

Aberdeen City Council
Equality Outcomes and Mainstreaming
Report 2021- 2025

Foreword
To follow

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Introduction

This document presents the Council's plan for mainstreaming equality within the organisation and sets out our intended actions for 2021 – 2025 to pay due regard to the Equality Act 2010 and its General Duties of eliminating discrimination; advancing equality of opportunity; and fostering good relations between persons who share a protected characteristic and those who do not.

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The protected characteristics as [defined](#) by the Equality Act 2010 are:

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

Chapter 1- The context for equalities mainstreaming in 2021.

In this chapter we will consider current national and local equality issues which affects peoples' lives. We will also reflect on the approaches and strategies the Council has pursued in its journey to meet its legal equalities duties. This will contribute to framing the equality work and setting a new set of Equality Outcomes for the next 4 years.

The COVID-19 pandemic

The **COVID-19 pandemic** has had an unprecedented impact on communities across the world. Every life has been affected, however, there is clear evidence that COVID-19 does not affect all population groups [equally](#). Whether it is the virus itself or the restrictions set as a response to its spread, early national and local research has shown the extra layer of disadvantage equality groups are enduring:

- Research shows older age and being a member of an ethnic minority community, for example, are associated with a higher risk of catching the infection and higher rates of death.
- Bereavement, isolation, loss of income and fear are triggering mental health conditions or exacerbating existing ones. Many people may be facing increased levels of alcohol and drug use, insomnia, and anxiety.
- There is concern that rates of domestic abuse are increasing during periods of lockdown and restricted measures. The [joint statement](#) issued by the Violence Against Women and Girls (VAWG) services across the UK reports that perpetrators will use infection control measures as a tool of coercive and controlling behaviour
- Long-standing structural inequalities and discrimination that deaf and disabled people experience appear to be heightened. Nationally, the wide disparities are reflected in the [data](#) released by the Office for National Statistics, which shows Disabled people are about twice as likely to die from COVID-19.

In developing these Equality Outcomes, we were mindful of the coronavirus pandemic and the disproportionate impact on communities. Some of these impacts have already been identified but others are still to be seen. It is important that the

increasing disadvantage triggered by the pandemic is considered throughout our process to developing and implementing our equality outcomes.

The recently published report of the [Social Renewal Advisory Board](#) includes ‘calls to action’ on many aspects of life that have equality factors and considerations, including housing, food accessibility, the incorporation of human rights law into Scots law to ensure protection for those with protected characteristics, and realising disabled person’s rights in full. As this work develops, we will ensure that this mainstreaming plan accounts for any measures being introduced to advance equalities issues.

The Black Lives Matter

The circumstances of George Floyd’s death in the US mobilised people to protest throughout the world in support of the Black Lives Matter movement and race inequality.

In Aberdeen, residents organised a well-attended peaceful protest to mark their support for the movement, calling for change to eliminate systematic injustices and racial inequalities against black people.

In our engagement process, our local communities have reiterated the importance for the Council to continue to demonstrate leadership on equality issues and support to such causes.

Such events have been reminders and triggers for us to continually review the way we work and think about what we need to put in place, to better understand how people’s lives are affected.

In Aberdeen City Council, we understand that it is during difficult times that equality matters the most.

Local Context

Facts about Aberdeen:

Aberdeen is the 3rd largest city in Scotland and the 37th most populous urban area in the United Kingdom.

Aberdeen has been named as one of the top [60 liveable global cities](#), one of the top 5 liveable cities in Britain by Mercer and one of the top eight cities leading the United Kingdom's economy.

In 2018, Aberdeen was confirmed as Scotland's most international city, with nearly a fifth of residents born outside the UK.

Demographics

In June 2019, Aberdeen City had an estimated population of **228,670**. This equates to 4.2% of Scotland's total population. In terms of population size, Aberdeen City is the 8th largest local authority in Scotland.

There are slightly more females (114,873) than males (113,797) in the city with females making up 50.2% of the population.

Compared to the rest of Scotland, Aberdeen has a relatively young population. The median age in Aberdeen is 38 years compared to 43.4 years for Scotland.

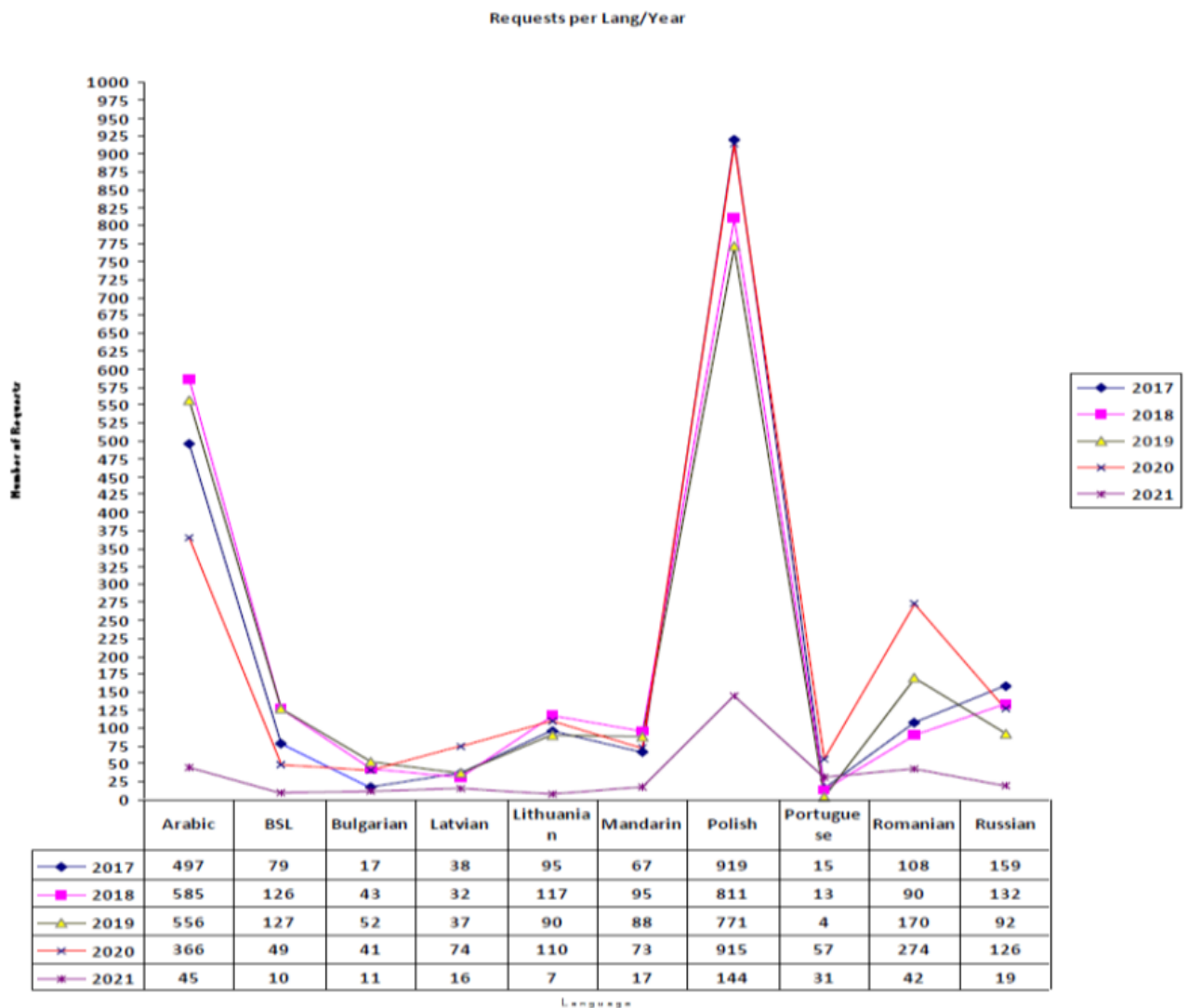
Aberdeen City has a diverse population. Recent figures (Jan-Dec 2019) from the National Records of Scotland, estimate that 22% of the City's population was born outside the UK compared to 9% for the rest of Scotland. It is estimated that of those born outside the UK, 50% are from EU countries and 50% from non-EU countries. At the time of the 2011 Census, Aberdeen City had the third highest proportion of non-white ethnic minority people in Scotland at 15.6%. This was more than double the average for Scotland (7.6%).

Aberdeen City has a slightly higher rate of people (known to the local authority) with learning disabilities at 5.5 per 1000, compared to 5.2 for Scotland as a whole. In the Scottish Health Survey (2016-19), 24% reported having a limiting long-term illness in Aberdeen City compared to 33% in Scotland. This proportion was higher in females (28%) than males (19%).

The 2011 census found that the primary religion in Aberdeen is Christianity at 31% of the population (compared to the national average of 54%). The largest denominations are the Church of Scotland and the Roman Catholic Church. There are also several Protestant, Baptist, and Evangelical congregations as well as two meeting houses for the Latter-Day Saints Church.

Aberdeen has the highest proportion of non-religious people in the country with about 43% of residents claiming no religion.

The following graph shows the interpreting requests for the 10 most used languages over the last four years, as provided by InterTrans, our in-house interpreting and translation service.



The Gypsy/Travellers Community

A total of 13 unauthorised encampments visited Aberdeen in 2020.

The authorised traveller site at Clinterty is a permanent site and currently has 19 families living there, consisting of 34 adults and 24 children. Some of the families travel throughout the year, however due to COVID-19 all the families have remained on site throughout the year.

COVID-19 deaths: As of 14^h February, there were [224 deaths](#) in Aberdeen City where COVID-19. Analysis by National Records of Scotland also shows that deaths among people in the South Asian ethnic group were more than twice as likely to involve COVID-19 as the White ethnic group. [Aberdeen City Population Needs Assessment (Draft 18 December 2020)]

Hate Crime:

Hate Crime is recorded under the following categories:

- Race
- Sexual Orientation
- Religion/Faith
- Disability
- Transgender/gender identity.

The following table provided by Police Scotland shows the number of hate crimes reported in Aberdeen across a 3 - year period from 2017-2020. It shows a marked increase in the number of crimes reported between 2019 and 2020 with crimes relating to Race by far the most reported, followed by sexual orientation.

Aggravator	1st July 2017 - 30th June 2018	1st July 2018 - 30th June 2019	1st July 2019 - 30th June 2020
Race	186	166	201

Religion	9	13	5
Race & Religion	7	1	1
Other Multi Aggravator (incl. Race or Religion)	2	6	9
Disability	5	8	7
Sexual Orientation	44	34	70
Transgender	2	1	8
Other Multiple Aggravators (excl. Race or Religion)	2	2	4
Total	257	231	305

Please note: All statistics are provisional and should be treated as management information.

