish figure
Number of pupils in the S4 cohort that attained 5 or more awards at SCQF level 5 or above, 2010/11	317	20477	N/A
Number of pupils enrolled in stage S5 of publicly funded secondary schools, 2010/11	805	47227	N/A
Number of pupils in the S5 cohort that attained 1 or more awards at SCQF level 6 or above, 2010/11	407	25563	N/A
Number of pupils in the S5 cohort that attained 3 or more awards at SCQF level 6 or above, 2010/11	216	14994	N/A
Number of pupils in the S5 cohort that attained 5 or more awards at SCQF level 6 or above, 2010/11	90	6909	N/A
% of male pupils in the S5 cohort that attained 1 or more awards at SCQF level 6 or above; 2010/11	48.7	49.8	↓
% of male pupils in the S5 cohort that attained 3 or more awards at SCQF level 6 or above; 2010/11	24.8	28.2	↓
% of male pupils in the S5 cohort that attained 5 or more awards at SCQF level 6 or above; 2010/11	10.6	13.0	↓
Average tariff score of all pupils on the S5 roll, 2010/11	337	348	↓
% of pupils with ASN in the S5 cohort that attained 1 or more awards at SCQF level 6 or above; 2010/11	27.6	25.4	↑

Education, Skills & Training	Midlothian Council	Scotland	↓/↑Scottish figure
% of pupils with ASN in the S5 cohort that attained 3 or more awards at SCQF level 6 or above; 2010/11	6.9	10.8	↓
% of pupils with ASN in the S5 cohort that attained 5 or more awards at SCQF level 6 or above; 2010/11	0.0	4.1	↓
Number of pupils enrolled in stage 6 of publicly funded secondary schools, 2010/11	523	31425	N/A
Number of pupils in the S6 cohort that attained 1 or more awards at SCQF level 7 or above, 2010/11	143	9170	N/A
Number of pupils in the S6 cohort that attained 3 or more awards at SCQF level 6 or above, 2010/11	274	19364	N/A
Number of pupils in the S6 cohort that attained 5 or more awards at SCQF level 6 or above, 2010/11	177	13494	N/A
% of female pupils in the S6 cohort that attained 1 or more awards at SCQF level 7 or above; 2010/11	31.7	30.8	↑
% of female pupils in the S6 cohort that attained 3 or more awards at SCQF level 7 or above; 2010/11	54.5	65.2	↓
% of female pupils in the S6 cohort that attained 5 or more awards at SCQF level 7 or above; 2010/11	36.9	46.3	↓
% of male pupils in the S6 cohort that attained 1 or more awards at SCQF level 7 or above; 2010/11	22.7	27.4	↓

Education, Skills & Training	Midlothian Council	Scotland	↓/↑Scottish figure
% of male pupils in the S6 cohort that attained 3 or more awards at SCQF level 7 or above; 2010/11	50.2	57.6	↓
% of male pupils in the S6 cohort that attained 5 or more awards at SCQF level 7 or above; 2010/11	30.6	39.2	↓
Average tariff score of all pupils on the S6 roll, 2010,11	511	544	↓
% of pupils with ASN in the S6 cohort that attained 1 or more awards at SCQF level 7 or above; 2010/11	9.1	16.2	↓
% of pupils with ASN in the S6 cohort that attained 3 or more awards at SCQF level 6 or above; 2010/11	36.4	36.2	↑
% of pupils with ASN in the S6 cohort that attained 5 or more awards at SCQF level 6 or above; 2010/11	9.1	21.9	↓
% of leavers from publicly funded secondary schools that were unemployed and seeking employment or training (2002/03 onwards), 2010/11	13.8	9.6	↑
% of leavers from publicly funded secondary schools that were unemployed and not seeking employment or training (2002/03 onwards), 2010/11	1.0	1.2	↔

Education, Skills & Training	Midlothian Council	Scotland	↓/↑Scottish figure
% of male leavers from publicly funded secondary schools that were unemployed and seeking employment or training (2002/03 onwards), 2010/11	15.8	11.4	↑
% of male leavers from publicly funded secondary schools that were unemployed and not seeking employment or training (2002/03 onwards), 2010/11	0.4	0.8	↓
% of female leavers from publicly funded secondary schools that were unemployed and seeking employment or training (2002/03 onwards), 2010/11	11.6	7.7	↑
% of female leavers from publicly funded secondary schools that were unemployed and not seeking employment or training (2002/03 onwards), 2010/11	1.6	1.6	↔
% of leavers from publicly funded secondary schools going to Higher Education, 2010/11	29.0	35.8	↓
% of leavers from publicly funded secondary schools going to Further Education, 2010/11	25.9	27.1	↓
% of leavers from publicly funded secondary schools going into training, 2010/11	6.8	6.1	↑