All data have been extracted from Police Scotland internal systems and are correct as at 19/8/2020.

1. As there can be multiple aggravators attached to a hate crime, the total number of aggravators will not reflect the number of unique hate crimes.

Legislative Context

Equality Act 2010

Aberdeen City Council, like all public authorities are required to publish equality information by 30 April 2021 under the Scottish specific duties . This information includes:

- a new set of equality outcomes,
- reports on their progress on achieving their equality outcomes and on mainstreaming equality by this date and
- pay gap information and equal pay statements.

The Human Rights Act 1998

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights (ECHR) into domestic British law. [The Human Rights Act 1998](#) came into force in the UK in October 2000 and requires all public bodies (including local authorities) and other bodies carrying out public functions to respect and protect people's human rights.

Chapter 2- Mainstreaming equality

This chapter reflects on the approaches and strategies we have in place to mainstream our equalities duties. Mainstreaming equality simply means integrating equality into the Council's day-to-day working.

This requires taking equality into account and paying due regard to the General Duties as defined by the Equalities Act 2010 in the way we exercise all our functions.

By mainstreaming the equality duty, we will ensure that equality becomes part of our structures, behaviours and culture that contributes to continuous improvement and better performance.

To assess and review the work we do to mainstream equality, we have asked ourselves the following questions:

About our communities:

How much do we know and understand our diverse communities? How effective are we in engaging with our communities and understanding inequality issues affecting them?

About our Governance:

How committed are our leaders and organisation? How are our priorities and working in partnership taking into account equalities work? How do we assess equality impact on policies and decision-taking?

About our services:

How fair and responsive are our services? What are our mainstreaming principles?

About our workforce:

How diverse is our workforce? How much are we investing to have an engaged workforce?

1. About our communities

Equality data

High quality equality evidence and analysis is vital to ensure effective and inclusive services and decision making in Aberdeen.

We use a series of data sources, including,

- a. Scotland's Census, National Records of Scotland for specific [data on Aberdeen](#) to plan and allocate resources.
- b. National inequality data sources, including: '[Is Scotland Fairer](#) , [Equality Evidence Finder](#) and other additional national sources like the [Scottish Household Survey](#).

To understand the profile and needs of our diverse communities we work in partnership with customers and services. Examples include:

- We consult extensively with D/deaf and Deafblind BSL users and colleagues in the Health and Social Care Partnership (HSCP) to better understand the BSL users community's needs to enable their participation in civic life and to ensure our services were accessible. Details are within our [British Sign Language Plan \(BSL\) 2018-24](#).
- Working closely with the third sector and specialist organisations to engage and reach out to the diverse communities, including:
 - North East Sensory Services (NESS) and the British Deaf Association (BDA) to engage with BSL users.
 - We funded Grampian Regional Equality Council (GREC) to carry out community engagement in preparation for our Equality Outcomes.
 - Disability Equity Partnership (DEP): As a constituted part of the Council's governance structure, DEP is used as a sounding board for consultation and advice especially for infrastructure projects and accessibility in civic spaces and as a strategic advisory group. The Partnership has been a driving force for positive social change. The Partnership which exists to bring about improvements to the lives of

people in Aberdeen who experience exclusion because of their disability, through the promotion of a rights-based approach to disability equality have supported various successful projects. Recently they fed into the accessibility of the newly refurbished Music Hall. Other projects undertaken were also reported in our progress [report](#) 2017-19

- Our Gypsy/ Travellers Liaison Officer provides information and facilitates engagement activities with the Gypsy/ Travellers Community in Aberdeen.
- **Equality Ambassador's Network:** The Equality Ambassadors Network was launched in May 2018 and remains a vital part of our networking with staff on equality issues. EAN's most recent presentation on the Impact of COVID-19 on equalities can be viewed [here](#).
- Our in-house interpreting and translation service – [InterTrans](#), provides reports on the usage of language and communication support requested indicating the diverse needs of the population. Please see chart provided on page 8.
- Data is also collected regularly as part of our process to consult and assess equality impacts on new policies and proposals.
- We work closely with Police Scotland, GREC and our Community Safety Partnership to collect data on hate crime and prejudice incidents in the City. The graph in page 9 shows the numbers and types of hate crime reported to the Police for the period 2017-2020.
- Other sources of data and equality information include:
 - Consultations that services carry out for specific projects.
 - Community consultation groups/platforms, including tenant participation groups.
 - Councillor enquiries relating to equalities, complaints, and customer feedback.
 - Council social media platforms

Through our process of preparing the EO, there were visible gaps in the lack of systematic and quality data available on equality issues. This lack of relevant data is preventing us to understand the extent equality has been mainstreamed.

This has resulted in our key action to continue to improve our data recording around equality issues ensuring services will better integrate this into their operations.

2. About our governance

The Local Outcome Improvement Plan (LOIP)

The City has a vision: “..for 2026 for Aberdeen is a place where all people can prosper. This means all people being able to access the opportunities available in our great City, regardless of their background or circumstances. This reflects our desire to help all people, families, businesses and communities to do well, succeed and flourish in every aspect. To achieve this vision we are committed to tackling the issues that exist in our society which prevent equal opportunity for all to lead a happy and fulfilling life.” LOIP 16-26.

Council reporting

Each Council report must include consideration of equalities issues through the Integrated Impact Assessment. This ensures that officers are considering such issues when requesting decisions are made on policy and strategy and provides assurance to the Chief Executive and Elected Members that decisions they make will not impact adversely on those with protected characteristics. This is an important step in raising awareness across the organisation of the importance of equality, and ultimately assuring those with protected characteristics that their rights are considered.

Leadership

Our Diversity and Equality policy indicates that:

- The Corporate Management Team (CMT) has responsibility to provide leadership in relation to equality and diversity and to oversee the operation of the policy.

- Elected members have the role to provide leadership and encourage organisational compliance with the policy. They will engage with community groups on equality and diversity matters as required. In addition, they have a scrutinizing responsibility to ensure that reports before committees identify any relevant equality implications and indicate how these will be addressed.

Elected Members sit on Boards or Partnerships that embrace equalities such as Grampian Regional Equality Council, and the Disability Equity Partnership. The Equality Team runs annual Equality training for the Elected Members raising awareness of the legal duties and inequalities faced by the diverse communities.

Aberdeen City Council supports many charities, events and good causes.

One way of expressing our support is through lighting up the Council’s headquarter: Marischal College.

In October 2020, a special rainbow light was displayed to thank key workers in Aberdeen during the pandemic, including NHS Grampian staff, the Scottish Ambulance Service, Police Scotland, the Scottish Fire and Rescue Service, and Aberdeen City Council staff were thanked for their efforts with a special rainbow light display .

Other lightings approved by Lord provost for the year 2021 in support of equalities matters include:

Holocaust Memorial Day	27-Jan-21	Purple/Violet
Captain Sir Tom Moore tribute	03/04-Feb-21	Blue (for the NHS)
National Care Day	19-Feb-21	Red
LGBTQ Fostering & Adoption Week	02/03-Mar-21	Rainbow (Dynamic)
International Women’s day	08-Mar-21	Purple



Holocaust Memorial Day commemorated with violet and purple lighting – 27 /01/2021



Key workers are thanked with rainbow lighting – October 2020

Example of leadership commitment: The BLM protests in June led to a motion from an elected member in the June committee for the City Council to:

- acknowledge there is a problem with racial inequality and prejudice in Scotland and the wider UK, and
- agree to work with the organisers of the Black Lives Matter poster protest and other race equality organisations in the city to mount an exhibition on the antislavery abolition movement in Aberdeen when public health restrictions are lifted

Example of leadership commitment: Adoption of the International Holocaust Remembrance Alliance definition of Anti-semitism. A motion was raised by the Lord Provost stating that:

- Aberdeen City Council is proud of its efforts to tackle discrimination in all its forms, we celebrate our diverse community and we condemn racism and anti-Semitism wherever it is found. As part of the Council's ongoing equalities work we resolve to join with the UK and Scottish Government's and the major political parties in the UK in signing up to the internationally recognised International Holocaust Remembrance Alliance guidelines on anti-Semitism.

Updates on Equality Outcomes 2019-2021 at appendix 1, lists all activities to support the previous equality outcome: **We have engaged and committed leaders, with the council and partners working together to reduce inequality, remove barriers and promote a culture of respect.**

Diversity and Equality Policy

Our [Diversity and Equality](#) policy outlines the Council's commitment to equality and diversity as an employer, and as a front line service provider.

The policy helps to ensure the Council is legally compliant in relation to the Equality Act 2010, including the general and specific equality duties applying to listed public authorities in Scotland. It also helps ensure that the organisation applies good practice in respect of equality and diversity.

Integrated Impact Assessments

We continue to measure the impact of any changes to existing or new policies or strategies using our digitalised Integrated Impact Assessments.

We measure the impact on Protected Characteristics as per the Equality Act 2010, Human Rights, the Socio Economic and Fairer Scotland duty requirement as well as Children's Rights.

Chief Officers are responsible for ensuring the Integrated Impact Assessments are carried out. Training and guidance on the use and application of IIAs has been delivered.

All our Integrated Impact Assessments are published and made public on our [website](#).

Aberdeen as a Child Friendly City

Aberdeen City Council, alongside Community Planning Partners, are committed to achieving UNICEF accreditation as a '[Child Friendly City](#)' (CFC).

In practice, a CFC it is a city, town or community in which the voices, needs, priorities and rights of children, are an integral part of public policies, programmes and decisions. This is an important step in ensuring generational influence in plans for the City, and that age is not a barrier to participation.

British Sign Language (BSL) action plan

Aberdeen City Councils launched their first BSL action plan in partnership with Aberdeen Health and Social Care Partnership in 2018. [The plan](#) sets out our commitment to improving services and information for the BSL user community.

Aberdeen Gaelic Language Plan (GLP)

Work is ongoing to develop our second edition of the Aberdeen City Council's Gaelic Language Plan 2021-2025 in October 2021.

The [GLP 2016-2021](#) sets out our aims and ambitions for Gaelic in the local authority, our schools and communities.

Aberdeen City Council is committed to supporting the aspirations and objectives included in the [National Plan for Gaelic](#) and the [Gaelic Language \(Scotland\) Act 2005](#). This plan explains the reasoning behind the creation of national and local Gaelic Language Plans and what the intentions of our individual plan are. It sets out to what extent we aim to increase the attainment, usage and visibility of Gaelic in Aberdeen and how we will endeavour to achieve these objectives.

We CARE Customer Charter

Aberdeen City Council, through the 'We CARE customer charter', are committed to providing the best service we can to our customers. Our We CARE Charter and commitments outline what good customer service should look like across all our

services. It is our pledge to our customers about what they can expect when interacting with us.

Our commitments

Connected

- We will support and encourage you to use our online services.
- We will connect you with other services and groups across the city who can also help you and offer the best support.

Accessible

- We will make sure our communication with you is easy to understand and recognise that sometimes people need information provided in different ways.
- We will always be approachable, empathetic and keen to listen and understand your needs.

Responsive

- We will aim to be open and honest with you about what we can and can't do and the reasons for this.
- We will aim to deliver the best services possible and support our most vulnerable customers.

Empowered

- We will involve you in helping us to design and test the ways we deliver our services.
- We will listen and act upon your feedback, whether it's a complaint, comment or a compliment.

THE WE CARE CHARTER AND COMMITMENTS TO OUR CUSTOMERS



CONNECTED

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RESPONSIVE

- We will be open and honest with you about what we can and can't do, and the reasons for this
- We will aim to deliver the best services possible and support our most vulnerable customers



EMPOWERED

- We will involve you in helping us to design and test the ways we deliver our services
- We will listen and act upon your feedback, whether it's a complaint, comment or a compliment



Human Rights Action Plan

Work is ongoing to deliver a [human right- based](#) culture across Aberdeen.

In carrying out public functions, Aberdeen City Council is required to respect and protect its citizens' human rights.

Aberdeen City Council will work to ensure that new policies and procedures are within the rights set out in the European Convention on Human Rights and provide mitigation where this may not be possible.

Human rights considerations are embedded in our Integrated Impact Assessments and encourages users to think through the various articles and the impacts their proposals may have in relation to Human Rights.

We are members of the Scottish Council of Equality Networks (SCEN) , and together with equality officers from other Scottish Local authorities, we engage with the National Taskforce for Human Rights Leadership whose purpose is to design a new human rights framework that can improve everyday life in Scotland. The taskforce will also design an associated programme for capacity-building to support duty-bearers (and rights-holders) to implement the new framework.

Reporting on Leadership and Governance

We received some good feedback regarding our leaders, additionally some communities expressed concern that ACC should have stronger, more visible leadership on equality issues and actively promote tolerance, diversity, and fairness.

“I think Council doing very good job trying to reach out to as many ethnic minorities as possible and providing opportunities to be engaged. I think sometimes the lack of information, or not enough advertisement on the events and activities can get unnoticed and people miss out on news and possibilities available..” Page 3- 2020 Survey Report Appendix 5.

To address this concern, work has begun to set up an internal strategic equality partnership with senior representation from across the Council services to oversee the equalities’ agenda and provide strategic oversight and direction.

We are also proposing actions as part of supporting the achievement of our new Equalities Outcomes to ensure our leaders are visible and actively supporting the equalities’ agenda.

3. About our services

To ensure our services are inclusive and responsive, we identified the following mainstreamed principles in our 2017/2021 Plan.

- **An engaged community**

The Community Empowerment (Scotland) Act (2015) provides communities with the right to make participation requests of public organisations and places a duty on the latter to meet these.

Along with our partners, Aberdeen City Council contributed to the development of the [Engagement, Participation and Empowerment Strategy](#) as part of a consistent

approach by community planning partners to help staff and public develop a shared understanding of participation.

One of the main strategic objectives is that all communities' views will be equally valuable. "every community will be equally heard and listened to." To ensure efficient engagement with communities, our IIAs require evidence to show the consultation that has taken place in the decision-making process. We have service level agreements with organisations who support and represent various community groups to ensure our engagement with communities is current and efficient:

- Grampian Regional Equality Council
- Shopmobility Aberdeen
- Deaf Blind Scotland

A recent example, Grampian Regional Equality Council led on the statutory requirement of community engagement that led to the proposal of our Equality Outcomes for 2021-2025.

- **An informed community**

Accessible information remains a key element for all communities and this has been evident through all our efforts through COVID-19.

Various efforts were made to provide information on safety, national facts, sources of information and support in various community languages and formats. Where possible, BSL information was also produced in a timely manner.

Some of the platforms used to share this information were our [website](#), our social media platforms, the Equality and Community Justice [news bulletin](#), partnership websites, mailing lists and through the support of 3rd sector and volunteers who were in direct contact with communities.

- **An accessible City:**

Physical access remains an important factor to ensure people with wide range of impairments and different needs are considered.

Our integrated impact assessments ensure proposals and development projects are assessed for physical access.

The Disability Equity Partnership's (DEP) role has also been pivotal in supporting officers to ensure there is physical accessibility through the city. Some of their input has resulted in fixed benches in cemeteries, media campaigns to alert people on the impacts of overgrown hedges on people with disability and carers, and an accessible refurbishment of the Music Hall.

- **A safe community:**

We continue to work closely with Police Scotland, GREC, our Community Safety Partnership and other third sector relevant organisation to address safety issues facing equality groups, including:

- Prejudice and Hate Crime reporting
- Support to Violence against Women Partnership
- Domestic Abuse
- Ensuring that Gypsy/ Travellers are safe when on an unauthorised encampment.

- **Equality and Diversity welcomed and celebrated.**

We continue to support some community led events to celebrate diversity and mark important days in the equality calendar.

From March 2020, however, a significant number of events were cancelled or postponed due to the COVID-19 pandemic and resources were diverted to supporting the critical response to our communities.

In our progress report 19 -21 in Appendix1 we reported on work done to celebrate and welcome Equality and diversity.

A list of events can be found here.

- **Services understand and take into consideration Protected Characteristics.**

We continue to offer equality induction training to all new staff. Induction training includes understanding the legislation and how it applies to our work, the council's duty under the legislation, understanding the General Duties of the Equality Act and a reference to the Equality Outcomes and available services/ consideration to take into account to ensure equality is embedded in everything we do and that our services are inclusive.

The Equality team also offers advice and support to all officers in considering equality issues – for example: assistance to assess impact of new proposals or policies, liaising with community groups for consultations and guidance on policy.

Our Equality Ambassador Network offers myth busting and training sessions related to equality issues.

Reporting on our Services

Physical and social access is still being reported as an issue facing our diverse communities. An Equality Outcome has been developed to address this inequality and many actions have been identified.

By setting up a systematic data collection mechanism and ensuring meaningful engagement with community representative groups and partnerships we will be able to establish baseline data to measure progress, evaluate the impact of our actions and better plan for services and allocation of resources.

Our Procurement Service:

Policies and procedures relating to procurement activity have a strong emphasis on the Public Sector Equality Duty.

As a shared service, Commercial & Procurement Shared Services (C&PSS) has formed strong strategic partnerships with equalities teams in Aberdeenshire Council and The Highland Council. Good practice and common approaches to new national policy or case law can be shared as a result of these connections.

The approach to community benefits provides procurers and suppliers with a clear, compliant, ideas-driven framework to work consistently within. A diverse range of community benefit types have been developed to ensure meaningful, proportionate and relevant community benefit outcomes are incorporated and maximised.

Equalities is a standalone community benefits theme but can positively impact on many other benefit types e.g. potential to focus opportunities for underrepresented groups in the community or educational priority groups (e.g. younger, older or disabled persons, women returning to work, long term unemployed etc). Specific measures can be taken to promote employment opportunities for disabled persons (including involving supported businesses in the supply chain).

Fair Work Practices covers Real Living Wage (to the extent permitted by law in public procurement). It covers all protected characteristics but it also addresses equal pay, gender representation, gender pay gaps and opportunities for disabled persons. This is an extremely meaningful way for a local authority to help to alleviate various forms of poverty, unfairness and disadvantage.

4. Our Workforce

As per the specific duties' requirement, we gather and publish yearly information on the composition of the authority's employees and information on the recruitment, development and retention of people as employees of the authority with respect to the number and relevant protected characteristics of such people.

We use this information to better perform the general equality duty.

Appendix 2 presents information on

- Work we do as employers to mainstream equality.

- a progress report on the previous set of employment specific Equality Outcomes and,
- Employee data as requested by the specific duties.

Chapter 3- Evidence Gathering - Understanding and identifying the main inequalities.

This chapter includes outcomes from the literature review, the review of our previous equality outcomes and the community engagement process undertaken to understand the specific and key inequalities and challenges in Aberdeen.

This process informed the development of our new set of Equality Outcomes.

Research and Community Engagement

To understand the key inequalities in Aberdeen, we worked in partnership with Grampian Regional Equality Council (GREC) to reach out to communities and carry out a robust evidence collection and analysis. Our work included:

- national and local literature reviews and research around equalities issues – for example the Equality and Human Right Commission (EHRC) research and findings in [‘Is Scotland Fairer \(2018\)’](#).
- engagement with colleagues from different services across the Council to see how national data compared with local data and research.
- a survey promoted to reach out to diverse communities - almost 200 people participated. A report with detailed findings appears in Appendix 5.
- online discussion workshops with community groups from diverse background and sharing protected characteristics including: members from the Disability Equity Partnership, people with disabilities, BSL users, members from the Muslim community, members from the Jewish community, a group with African backgrounds a group of EU nationals, a group from the LGBTQ+ communities (as well as a specific session with Trans individuals), older and younger people, and members of Aberdeen Women’s Alliance. Details are in Appendix 5.
- **Updates on our previous Equality Outcomes**

Our previous equality outcomes were developed and published in April 2017.

As required by the specific duties, the first progress report 2017-2019 was published in April 2019. The second progress report is due for April 2021 and has been completed and presented in Appendix 1 of this main report. Our survey and community group discussions included questions to seek peoples' views on the work we did to achieve these equality outcomes. Details are in Appendix 5.

Chapter 4- Equality Outcomes 2021-25

An equality outcome is a result which we aim to achieve in order to further one or more of the needs mentioned in the general equality duty. In other words, an equality outcome should further one or more of the following needs: eliminate discrimination, advance equality of opportunity and/or foster good relations.

Equality Outcomes aim to bring practical improvements in the life chances of those who experience discrimination and disadvantage.

Note: The actions presented in this table are examples of what we can do to achieve our Equality Outcomes. A detailed action plan with measuring indicators, responsibilities and timeframes for completion is currently being developed through consultation with communities.