Education, Skills & Training	Midlothian Council	Scotland	↓/↑Scottish figure
% of leavers from publicly funded secondary schools going into employment, 2010/11	23.1	19.8	↑
% of leavers from publicly funded secondary schools with unknown destinations, 2010/11	0.3	0.3	↔
% of leavers from publicly funded secondary schools in positive follow-up destinations, 2010/11	85.0	87.2	↓
% of people with low or no qualifications (16-64), 2010	14.3	14.7	↔

Housing	Midlothian Council	Scotland	↓/↑Scottish figure
% of households in Fuel Poverty – male highest income householder, 2008/10	26.2	24.0	↓
% of households in Fuel Poverty – female highest income householder, 2008/10	29.7	36.4	↓
% of dwellings in Council Tax band A, 2011	2.74	21.99	↓
% of dwellings in Council Tax band A – C, 2011	64.39	61.65	↑
% of dwellings in Council Tax band F – H, 2011	11.97	12.33	↓
Total number of dwellings per hectare, 2011	1.03	0.32	↑
House sales, median price, 2010	151,000	135,000	↑

Housing	Midlothian Council	Scotland	↓/↑Scottish figure
House sales, mean price, 2010	175,836	163,429	↑
Total number of dwellings, 2011	36,617	2506062	N/A
House sales, numbers, 2010	668	58,642	N/A
% of dwellings which are flats, 2011	23.18	38.09	↓
% of dwellings which are terraced, 2011	32.44	20.63	↑
% of dwellings which are semi-detached, 2011	25.12	19.84	↑
% of dwellings which are detached, 2011	19.01	20.93	↓
% of dwellings with 1 to 3 rooms, 2011	31.83	42.20	↓
% of dwellings with 4 to 6 rooms, 2011	62.22	50.43	↑
% of dwellings with 7 to 9 rooms, 2011	5.20	5.43	↔
% of dwellings with 10 or more rooms, 2011	0.44	0.55	↓
Median number of rooms, 2011	4	4	↔
% of dwellings which are occupied, 2011	98	96	↓
% of dwellings which are vacant, 2011	2	3	↓
% of dwellings which are second homes, 2011	0	1	↓

Housing	Midlothian Council	Scotland	↓/↑Scottish figure
% of dwellings which contain a single adult discount, 2011	32	38	↓
% of households in Fuel Poverty –highest income householder under 60, 2008/10	15.7	17.7	↓
% of households in Fuel Poverty –highest income householder 60+, 2008/10	50.0	49.0	↑
% of households in Fuel Poverty – householder with disability or long term sick 2008/10	26.5	25.5	↑
% of households in Fuel Poverty –no disability or long term sick 2008/10	29.2	35.5	↓
% of adults rating the condition of their house/flat as good – female highest income householder, 2008/10	75.7	80.0	↓
% of adults rating the condition of their house/flat as good – male highest income householder, 2008/10	77.6	85.4	↓
% of adults rating the condition of their house/flat as good –highest income householder 60 plus, 2008/10	89.0	89.8	↓
% of adults rating the condition of their house/flat as good –highest income householder under 60, 2008/10	70.2	79.6	↓

Housing	Midlothian Council	Scotland	↓/↑Scottish figure
% of adults rating the condition of their house/flat as good –householder with disability or long term sick, 2008/10	79.3	84.8	↓
% of adults rating the condition of their house/flat as good –no disability or long term sick, 2008/10	73.5	80.5	↓
Rate of new house building (new housing supply through new build, conversion and refurbishment), 2010/11	442	17,267	

Population	Midlothian Council	Scotland	↓/↑Scottish figure
Total population, 2011	82,370	5254800	N/A
Total population aged 16 – 19, 2011	4194	258454	N/A
Total population – children (%), 2011	18.93	17.38	↑
Total population – working age (%), 2011	60.94	62.79	↓
Total population – pensionable age (%), 2011	20.13	19.83	↑
Male population – working age, 2011	25250	1697878	N/A
Female population – working age, 2011	24949	1601765	N/A
Dependency ratio (%), 2011	56.03	52.35	↑