Equality Outcome 1	
All people with protected characteristics will access information, goods and services knowing that social* and physical barriers are identified and removed, with a focus on Age, Gender reassignment** and Disability	
Identified Inequalities	<p>Digital exclusion: Older and disabled people are less likely to have access to digital services.</p> <p>Disabled and Trans communities expressed negative experience attending cultural events.</p> <p>Inter-sectional barriers, with the example of being disabled and a Trans person.</p> <p>Mental health due to COVID-19 pandemic and triggered restrictions.</p> <p>Information on Aberdeen City Council website needs to be easily accessible (BSL videos).</p>
	<p>* Social barriers are barriers to entry which are created by the culture of the community, i.e. people's behaviour towards newcomers or others in general.</p> <p>** We acknowledge that this terminology may be outdated, and 'Trans' is the umbrella term. However, since this report is in response to current Equality Act, we used the terminology as per the Act.</p>

Link to the General Duties	This Equality Outcome will help to eliminate discrimination and advance equality of opportunity for disabled people, older people, and Trans people.
Example of actions to achieve the Equality Outcome	<p>Work in partnership with the third sector to improve access to digital inclusion.</p> <p>Explore recruiting community digital champions.</p> <p>Aberdeen City Council website improved for accessibility.</p> <p>Diversity training improved to include:</p> <ul style="list-style-type: none"> - Understanding social barriers - Promotion of inclusive language <p>Work with disability groups to improve physical access in the City.</p>
How will we measure progress?	<p>Establish baseline data to measure progress.</p> <p>Evaluate the impact of our actions and identify any changes or improvements needed.</p> <p>Satisfaction Survey to measure change and positive impact of our training.</p>
<p>Equality Outcome 2</p> <p>Diverse communities in Aberdeen will have an increased sense of safety and belonging within their neighbourhood and City, with a focus on Race (including Gypsy/Travellers), Religion and Sexual Orientation.</p>	

<p>Identified Inequalities</p>	<p>Young people and people from ethnic minority groups reported lower levels of trust and belonging in their neighbourhood.</p> <p>People who had no religion or belief were less likely to feel they belonged to their neighbourhood.</p> <p>Many LGBT people do not believe there are enough safe spaces where they can socialise safely.</p> <p>Lack of support to community events,</p> <p>Council to lead and support activities to promote good relations and bring diverse groups together.</p> <p>Gypsy/Travellers face some of the highest levels of prejudicial attitudes.</p>
<p>Link to the General Duties</p>	<p>Work to achieve this outcome will help us to eliminate race discrimination and discrimination based on religion and sexual orientation. This will also help us foster good relations between different groups.</p>
<p>Example of actions to achieve the Equality Outcome</p>	<p>Agree an equality calendar, develop a media strategy and ensure celebratory messages from leaders are delivered.</p> <p>Complete a review into how the council can offer sustainable in-kind or other support to key events that celebrate and advance equality in Aberdeen.</p> <p>Strengthen the prejudice hate incident reporting mechanism to increase reporting and improve support for victims of prejudice incidents and crime. ~</p> <p>Establish all existing inclusive places (for example: family friendly places) and engage with communities to promote and identify gaps.</p>

How will we measure progress?	<p>Satisfaction surveys</p> <p>Increase in prejudice incidents reporting.</p> <p>Mechanisms for supporting victims are available and victims of hate incidents are accessing them.</p> <p>Key events are supported.</p>
<p>Equality outcome 3</p> <p>Representation in civic participation of people with protected characteristics will be improved by ensuring our leaders, staff and organisation champion the equality agenda in the City, with a focus on Disability, Race and Sex.</p>	
Identified Inequalities	<p>Women, people from ethnic minority groups and disabled people are under-represented in civic activities.</p> <p>A refreshed approach to community empowerment and involvement is needed to ensure people's views and lived experience influences decision making</p>
Link to the General Duties	<p>This Equality Outcome will help to eliminate discrimination, advance equality of opportunity.</p>
Example of actions to achieve the Equality Outcome	<p>Barriers to diversity in civic activities and community engagement are identified and work is done to address them.</p> <p>Ensure meaningful engagement with community representative groups and partnerships (for example the Disability Equity Partnership) to ensure people's views and lived experience influences decision making.</p> <p>Commitment to equality in the City Council is embedded at a strategic level and leaders are visible and explicit in their support of the equality agenda.</p> <p>Our events are culturally sensitive and reflect the City's diversity</p>

How will we measure progress?	Baseline data for representation is established and progress is achieved. Satisfaction surveys
<p>Equality Outcome 4 – Employment</p> <p>Improve the diversity of our workforce and address any areas of underrepresentation, ensuring that there are equal opportunities for all protected groups (with consideration for both internal employees and external applicants), with a particular and prioritised focus on Age, Disability, Race and Sex</p>	
Identified Inequalities	<p>Responses from the joint Aberdeen City Council and GREC survey of Aberdeen City residents highlighted issues including:</p> <ul style="list-style-type: none"> • Two thirds of participants feeling that their protected characteristic restricted access to their employment of choice – particularly those who have a disability, those from minority ethnic backgrounds and those who identified as trans or non-binary. Age was also highlighted as a particular factor in this. • Invisible disabilities affecting interview performance • Overseas qualifications being devalued • Frustration over frequent rejections and setbacks • Being overlooked for jobs & opportunities

The main points to consider from the Equality and Human Rights Commission report, 'Is Scotland Fairer' (2018) were:

- Disabled people were less likely to be in employment and more likely to be unemployed.
- Women were less likely than men to be in employment and more likely to be in part-time work.
- Young people were most likely to be unemployed and many were in insecure jobs.
- Women continued to earn less than men on average, and the gender pay gap changed very little in recent years.
- Disabled people continued to earn less than non-disabled people, and the disability pay gap widened.
- Women continued to be under-represented in senior positions, even where women accounted for the majority of the workforce, such as education and health.
- Women, people from ethnic minority groups and disabled people remains underrepresented in modern apprenticeships.
- Reflecting the labour market, modern apprenticeships continue to show strong gender segregation within sectors.

The impact of Covid-19 on equality groups is worth highlighting as this may forecast future need and demand for equality, diversity and inclusion provisions. Research from the Scottish Government in 2020 as well as research by Youth Link Scotland have highlighted some key points to consider: These are:

- There has been a rise in unemployment, particularly felt amongst 16-24-year olds
- 96% of young people who were surveyed felt worried about the impact of coronavirus on their future

	<ul style="list-style-type: none"> • Older people and those with long-term disabilities and health conditions may have missed healthcare during this period which may have long-term impacts on their health and ultimately work and attendance • Disruption to schooling and ultimately employability may impact more significantly on gypsy / traveller groups • In many of the sectors ‘shut down’ because of Covid-19, women make up a higher proportion of the workforce • With women still having primary caring responsibilities in society, the additional caring / childcare / home-schooling because of Covid-19 could have a significant impact on women’s working lives and employment <p>The Fawcett Society, in their Equal Pay Day 2020 report, found that:</p> <ul style="list-style-type: none"> • 43% of working women and 50% of working black and minority ethnic (BAME) women worried about jobs or promotion • 1 in 3 working mothers have lost work or hours due to childcare <p>Our 2020 workforce diversity data also suggests a need to progress this outcome with a prioritised focus on age, disability, race and sex. This data can be found in the section called ‘Employee Information’ further in this report.</p>
<p>Link to the General Duties</p>	<p>This outcome will support our duty to advance equality of opportunity for protected groups, particularly those within under-represented age groups such as those under 24 and those over 60, people from minority ethnic backgrounds, people with disabilities, and men and women in certain professions or management and leadership levels. It will also support our duty to eliminate any discrimination in employment with regards to recruitment, selection, access to opportunity and pay.</p>

<p>Example of actions to achieve the Equality Outcome</p>	<p>A full action plan will be developed and brought to Staff Governance Committee . The intention is that the action plan would undergo employee engagement and involvement. Some actions could include (though are subject to further review and development):</p> <ul style="list-style-type: none"> • A review of the recruitment and selection process • A review of job profiles and working patterns. • Internships for protected groups • Targeted wellbeing programmes • Leadership programmes and occupational segregation work • Targeted coaching and mentoring programmes • Employability programmes • Improvement to diversity data analysis • Ongoing pay gap reporting, and introduction of ethnicity and disability pay gap reporting.
<p>How will we measure progress?</p>	<ul style="list-style-type: none"> • Workforce diversity statistics overall • Workforce diversity statistics at Function, Cluster, Team and Capability Framework levels • Pay Equality data • Recruitment and Selection Data • Data on uptake of leave provisions and working patterns. • Specific data sources and measurements may be identified through the more detailed action plan

Equality Outcome 5 – Employment
Ensure that all of our employees who have protected characteristics feel fully valued, safe and included at work, with a particular and prioritised focus on Age, Disability, Gender reassignment, Race, Sex and Sexual orientation

<p>Identified Inequalities</p>	<p>Some people with protected characteristics feel that they are treated differently at work according to the Aberdeen City Council and Grampian Regional Equalities Council survey of Aberdeen in 2020. This includes those from minority ethnic backgrounds, those with disabilities, those who are LGBT+, and those within the youngest and oldest age groups.</p> <p>Particular mention from the survey included:</p> <ul style="list-style-type: none"> • Impact of institutional hierarchies • Subtle and overt racism, sexism and disablism • Malicious gossip • Stereotypes used to judge work <p>The Equality and Human Rights Commission report, ‘Is Scotland Fairer’ (2018) states that:</p> <ul style="list-style-type: none"> • Women continued to experience sexual harassment and discrimination related to pregnancy and maternity in the workplace <p>The impact of Covid-19 on equality groups is worth highlighting as this may forecast future need and demand for equality, diversity and inclusion provisions. Research from the Scottish Government in 2020 as well as research by Youth Link Scotland have highlighted that:</p> <ul style="list-style-type: none"> • There has been an increase in hate crime incidents in the UK directed towards people who are perceived to be from Asian – Chinese, South Asian or East Asian ethnicities since the beginning of the pandemic
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	Our 2020 workforce diversity data has also supported this outcome and its prioritised focus. This data can be found in the section called 'Employee Information' further in this report.
Link to the General Duties	This outcome will support our duty to eliminate discrimination, harassment and victimisation and also foster good relations between persons who share protected characteristics and those who do not, particularly for those protected groups outlined in the outcome.
Example of actions to achieve the Equality Outcome	<p>A full action plan will be developed and brought to Staff Governance Committee in April. The intention is that the action plan would undergo employee engagement and involvement. Some actions could include (though are subject to further review and development):</p> <ul style="list-style-type: none"> • Improved and more accessible equality, diversity and inclusion training and support for employees and managers. • Increased number of employee network groups for protected characteristics including a group specifically working on anti-racism. • Diversity and inclusions days and moments to celebrate diversity. • Creation of an internal equality and diversity calendar to improve celebration of diversity. • Campaigns to celebrate diversity and address equalities topics. • A review of the reporting procedure for equalities incidents
	<ul style="list-style-type: none"> • Workforce diversity statistics overall • Workforce diversity statistics at Function, Cluster, Team and Capability Framework levels

How will we measure progress?

- Leavers Data
- Uptake of equality and diversity training and development
- Staff surveys to determine satisfaction & perceived value of initiatives or to receive ongoing feedback.
- Case work data and incident data
- Specific data sources and measurements may be identified through the more detailed action plan

Appendix1

Progress report 2019-2021

Review and progress report on Equality Outcomes 2017-2021

The Public Sector Equality Duty (PSED) requires local authorities to produce a set of Equality Outcomes every 4 years and report on progress towards reaching these, every 2 years. Our progress report for 2017-19 was published in April 2019.

The table below details progress over 2019-2021.

Equality Outcomes	Progress Update
We have engaged and committed leaders, with the council and partners working together to reduce inequality, remove barriers and promote a culture of respect.	<p><u>LOIP</u></p> <p>Aberdeen City Council’s Local Outcome Improvement Plan 2016-26 is focussed on tackling poverty and inequality, with the 3 Locality Plans central to the delivery of this agenda at a local level. The Locality Plan Annual reports demonstrate the progress made on a range of issues, such as attainment, community growing, employability and further education as well as the impact of working with – and in – communities.</p> <p><u>Equality Events/Motions</u></p> <p>A number of events lead by communities of interest were supported by the Council during this period. Elected members committed to a range of Equality events, including the launch of our BSL Plan in December 2018.</p> <p>From March 2020, however, a significant number of events were cancelled or postponed due to the COVID-19 pandemic and resources were diverted to supporting the critical response to our communities.</p> <p>Events were subsequently reconfigured to be held online and Council leaders continued to lead and contribute to events, including most recently, the Holocaust Memorial Day on 27th January 2021 and an internal webinar hosted by the Chief Officer. There is also Elected Member and Director representation at the Disability Equity Partnership meetings to support the work of the group.</p>

In addition, the Council moved to adopt the International Holocaust Remembrance Alliance definition of anti-Semitism, noted the Black Lives Matter movement, commissioning an anti-slavery exhibition and adopted the Paris declaration on HIV prevention, diagnosis and treatment.

Equality Ambassador's Network

The Equality Ambassadors Staff Network was launched in May 2018. The goal of the network is realising and developing equality for all staff at Aberdeen City Council. This network provides an opportunity for staff to develop their skills and network with colleagues across the organisation. As of August 2020, the EAN has 44 members. One of the aims of the group is to help increase awareness of, become involved in and organise equality and diversity events and activities.

Community Participation/Initiatives to tackle Inequality.

Within the framework of the Community Empowerment (Scotland) Act 2015, ACC has continued to tackle inequalities and reduce barriers in communities through its' community-led approach, for example, the Children's Services Plan 2017-2020 and the Tenant and Resident Participation Strategy which focuses on communities which may be adversely impacted by inequality.

Efforts to promote participation for those with protected characteristics continues through active support and investment in community forums and networks, such as the Disability Equity Partnership which reports to the Operational Delivery Committee, whilst initiatives such as the Rent Support Scheme for Care Experienced Young People addresses inequality by supporting them in their transition.

Through the [Fairer Aberdeen Fund and Common Good Fund](#), ACC provides funding to community organisations across the City who deliver local services that improve access and tackle equality and fairness issues.

In 2019 the Council established a Community Pantry in the Woodside Fountain Centre, in conjunction with Community Food Initiatives North East (CFINE) to provide high-quality low-cost food to the local community. This was introduced here specifically due to data identifying the area as in particular need of this support.

The Champions Board (our approach to Corporate Parenting for Care Experienced Young People) allows senior leaders from across the Public and 3rd Sectors to collaborate on the development of services - outcomes from this include the Rent Support Scheme, CEYP being exempt from Council Tax and CEYP being involved in designing core services.

	<p><u>Integrated Impact Assessments</u></p> <p>Council and Committee reports all require assessments to determine their equality impacts - this has broadened the understanding of officers and Leaders across the Council in these matters, ensuring that the impact of equality and diversity issues are considered in policy and decision making at Council level.</p> <p><u>Procurement</u></p> <p>Guidance for commissioners has recently been developed to ensure that fairness and equality are considered when commissioning services and procuring goods from providers.</p> <p><u>Commissioned Services</u></p> <p>ACC has renewed Service Level Agreements with several organisations which support our equalities work through direct service provision – examples include the provision of mobility aids for those who are disabled, a Casework and Counselling Service for those affected by discrimination and hate crime; an Integration Support Service for refugees, direct support to those in the Deafblind community; and an intensive support service for families affected by multiple disadvantage, which has resulted in significantly improved life outcomes for children, young people, adults and communities across a range of domains.</p> <p><u>Training</u></p> <p>Training is available for all councillors, both as part of their induction as well as advice and support being readily accessible on an ongoing basis and a range of training and support is available to staff.</p>
<p>We have a clear action plan in place to deliver a Human Rights based culture within Aberdeen City Council</p>	<p><u>Commitment to Human Rights Act</u></p> <p>As a public authority, ACC is committed to the Human Rights Act 1998, respecting and protecting citizen’s rights when they make individual decisions, in the planning of services and development of policies. This includes the rights of children where specific work has been undertaken.</p> <p>A Human Rights and Children’s Rights impact assessment is an integral element of our revised Integrated Impact assessment and is undertaken in respect of all new and revised Council policies and significant Council decisions. The assessments are scrutinised by the elected members at committee in advance of reports being approved.</p>

	<p><u>Service Examples</u></p> <p>The Refugee Support hub is a multi-agency group of commissioned services that plan and provide support to the New Scot community. Extensive coordinated work has been carried out by various agencies through the support hub to tackle poverty within the New Scot community, from building an understanding of Social Security Scotland, their rights and entitlements as refugees, access to the warm home discount and to the recently available Child payments. The resettled community need to access clear and qualified legal advice to update their immigration status in the UK. Most advisors charge for this service despite economic inequality faced in the resettled communities. Also, the city of Aberdeen has very little access to this kind of advice, so to ensure families do not face further inequality during their immigration applications the Refugee Project has commissioned a legal firm to ensure support is available to individuals in need. Our report in 2019 reflected on our work to support and welcome refugees into the City. Since then, we have further committed to welcome more refugees into the City. As this work continues, we have enhanced our offer through the delivery of services to meet the Home Office Indicators of Integration Framework 2019 and the New Scot Refugee Integration Strategy 2018-22. Specific support is offered - ESOL classes, education support, health and housing, employability and social integration and civic participation classes.</p> <p>The Rights Respecting Schools Award (RRSA) places children's rights at the very centre of the life and work of a school. It supports schools to create safe and inspiring places to learn where our children are respected, their talents nurtured, and they can thrive. To date, in Aberdeen city, we have 47 of our schools actively engaged in this programme with 22 of them having received their Bronze Award, 9 their Silver Award and 7 their Gold Award. Our ability to lead and support our schools with this award is recognised by UNICEF through our 'associate' status - 1 of only 2 local authorities in Scotland to have this status.</p>
<p>Older people and younger people have an empowered, actively involved community voice.</p>	<p>Younger People</p> <p><u>Examples of innovative practice</u></p> <p>Aberdeen City Youth Council acts as a citywide body that represents the views of young people living in Aberdeen. Each year the Youth Council agrees on a campaign that will make the city a fairer and more equitable place to live, study and grow up in. This year one of their campaigns is to improve the accessibility of physical activities for everyone. Members of the Youth Council are from a diverse range of backgrounds and interests.</p> <p>We recently established a Young Person in Housing Network, to ensure that voices are heard in relation to Housing issues and strategy across the City. This involves, tenants, Youth parliament and other Social Housing providers.</p>

Care Experienced Young People

Through our Champions Board, Care Experienced Young People have had the opportunity to influence service design including in Housing and Libraries services.

There also exists in the Council, the role of Children’s Rights Development Assistant. This role is match funded through the Life Changes Trust and supports a ‘rights approach’ in promoting the needs of the Council’s care experienced children, young people and young adults. It provides a tangible employment opportunity for care experienced young adults aimed at enhancing their knowledge, skills and experience and so their capacity and life chances. At its heart, the role promotes and supports the inclusion, participation and ‘voice’ of Aberdeen’s care experienced children, young people and young adults in service development/delivery and through access to the same life opportunities as their peers.

Internship Programme and Portal for Care Experienced Young People - ACC developed an internship programme designed to provide opportunities for Care Experienced Young People to gain experience of working in the Council. This is evidence that the organisation is helping to develop disadvantaged young people and prepare them for employment.

Commissioned Services

The Refugee project commission a Youth Development Worker in acknowledgement that resettled children have had varied access to education, often missing several years. To tackle this inequality the youth worker works closely with teachers and EAL services to meet the needs of individual children. During COVID-19 they supported children to access digital devices, set up a homework club to support understanding of how to use the digital classroom and continued to carry out integration activities, for example, by creating opportunities for young people to participate in established youth groups digitally and (where social distancing allowed) in person. – <https://www.youthlinkscotland.org/media/5341/03-syrian-new-scots.pdf>

The Big Torry Noise Programme which was initially commissioned from 2014 – 2020 has been recommissioned from 2020- 2026, representing a major investment in inclusion and attainment.

Older People

Consultation

	<p>The Aberdeen Voice of Experience is a network and sharing information group whose purpose is to give older people in Aberdeen a strong, collective platform by ensuring representation in community planning and processes; bring together existing groups to share information and work together; and raise awareness of issues that affect all older people.</p> <p><u>Examples of innovative practice</u></p> <p>Aberdeen’s Library Service works in partnership with ‘Silver Surfers’ network, where older residents can be taught how to use computers in order to develop confidence, access and inclusivity. Our Equality Ambassador’s Network recently provided a platform for Silver Surfers to promote their work and raise awareness so that staff could continue to refer into the service.</p> <p>Child friendly city; tenant participation strategy,</p>
<p>Physical and social barriers are removed for those with a disability to access services and public space.</p>	<p><u>Disability Equity Partnership</u></p> <p>ACC commits Officer resource to supporting the Disability Equity Partnership which exists to bring about improvements to the lives of people in Aberdeen who experience exclusion because of their disability, through the promotion of a rights-based approach to disability equality. As a constituted part of the Council’s governance structure, DEP is used as a sounding board for consultation and advice especially for infrastructure projects and accessibility in civic spaces and as a strategic advisory group, the Partnership has been a driving force for positive social change. For example, DEP has had a positive influence on developments regarding accessibility, surfaces, signage and disabled parking spaces around the Union Terrace Gardens, Broad Street, Marischal Square, Robert Gordon’s College Triangle at Schoolhill, Windmill Brae, the annual Winter Festivals and the Last Straw – which was a contribution to eliminate the use of plastic straws.</p> <p><u>Commissioned Services</u></p> <p>ACC commissions several services to enhance support to those with a disability:</p> <ul style="list-style-type: none"> • Shopmobility provides aids to assist disabled people when shopping. ACC also commissioned the purchase of a vehicle for transporting mobility aids. • The Deafblind Association provides direct support to local people in their everyday lives. • North East Sensory Service provides a range of direct support as well as advice and guidance to staff.