Population	Midlothian Council	Scotland	↓/↑Scottish figure
Male life expectancy at birth, 2008/10	76.6	75.8	N/A
Female life expectancy at birth, 2008/10	81.4	80.4	N/A
Male births which were registered in the calendar year, 2011	510	30,111	N/A
Female births which were registered in the calendar year, 2011	469	28,479	N/A
Births which were registered in the calendar year, 2011	979	58,590	N/A
Male population aged 0 – 4, 2011	39321	2548200	N/A
Male population aged 5 – 9, 2011	2562	151975	N/A
Male population aged 10 – 14, 2011	2405	139832	N/A
Male population aged 15 – 19, 2011	2965	175519	N/A
Male population aged 20 – 24, 2011	2156	131962	N/A
Male population aged 25 – 29, 2011	2759	186473	N/A
Male population aged 30 – 34, 2011	2340	182321	N/A
Male population aged 35 - 39, 2011	1967	162928	N/A
Male population aged 40 - 44, 2011	2161	155436	N/A

Population	Midlothian Council	Scotland	↓/↑Scottish figure
Male population aged 45 - 49, 2011	2941	184202	N/A
Male population aged 50 - 54, 2011	2901	192578	N/A
Male population aged 55 - 59, 2011	2828	180504	N/A
Male population aged 60 - 64, 2011	2543	160001	N/A
Male population aged 65 - 69, 2011	2654	161473	N/A
Male population aged 70 - 74, 2011	2100	124444	N/A
Male population aged 75 - 79, 2011	1599	99208	N/A
Male population aged 80 - 84, 2011	1166	76231	N/A
Male population aged 85 - 89, 2011	773	48539	N/A
Male population aged 90+, 2011	351	24332	N/A
Male population, 2011	39321	2548200	N/A
Male population – children(%), 2011	9.63	8.89	N/A
Male population – working age (%), 2011	30.65	32.31	N/A
Male population – pensionable age (%), 2011	7.45	7.29	N/A
Male dependency ratio (%), 2011	55.73	50.08	N/A

Population	Midlothian Council	Scotland	↓/↑Scottish figure
Female population, 2011	43,049	2706600	N/A
Female population aged 0 – 4, 2011	2436	145766	N/A
Female population aged 5 - 9, 2011	2218	133542	N/A
Female population aged 10 - 14, 2011	3008	166683	N/A
Female population aged 15 - 19, 2011	2038	126492	N/A
Female population aged 20 - 24, 2011	2557	180665	N/A
Female population aged 25 - 29, 2011	2371	176112	N/A
Female population aged 30 - 34, 2011	2201	159172	N/A
Female population aged 35 - 39, 2011	2603	166275	N/A
Female population aged 40 - 44, 2011	3310	200441	N/A
Female population aged 45 - 49, 2011	3512	209974	N/A
Female population aged 50 - 54, 2011	3244	193527	N/A
Female population aged 55 - 59, 2011	2745	168046	N/A
Female population aged 60 - 64, 2011	2960	170514	N/A
Female population aged 65 - 69, 2011	2274	137089	N/A

Population	Midlothian Council	Scotland	↓/↑Scottish figure
Female population aged 70 - 74, 2011	1856	118572	N/A
Female population aged 75 - 79, 2011	1561	101768	N/A
Female population aged 80 - 84, 2011	1090	76306	N/A
Female population aged 85 - 89, 2011	667	48100	N/A
Female population aged 90 and over, 2011	398	27556	N/A
Female population – children (%), 2011	9.30	8.49	N/A
Female population – working age (%), 2011	30.29	30.48	N/A
Female population – pensionable age (%), 2011	12.67	12.54	N/A
Female dependency ration (%), 2011	56.31	54.56	N/A
Total population aged 0 – 4, 2011	4998	297741	N/A
Total population aged 5 – 9, 2011	4623	273374	N/A
Total population aged 10 – 14, 2011	5973	342202	N/A
Total population aged 15 – 19, 2011	4194	258454	N/A
Total population aged 20 – 24, 2011	5316	367138	N/A
Total population aged 25 – 29, 2011	4711	358433	N/A

Population	Midlothian Council	Scotland	↓/↑Scottish figure
Total population aged 30 – 34, 2011	4168	322100	N/A
Total population aged 35 – 39, 2011	4764	321711	N/A
Total population aged 40 – 44, 2011	6251	384643	N/A
Total population aged 45 – 49, 2011	6413	402552	N/A
Total population aged 50 – 54, 2011	6072	374031	N/A
Total population aged 55 – 59, 2011	5288	328047	N/A
Total population aged 60 – 64, 2011	5614	331987	N/A
Total population aged 65 – 69, 2011	4374	261533	N/A
Total population aged 70 – 74, 2011	3455	217780	N/A
Total population aged 75 – 79, 2011	2727	177999	N/A
Total population aged 80 – 84, 2011	1863	124845	N/A
Total population aged 85 – 89, 2011	1018	72432	N/A
Total population aged 90+, 2011	548	37798	N/A
Total population – children (%), 2011	18.93	17.38	N/A
Total population – working age (%), 2011	60.94	62.79	N/A