	<p><u>Customer Services</u></p> <p>All of our online processes have been assessed for accessibility through our Assisted Digital Integrated Impact Assessment.</p> <p>Customers can also ask a family member/friend/support worker to apply on their behalf for many of our services. For example, we have provided guidance and training to support workers at North East Sensory Services for the Blue badge application service.</p>
<p>We have in place support for BSL users to access services, information on services and to be involved in making improvements for the Deaf and Deaf/blind communities</p>	<p>ACC's BSL Plan was launched in December 2018 and sets out the actions that our Council and the Health and Social Care Partnership will take over the period 2018-2024 and has the same long-term goals as the national plan. Our Plan sets out what we currently do and what we aim to achieve by 2024.</p> <p>The Plan was developed through various consultation exercises carried out with BSL users, parents and carers, teachers and staff.</p> <p>ACC participated in the Landscape Review carried out by the British Deaf Association (commissioned by the Scottish govt) to review progress of ACC's BSL Plan.</p> <p>BSL is already being delivered in some ACC schools as part of the 1+2 Languages approach.</p> <p>ACC commissions the Deafblind Association to deliver direct support services to our deafblind community.</p> <p>It is recognised that crises like the current pandemic pose additional challenges for those with alternative communication needs. As such, resources were dedicated to ensuring the availability of information in BSL format, including child protection, health information, domestic abuse and bin collection schedules.</p> <p>Communication is ongoing to consider how we can improve our services to support the deafblind community. For example, we engaged intensively with North East Sensory Services to discuss how best to engage with BSL users and are now working closely with the British Deaf Association who have supported Officer's understanding of the BSL culture, how to gain and build trust and engagement using technology.</p>
<p>There is learning provision and accommodation in place to meet the</p>	<p><u>Practice</u></p> <p>We have a dedicated Gypsy Traveller Liaison Officer who supports this community. For example, our plan to upgrade the travelling persons' site at Clinterty has involved strong engagement with the community building on relationships established over several years. The Officer is also trained in Third Party Reporting so that she can support families making reports of hate crime to the police.</p>

<p>needs of Gypsy/ Traveller families</p>	<p><u>Raising Awareness</u></p> <p>Following reports of bullying of young Gypsy/Travellers at a school in Aberdeen, a member of the community and the GTLO visited to deliver an awareness raising session which the young people engaged with positively.</p> <p>The Equalities Team arranged for a member of the Travelling community to deliver training sessions with elected officials, to raise awareness of the challenges and discrimination faced by Gypsy/Travellers in Scotland. A further session is being arranged for staff.</p> <p>A variety of partners organised activities at the May Festival in 2019 aimed at raising public awareness of Gypsy/Traveller culture, as well as the prejudice and discrimination faced by the community. Last year there were 264 reported crimes which is a reduction on the previous year</p>
<p>Aberdeen is a city of sanctuary with positive relations amongst Aberdeen’s diverse communities, where everyone is welcome and respected, regardless of religion, belief or background.</p>	<p><u>Practice Examples</u></p> <p>ACC has partnered with third sector organisations and local community representatives to create the Shared Futures partnership. Shared Futures aims to widen the welcome to migrant and hidden communities in Aberdeen city, which has benefited refugees resettled by the Refugee project. Most recent events include digital sessions to increase awareness of traditions, cultures and barriers facing the diverse communities of Aberdeen, including an Awareness Session for ‘Gypsy and Traveller Communities’ and ‘The Human Cost of Brexit- A Round Table Discussion.’</p> <p>The Refugee Project are supporting Aberdeen University in their journey to become a University of Sanctuary. Representatives from the Youth work team and social work have joined the discussions to promote accessible resources and programmes to support the continuation to higher education for communities who may face barriers. Addressing barriers for Migrant communities, Refugees, Unaccompanied Asylum- Seeking Children and care experienced people is the current priority.</p> <p>The New Scot Strategic Partnership continues to work together to promote an active welcome for Refugee families resettled through the United Kingdom Resettlement Scheme (UKRS), ACC has committed to resettling a further 6 households in 2021 above and beyond our initial commitment through the Vulnerable Persons Resettlement Scheme (VPRS). The partnership brings together key partners such as NHS Scotland, Police Scotland, the Health and Social Care partnership, Education, the Department of Work and Pensions and various teams from ACC to promote rights respecting practice and share key resources and practice.</p> <p><u>Empowering Communities</u></p>

The Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018 came into force for public sector bodies on 23 September 2018. ACC is committed to ensuring that information on services and performance is accessible to all so that people feel welcomed, respected and part of our community. Examples of how we have done this are:

- We follow guidance on best practice to engage with communities to ensure meaningful discussion with community groups (Scottish Government’s Community Engagement Guidance, EHRC Engagement and the Equality Duty: A Guide for public authorities; CPP- Engagement, Participation and Empowerment Strategy)
- We use the InterTrans Service to provide BSL and community languages where needed, producing easy read formats and translated communications as required.
- Throughout COVID, it has been crucial that health and service information has been provided in accessible formats: the ACC website is available in over 80 languages; critical information translated into Arabic has been provided and delivered in hard copy to the Syrian Refugee community; Doctors of the World information on migrant’s mental health and wellbeing (available in 27 languages) was made available on the ACC Facebook page; every Syrian refugee family was provided with a laptop and support to use it so that they could maintain contact with relatives as well as access service information
- Virtual meetings were recently set up to engage community groups to hear their views about our Equality Outcomes: Gypsy Travellers, Aberdeen City Youth Council, The Muslim community, The Jewish community, The African Council, LGBT+ and Disability Equity Partnership.
- Three Social Listening events were held in Aberdeen in August, to assist the Scottish Government’s Social Renewal Advisory Board in its remit. These included people with protected characteristics where possible, to ensure we understood what communities expected of the Council during and following the Pandemic response. Reports are available for these sessions.

A key component of the integration work carried out by the Refugee project is to ensure customers have access to clear, up to date legal information to empower them to lead safe and secure lives in Aberdeen. As our customer base speak Arabic, this information is translated to be accessible. Further to this we know there are members of the community that are illiterate in Arabic and English, so we endeavour to hold information sessions where topics are presented, clear concise information is shared, and customers are able to discuss the topic and ask questions. Most recently there was a change in UNHCR information processing which highlights the link between resettled families and their families still in Middle Eastern countries. The refugee project held a session where we discussed information directly from the UNHCR, how this impacted the service we provide and how it affects the customers.

	Digitally isolated members of the community who lacked the skills to access the online service were supported through doorstep visits and given practical access advice.
<p>In Aberdeen there is a culture in which women’s lives, opportunities and confidence are improved.</p>	<p><u>Example of Innovative Practice</u></p> <p>The Priority Families Service (PFS) is a commissioned service which works with those affected by complex and inter-related needs. An Employment Coach from the Foyer is part of the team:</p> <p><u>Case study – Foyer Development Coach (DC)</u></p> <p>During lockdown, the Development Coach started working with three new Priority Families mums individually. She introduced herself by phone and then kept in contact weekly. During these weekly calls, she encouraged the mums to consider doing video calls, but they were all very reluctant due to a lack of confidence. They all said, ‘I don’t like to see myself on the screen!’</p> <p>Slowly as relationships and trust built, they each agreed to have 1 to 1 video session to start City & Guilds units – Developing Personal Confidence and Dealing with a Problem.</p> <p>After several weeks, all three were nearing completion of the two units and the Development Coach asked how they felt about coming together as a group, to continue to the next level of qualification.</p> <p>Without hesitation, all three said yes, and the new group was established.</p> <p>This has been a highlight for the Development Coach. Having never met her or each other in person, it is testament to their newfound confidence having been taken out of their comfort zone, that they are now ‘socialising’ and learning virtually. The Development Coach has also set up a private group for them on FB Messenger so that they can communicate and support each other with their learning out with the usual sessions.</p> <p>All are looking forward to a proper catch up and coffee, but meantime will continue to ‘meet’ weekly on Zoom.</p> <p><u>Addressing Gender Inequality</u></p> <p>The Refugee Project Strategic Partnership and Service Support hub shared concerns of gender inequality in access to services, opportunities, and information in Aberdeen for resettled women. To address the negative implications and impact of this inequality we asked a commissioned partner to organise a New Scots Gender Inequality Virtual Workshop, in which statutory bodies, third</p>

	<p>sector organisations and members of the Aberdonian community will develop a planned approach to engaging women in informed and empowering ways. This workshop aims to embed inclusive practice across many agencies and create a shared action plan for professionals working with New Scot families.</p> <p><u>Domestic Abuse</u></p> <p>The Council works with 3rd Sector organisations to support victims of Domestic Abuse and funds Grampian Women’s Aid to provide refuge for victims. We recently created a new post, Domestic Abuse Co-Ordinator, who works across the Council. The postholder has helped the Housing Service develop a Domestic Abuse Policy. The Council is an important partner in the Violence Against Women Partnership, and through our Housing Policies ensure priority for families and households who need safe rehousing due to domestic abuse.</p>
<p>Aberdeen is an LGBT+ friendly city where LGBT+ communities can confidently express their identity and views.</p>	<p><u>Practice Example</u></p> <p>LGBT- Zone Youth</p> <p>Group meets twice per month, continuing throughout the pandemic online and face to face in Westburn Park in the periods of 2020 that have allowed this. The group are supported by two ACC Youth Workers, supporting young people 12-25 years for Aberdeen city young people and shire due to no current provision for young people in shire out with school.</p> <p>(15) Zone Youth LGBT+ Facebook</p> <p>Group Highlights</p> <ul style="list-style-type: none"> • Partner of Grampian Pride Committee- responsible for hosting the ‘youth space’ in 2018 and 2019 Pride Village. • Were part of BBC Scotland documentary on social media’s effects on young people and relationships. BBC Scotland - Teenage Kicks: Love, Sex & Social Media, 15-year-old Ryley talks openly about sexting among school children • Young people supported to present at the Gay Straight Alliance Conferences • Tackling homophobia in schools presentations by young people • Hosted workshop with young people at NHS wellbeing conference on being an alliance • Youth activism work on a campaign called ‘Use ‘It’ Right’.

- YP writing blog posts for LGBT Scotland [#OurLives Blog post: Cameron | LGBT Youth Scotland | LGBT Youth Scotland](#)

Four Pillars are a charity within Aberdeen that support LGBT people and alliances. ACC staff quite often refer parents of young people on to them as they run a Trans Parents peer support group. [Four Pillars – Supporting Grampians LGBT+ Community \(fourpillarsuk.org\)](#)

Appendix 2 - Employee Information

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Introduction - Employee Information

One of the duties under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 is to gather and use employee information.

The duty requires the organisation to gather annual information on the composition of its employees as well as annual information on recruitment, development, and retention of employees with respect to the number and relevant protected characteristics of employees. The information must be used to better perform the general equality duty.

The Mainstreaming Report must include an annual breakdown of the information gathered and must also include details of the progress that the organisation has made in gathering and using the information to enable it to better perform the general equality duty.

The employee information in this 2021 Mainstreaming Report comprises the following by protected characteristic: -

- Composition of employees (as of January 2020 (for year 2019) and as of January 2021 (for year 2020)).
- Recruitment information, namely applicants and successful applicants for calendar years 2019 and 2020.
- Development information, namely employees who undertook corporate training in calendar years 2019 and 2020 and employees involved in discipline and grievance cases in calendar years 2019 and 2020.
- Retention information, namely employees who left the organisation in calendar years 2019 and 2020.

In accordance with the requirements stated in the guidance, the above has been produced for the organisation as a whole and in relation to the Education Authority (which comprises teachers and other employees in the Education Service).

There are 12 tables of figures in this report each with an analysis sheet.

The data was gathered from three sources, the Council's HR/Payroll database (Core HR), which produced the majority of the information, the recruitment system (Talentlink), which produced the specific recruitment information and the casework register. Relevant queries were run from the systems to produce reports, with the information then put into the tables.

It should be noted that where there were minimal numbers of employees in a category, the actual figure has been removed from the table and replaced with the words 'Under 5'. This is to help ensure that no individual employees can be identified so that confidentiality in relation to sensitive personal data can be maintained.

Regarding how the information has been used (or will be used going forward), the following has been (or is to be) undertaken: -

People and Organisational Development have been, and will be, involved in pursuing initiatives in relation to employment equality, diversity, and inclusion, covering the various protected characteristic groups, with an action plan having been compiled which is to be approved by Committee. These initiatives are linked to meeting the Council's employment equality outcomes.

The employee information contained in this report is to be used in relation to the planning of current and future equality related initiatives. It will continue to be compared to the relevant Scottish Census information to confirm what the differences are between the two sets of figures, so that there is an understanding of how the profile of the workforce compares to the profile of the working age population in Aberdeen City. This will help to provide information as to where resources should be targeted to address any under-representation in a protected characteristic group and to justify measures to address this.

Examples of initiatives undertaken over the last two years have been:

- The Council was successful in attaining the Investors in Young People good practice award at Gold accreditation level. This was achieved primarily in relation to the work undertaken to develop the young workforce, including continuing to develop the range of apprenticeship schemes in the Council across a variety of job roles and areas.
- Introduced a Mental Health First Aid service in the Council, which included the training of employees in administering mental health first aid.
- Extended the Council's Guaranteed Interview Scheme to include the following applicants applying for apprenticeships: care experienced young people; 16-24 years old's from the City; new young Scots (refugee status); and those who completed Foundation Apprenticeship placements in the Council who are applying for an apprenticeship in a similar discipline.
- Participated in a 1-year pilot employer accreditation programme called 'Equally Safe at Work, which is concerned with gender equality and addressing violence against women. This involved undertaking various activities including policy review, data gathering, awareness raising and training, under an agreed action plan.
- Implemented a gender-based violence policy and accompanying guidance (as part of the Equally Safe at Work programme). The policy includes provision for up to 3 days paid special leave per annum for time off requirements directly linked to an employee's experience of gender-based violence.
- Introduced a new approach to internal recruitment and temporary movement of staff, which is based on overall 'fit' to a role as opposed to just technical skills, qualification, and experience, which should assist with addressing occupational segregation.
- Established a young employee network with representation from staff aged 16-24 from across the organisation. The purpose of the network is to gather

views on employment experience and to involve young people in key initiatives across the Council.

- Added sections to the Council's Maternity Guidance on rest breaks for pregnant and breastfeeding employees and on the arrangements and facilities in relation to employees breastfeeding or expressing milk on return to work. This includes provision for granting reasonable paid time off to breastfeed a baby or to express milk.
- Added a provision for Parental Bereavement Leave to the Council's Special leave policies and compiled associated guidance (to meet legislative requirements). The Council decided to offer both weeks Parental Bereavement Leave at normal contractual pay, which is above the statutory minimum.
- Developed an internship programme designed to provide opportunities for Care Experienced Young People to gain experience of working in the Council.

The initiatives all relate to the recruitment and/or retention of people in protected characteristic groups and link to the Council's existing employment equality outcome.

The recruitment figures are to be examined to identify whether there are any significant differences between applicants and successful applicants in relation to protected characteristic groups (also comparing these to the workforce profile data) and if so to consider how these could be further explored to identify whether there are any issues in relation to the application of the Council's recruitment and selection procedure. Likewise, the leavers information will be examined to identify whether there is a disproportionate amount of employees leaving the organisation from under-represented protected characteristic groups compared to the workforce profile data and if so what the reason(s) for this might be and how it/they could be addressed. The training, discipline and grievance information will also be closely looked over to identify any disproportionate figures and possible issues that may require further management guidance to be produced and issued or other appropriate measures.

The Council's new HR/Payroll database Core HR allows employees to enter their equality and diversity information on a 'self-service' basis. This should help to keep employee equality and diversity information more up to date. It is intended to promote this facility and to ask employees to check over and amend (where necessary) their equality and diversity information. They will also be reassured that their data will be held confidentially and used only for equality and diversity related purposes.

The employee information will be published on the Council's website.

Council Workforce - composition of employees at

January 2020 (for calendar year 2019) & January 2021 (for calendar year 2020)

Employees in Post by Sex/Gender

Sex/Gender	2019		2020	
	Numbers	%	Numbers	%
Female	5650	70.04%	5698	70.14%
Male	2416	29.96%	2424	29.84%
Not Completed	0	0	2	0.02%
Total	-	100.00%	-	100.00%

Employees in Post by Age

Age	2019		2020	
	Numbers	%	Numbers	%
Under 20	73	0.91%	32	0.39%
20-29	1080	13.40%	1055	13.00%
30-39	1879	23.30%	1929	23.74%
40-49	1931	23.93%	1894	23.31%
50-59	2214	27.44%	2249	27.68%
60+	889	11.02%	965	11.88%
Total	-	100.00%	-	100.00%

Employees in Post by Marital Status

Marital Status	2019		2020	
	Numbers	%	Numbers	%
Divorced	336	4.17%	327	4.03%
Separated	148	1.83%	151	1.86%
Living with Partner	849	10.53%	861	10.60%
Married/Civil Partnership	3414	42.33%	3290	40.50%
Single	1439	17.84%	1459	17.96%
Widowed	96	1.19%	94	1.16%
Not Completed	1505	18.66%	1678	20.65%
Prefer Not to Answer	279	3.46%	264	3.25%
Total	-	100.00%	-	100.00%

Employees in Post by Disability

Disability	2019		2020	
	Numbers	%	Numbers	%
Yes	280	3.47%	286	3.52%
No	4692	58.17%	4636	57.07%
Not Completed	2816	34.91%	2933	36.10%
Prefer Not to Answer	278	3.45%	269	3.31%
Total	-	100.00%	-	100.00%

Employees in Post by Ethnicity

Ethnicity	2019		2020	
	Numbers	%	Numbers	%
African	34	0.42%	35	0.43%
African - Other	13	0.16%	13	0.16%
Other - Arab	14	0.17%	14	0.17%
Asian -Bangladeshi	7	0.09%	7	0.09%
Asian - Chinese	15	0.19%	14	0.17%
Asian - Indian	41	0.51%	43	0.53%
Asian - Other	18	0.22%	18	0.22%
Asian - Pakistani	9	0.11%	10	0.12%
Black	10	0.12%	10	0.12%
Caribbean	Under 5	0.02%	Under 5	0.02%
Other Caribbean or Black	7	0.09%	8	0.10%
Mixed or Multiple	40	0.50%	36	0.44%
Other	28	0.35%	29	0.36%
White - Polish	95	1.18%	96	1.18%
White - Eastern European	58	0.72%	57	0.70%
White - Gypsy/Traveller	Under 5	0.01%	Under 5	0.01%
White - Irish	80	0.99%	77	0.95%
White -Other white ethnic group	420	5.21%	398	4.90%
White - Other British	1733	21.49%	1762	21.69%
White - Scottish	3393	42.07%	3329	40.98%
Not Completed	1174	14.56%	1360	16.74%
Prefer Not to Answer	874	10.84%	805	9.91%
Total	-	100.00%	-	100.00%

Employees in Post by Nationality

Nationality	2019		2020	
	Numbers	%	Numbers	%
British	694	8.60%	707	8.70%
English	185	2.29%	180	2.22%
Northern Irish	44	0.55%	45	0.55%
Other	224	2.78%	238	2.93%
Scottish	4255	52.75%	4204	51.75%
Welsh	19	0.24%	20	0.25%
Not Completed	2544	31.54%	2630	32.37%
Prefer Not to Answer	101	1.25%	100	1.23%
Total	-	100%	-	100.00%

Employees in Post by Religion

Religion	2019		2020	
	Numbers	%	Numbers	%
Buddhist	18	0.22%	19	0.23%
Other Christian	687	8.52%	695	8.55%
Church of Scotland	1074	13.32%	1029	12.67%
Roman Catholic	370	4.59%	367	4.52%
Hindu	17	0.21%	17	0.21%
Humanist	53	0.66%	52	0.64%
Jewish	5	0.06%	5	0.06%
Muslim	47	0.58%	48	0.59%
None	2840	35.21%	2862	35.23%
Other Religion or Belief	78	0.97%	72	0.89%
Pagan	25	0.31%	24	0.30%
Sikh	Under 5	0.05%	Under 5	0.05%
Not Completed	1459	18.09%	1634	20.11%
Prefer Not to Answer	1389	17.22%	1296	15.95%
Total	-	100.00%	-	100.00%

Employees in Post by Sexual Orientation

Sexual Orientation	2019		2020	
	Numbers	%	Numbers	%
Bisexual	43	0.53%	49	0.60%
Gay	73	0.91%	72	0.89%
Heterosexual/Straight	4859	60.24%	4845	59.64%
Lesbian	32	0.40%	35	0.43%
Other	17	0.21%	18	0.22%
Not Completed	1543	19.13%	1708	21.02%
Prefer Not to Answer	1499	18.58%	1397	17.20%
Total	-	100.00%	-	100.00%

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Recruitment information for the Council as a whole for periods