Population	Midlothian Council	Scotland	↓/↑Scottish figure
Total population – pensionable age (%), 2011	20.13	19.83	N/A
Deaths – males under 75 CHD, 2011	30	2010	N/A
Deaths – males under 75 cancer, 2011	73	4141	N/A
Deaths – females under 75 CHD, 2011	9	726	N/A
Deaths – females under 75 cancer, 2011	40	3673	N/A
European age standardised death rate per 100,000 population – males aged under 75, 2011	391.9	431.0	N/A
European age standardised death rate per 100,000 population – females aged under 75, 2011	225.6	273.9	N/A

Health	Midlothian Council	Scotland	↓/↑Scottish figure
Estimated % of population prescribed drugs for anxiety, depression or psychosis, 2004	9	8	↑
Estimated number of people being prescribed drugs for anxiety, depression or psychosis, 2004	7,366	436,953	N/A
Emergency hospital admissions – both sexes – aged 65+ - rate per 100,000 population, 2010	22,652	25,320	↓

Health	Midlothian Council	Scotland	↓/↑Scottish figure
Emergency hospital admissions – both sexes – all ages - rate per 100,000 population, 2010	8,911	10,024	N/A
Hospital admissions for drugs misuse – rate per 100,000 population, 2001 – 2004	126.88	127.46	↓
Modelled estimates of smoking prevalence in males aged 16+ as a % of male population 16+, 2003/04	26.8	28.1	↓
% of women smoking at booking, 2009/11	14.5	18.8	↓
Total Disability Living Allowance claimants, Q1, 2012	5,760	349,850	N/A
Hospital admissions with a diagnosis of cancer – both sexes – all ages – rate per 100,000, 2010	3,495	2,696	↑
Low weight live singleton birth % of live singleton births, 2009/11	2.13	2.04	↓
The % of the last 6 months of life spent at home or in a community setting, 2009/10	92.7	90.7	↑

Physical Environment	Midlothian Council	Scotland	↓/↑Scottish figure
% of people within 0-500 metres of any derelict site, 2011	44.9	30.1	↑

Community Care	Midlothian Council	Scotland	↓/↑Scottish figure
Number of Care Homes for Older People, 2006	13	960	N/A
Number of Care Homes for Adults with physical difficulties, 2006	0	46	N/A
Number of Care Homes for Other Client Groups, 2006	1	54	N/A
Number of Care Homes for Adults with learning disabilities, 2006	21	330	N/A
Places in care homes for older people, 2006	588	38,099	N/A
Places in care homes for adults with physical disabilities, 2006	0	552	N/A
Places in care homes for adults with mental health problems, 2006	8	1203	N/A
Places in care homes for Other Client Groups, 2006	6	729	N/A
Places in care homes for Adults with learning disabilities, 2006	140	2906	N/A
Improve support for people with care needs, 2011/12	64.4	60.4	↑

Community Well-being/Social Environment	Midlothian Council	Scotland	↓/↑Scottish figure
% of adults who rate their neighbourhood as a very good place to live, 2009/10	50.6	55.2	↓
% of adults who agreed with the statement 'I can influence decisions affecting my local area', 2009/10	19.5	21.6	↓
% of adults who are fairly or very satisfied with the quality of the their local health service, schools, and public transport, 2009/10	67.6	64.5	↑
% of adults who have either participated in a cultural activity or who have attended or visited a cultural event or place in the last 12 months, 2009/10	88.7	85.6	↑

Midlothian Council
Equality Impact Assessment Form
2013/2014

Section 1: Aims of the Policy/Function

1.0 What is the purpose of the policy (or the changes made to the policy)

1.2 Who is affected by the policy or who is intended to benefit from the proposed policy and how?

1.3 How has the policy been, or will be put into practice, and who is or will be responsible for delivering it?

1.4 Have the resources for the policy been allocated?

Section 2: What's known about the diverse needs of the target audience?

Is there information on Age?	
Age - Evidence	
Age - Consultation	
Is there information on Disability?	
Disability - Evidence	
Disability - Consultation	
Is there information on gender re-assignment?	
Gender re-assignment - Evidence	
Gender re-assignment - Consultation	
Is there information on Marriage & Civil Partnership?	
Marriage & Civil Partnership - Evidence	
Marriage & Civil Partnership - Consultation	
Is there information on Pregnancy & Maternity	
Pregnancy & Maternity - Evidence	
Pregnancy & Maternity - Consultation	

Is there information on Race?	
Race - Evidence	
Race - Consultation	
Is there information on Religion/belief?	
Religion/belief - Evidence	
Religion/belief Consultation	
Is there information on Sex?	
Sex - Evidence	
Sex - Consultation	
Is there information on Lesbian, Gay, & Bisexual (LGB)?	
LGB - Evidence	
LGBT - Consultation	
Is there information on Poverty?	
Poverty - Evidence	
Poverty - Consultation	

Section 3: Is there enough information to help understand the needs and/or experiences of the target audience regarding:

Age?	
If not, what other information is needed?	
Disability?	
If not, what other information is needed?	
Gender re-assignment?	
If not, what other information is needed?	
Marriage & Civil Partnership?	
If not, what other information is needed?	
Pregnancy & maternity?	
If not, what other information is needed?	
Race?	
If not, what other information is	

needed?	
On Religion/belief	
If not, what other information is needed?	
Sex?	
If not, what other information is needed?	
On Lesbian, Gay, and Bisexual (LGB)?	
If not, what other information is needed?	
Poverty?	
If not, what other information is needed?	

Section 4: What does the information given say about how this policy might impact positively or negatively on the different groups within the target audience?

On Age	
On Disability	
On Gender re-assignment	

On Marriage & Civil Partnership

On Pregnancy & Maternity

On Race

On Religion/belief

On Sex	
On Lesbian, Gay & Bisexual (LGB)	
On Poverty	

Section 5: Will there be any changes to the policy?

On Age	
On Disability	
On Gender re-assignment	
On Marriage & Civil Partnership	
On Pregnancy & Maternity	
On Race	
On Religion & Belief	
On Sex	
On Lesbian, Gay, and Bisexual (LGB)	
On Poverty	
Comments	

Section 6: Does the policy provide the opportunity to promote equality of opportunity or good relations by altering the policy or working with others?

On Age?	
Age - Comments	
On Disability?	
Disability - Comments	
On Gender re-assignment?	
Gender re-assignment - Comments	
On Marriage & Civil Partnership?	
Marriage & Civil Partnership - Comments	
On Pregnancy & Maternity?	
On Pregnancy & Maternity - Comments	
On Race?	
Race - Comments	

On Religion/belief?	
Religion/belief - comments	
On Sex?	
Sex - comments	
On Lesbian, Gay and Bi-sexual (LGB)?	
Lesbian, Gay and Bi-sexual (LGB) - comments	
On Poverty?	
Poverty - comments	

Section 7: Level of relevance to the policy, based on the work that has been done

Age	
Disability	
Gender re-assignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/belief	
Sex	
Lesbian, Gay & Bi-sexual (LGB)	
Poverty	

Section 8: Does a further assessment need to be done?

On Age?	
On Disability?	
On Gender re-assignment?	
On Marriage & Civil Partnership?	
On Pregnancy & Maternity?	
On Race?	
On Religion/belief?	
On Sex?	
On Lesbian, Gay, & Bi-sexual (LGB)?	
On Poverty?	
Comments if a further assessment is needed?	
Comments if no further assessment is needed?	

Section 9: How will this policy/function be monitored and evaluated to ensure there are acceptable outcomes for all?

<p>Comments</p>	
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Section 10: Equality Impact Assessment (EqIA) sign-off

Policy or Function Title	
Responsible Service	
Division	
Head of Service Name	
Head of Service Signature	
N.B. This Equality Impact Assessment (EqIA) must be signed-off by the responsible Head of Service. This is a legal requirement of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 and may not be delegated to a grade lower than Head of Service.	

No Equality Impact Assessment Form Required

Sign-off Form

Policy or Function Title	
Responsible Service	
Division	
Head of Service Name	
Head of Service Signature	
<p>N.B. This No Equality Impact Assessment Form (NEqIAF) must be signed-off by the responsible Head of Service. This is a legal requirement of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 and may not be delegated to a grade lower than Head of Service.</p> <p>This form may only be used if the policy or function or revision of the policy or function concerned <u>does not</u> in any way affect people.</p>	