2019 (01/01/19 - 31/12/19) and 2020 (01/01/2020 - 31/12/2020)

	2019				2020			
Sex/Gender	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	9766	74.23	765	73.91	10565	66.96	567	75.00
Male	3234	24.58	247	23.87	4989	31.62	167	22.09
Prefer Not to Answer	156	1.19	23	2.22	223	1.41	22	2.91
Total	-	100	-	100	-	100	-	100

Age	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	175	1.33	13	1.26	217	1.38	13	1.72
20-29	3796	28.85	273	26.38	4635	29.38	149	19.71
30-39	4044	30.74	328	31.69	4923	31.20	233	30.82
40-49	2893	21.99	225	21.74	3038	19.26	190	25.13
50-59	1672	12.71	151	14.59	2021	12.81	134	17.72
60+	367	2.79	24	2.32	582	3.69	11	1.46
Not Completed	209	1.59	21	2.03	361	2.29	26	3.44
Total	-	100	-	100	-	100	-	100

Marital Status	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	564	4.29	37	3.57	678	4.30	39	5.16
Separated	387	2.94	21	2.03	349	2.21	14	1.85
Living with Partner	1777	13.51	171	16.52	2356	14.93	111	14.68
Married/Civil Partnership	4995	37.97	387	37.40	5460	34.61	311	41.14
Single	4959	37.69	372	35.94	6383	40.46	243	32.14
Widowed	102	0.78	9	0.87	108	0.68	7	0.93
Not Completed	93	0.71	15	1.45	211	1.34	23	3.04
Prefer Not to Answer	279	2.12	23	2.22	232	1.47	8	1.06
Total	-	100	-	100	-	100	-	100

Disability	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	711	5.40	35	3.38	793	5.03	27	3.57
No	12154	92.38	973	94.01	14642	92.81	697	92.20
Not Completed	105	0.80	16	1.55	164	1.04	23	3.04
Prefer Not to Answer	186	1.41	11	1.06	178	1.13	9	1.19
Total	-	100	-	100	-	100	-	100

Ethnicity	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	139	1.06	Under 5	0.39	178	1.13	Under 5	0.40
African - Other	252	1.92	Under 5	0.39	325	2.06	Under 5	0.53
Other - Arab	51	0.39	Under 5	0.10	47	0.30	Under 5	0.13
Asian -Bangladeshi	46	0.35	Under 5	0.39	57	0.36	0	0.00
Asian - Chinese	55	0.42	Under 5	0.39	76	0.48	Under 5	0.40
Asian - Indian	356	2.71	11	1.06	435	2.76	9	1.19
Asian - Other	79	0.60	Under 5	0.19	146	0.93	5	0.66
Asian - Pakistani	101	0.77	Under 5	0.10	105	0.67	Under 5	0.26
Black	87	0.66	Under 5	0.39	95	0.60	Under 5	0.26
Caribbean	20	0.15	Under 5	0.10	35	0.22	Under 5	0.13
Other Caribbean or Black	14	0.11	0	0.00	26	0.16	0	0.00
Mixed or Multiple	89	0.68	12	1.16	173	1.10	8	1.06
White - Polish	626	4.76	31	3.00	512	3.25	23	3.04
White - Eastern European	326	2.48	10	0.97	388	2.46	9	1.19
White - Gypsy/Traveller	Under 5	0.02	0	0.00	6	0.04	0	0.00
White - Irish	120	0.91	25	2.42	140	0.89	10	1.32
White -Other white ethnic group	958	7.28	35	3.38	1038	6.58	24	3.17
White - Other British	1076	8.18	105	10.14	1280	8.11	60	7.94
White - Scottish	8282	62.95	743	71.79	10043	63.66	548	72.49
Not Completed	254	1.93	22	2.13	462	2.93	36	4.76
Prefer Not to Answer	223	1.70	16	1.55	210	1.33	8	1.06
Total	-	100	-	100	-	100	-	100

National Identity	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
British	2632	20.00	214	20.68	3123	19.79	151	19.97
English	350	2.66	24	2.32	353	2.24	15	1.98
Northern Irish	62	0.47	8	0.77	69	0.44	6	0.79
Scottish	7085	53.85	638	61.64	8869	56.21	469	62.04
Welsh	32	0.24	Under 5	0.29	43	0.27	Under 5	0.26
Not Completed	2688	20.42	126	12.17	2961	18.77	101	13.36
Prefer Not to Answer	308	2.34	22	2.13	359	2.28	12	1.59
Total	-	100	-	100	-	100	-	100

Religion	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	41	0.31	0	0.00	46	0.29	Under 5	0.13
Other Christian	1462	11.11	80	7.73	1753	11.11	53	7.01
Church of Scotland	1497	11.38	140	13.53	1852	11.74	114	15.08
Roman Catholic	1533	11.65	96	9.28	1470	9.32	64	8.47
Hindu	174	1.32	Under 5	0.39	245	1.55	Under 5	0.53
Humanist	148	1.12	17	1.64	185	1.17	9	1.19
Jewish	8	0.06	0	0.00	16	0.10	Under 5	0.13
Muslim	315	2.39	10	0.97	320	2.03	5	0.66
None	6552	49.80	551	53.24	8165	51.75	409	54.10
Other Religion or Belief	90	0.68	6	0.58	153	0.97	Under 5	0.53
Pagan	24	0.18	Under 5	0.10	38	0.24	Under 5	0.26
Sikh	10	0.08	Under 5	0.10	20	0.13	0	0.00
Not Completed	425	3.23	41	3.96	592	3.75	36	4.76
Prefer Not to Answer	877	6.67	88	8.50	922	5.84	54	7.14
Other	0	0.00	0	0.00	0	0.00	0	0.00
Total	-	100	-	100	-	100	-	100

	2019				2020			
Sexual Orientation	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	313	2.38	11	1.06	307	1.95	5	0.66
Gay	138	1.05	9	0.87	256	1.62	9	1.19
Heterosexual/ Straight	11651	88.55	923	89.18	13921	88.24	671	88.76
Lesbian	82	0.62	5	0.48	124	0.79	Under 5	0.40
Other	48	0.36	Under 5	0.39	78	0.49	5	0.66
Not Completed	267	2.03	27	2.61	342	2.17	27	3.57
Prefer Not to Answer	657	4.99	56	5.41	749	4.75	36	4.76
Total	-	100	-	100	-	100	-	100

	2019				2020			
Gender Identity*	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	41	0.31	Under 5	0.39	50	0.32	Under 5	0.13
No	12846	97.64	1003	96.91	15357	97.34	725	95.90
Not Completed	90	0.68	16	1.55	195	1.24	23	3.04
Prefer Not to Answer	179	1.36	12	1.16	175	1.11	7	0.93
Total	-	100	-	100	-	100	-	100

* identifying as a transgender person or trans person

Note: It should be noted that the recruitment information above for 2020 includes more applicants than expected. This was due to a housekeeping exercise carried out in February 2020 where some posts were closed off which had been open in the previous year and due to a move of systems which meant that some recruitment was paused in late 2019 and recommenced in 2020..

Training information for the Council as a whole for the period 2019 (01/01/19-31/12/19) and 2020 (01/01/20-31/12/20)

Sex/Gender	2019		2020	
	No	(%)	No	(%)
Female	8427	76.81	17974	87.61
Male	2544	23.19	2529	12.33
Not completed	-	-	13	0.06
Total	-	100.00%	-	100.00%

Age	2019		2020	
	No	(%)	No	(%)
Under 20	16	0.15	37	0.18
20-29	1670	15.22	2298	11.20
30-39	2653	24.18	4629	22.56
40-49	2902	26.45	4882	23.80
50-59	2899	26.42	6892	33.59
60+	831	7.57	1778	8.67
Total	-	100.00%	-	100.00%

Marital Status	2019		2020	
	No	(%)	No	(%)
Divorced/Separated	825	7.52	1483	7.23
Living with Partner	1332	12.14	2435	11.87
Married/Civil Partnership	4835	44.07	9264	45.16
Single	2201	20.06	3345	16.30
Widowed	155	1.41	299	1.46
Not Completed	1275	11.62	3144	15.32
Prefer Not to Answer	348	3.17	546	2.66
Total	-	100.00%	-	100.00%

Disability	2019		2020	
	No	(%)	No	(%)
Yes	565	5.15	751	3.66
No	6732	61.36	10700	52.15
Not Completed	3164	28.84	8322	40.56
Prefer Not to Answer	510	4.65	743	3.62
Total	-	100.00%	-	100.00%

Ethnicity	2019		2020	
	No	(%)	No	(%)
Arab - Other	11	0.10	61	0.30
African	90	0.82	132	0.64
African- Other	28	0.26	6	0.03
Asian- Bangladeshi	Under 5	0.02	24	0.12
Asian- Chinese	40	0.36	28	0.14
Asian- Indian	135	1.23	95	0.46
Asian- Other	41	0.37	64	0.31
Asian- Pakistani	7	0.06	43	0.21
Black	29	0.26	19	0.09
Caribbean	Under 5	0.01	0	0.00
Other Caribbean or Black	6	0.05	28	0.14
Mixed or Multiple	32	0.29	90	0.44
Other	92	0.84	91	0.44
White – Polish	203	1.85	390	1.90
White- Eastern European	94	0.86	51	0.25
White- Gypsy/Traveller	0	0.00	14	0.07
White- Irish	92	0.84	84	0.41
White- Other white ethnic group	426	3.88	726	3.54
White- Other British	2636	24.03	5193	25.31
White- Scottish	4635	42.25	8156	39.75
Not Completed	1623	14.79	4193	20.44
Prefer Not to Answer	748	6.82	1028	5.01
Total	-	100.00%	-	100.00%

National Identity	2019		2020	
	No	(%)	No	(%)
British	895	8.16	2373	11.57
English	319	2.91	322	1.57
Northern Irish	37	0.34	47	0.23
Scottish	5819	53.04	10741	52.35
Welsh	13	0.12	32	0.16
Prefer Not to Answer	3888	35.44	7001	34.12
Total	-	100.00%	-	100.00%

Religion	2019		2020	
	No	(%)	No	(%)
Buddhist	15	0.14	35	0.17
Christian Other	1021	9.31	1910	9.31
Church of Scotland	1497	13.65	2640	12.87
Roman Catholic	582	5.30	654	3.19
Hindu	56	0.51	40	0.19
Humanist	50	0.46	74	0.36
Jewish	6	0.05	Under 5	0.01
Muslim	20	0.18	153	0.75
None	3865	35.23	7623	37.16
Other	230	2.10	288	1.40
Pagan	44	0.40	39	0.19
Sikh	6	0.05	13	0.06
Not Completed	2074	18.90	4897	23.87
Prefer Not to Answer	1505	13.72	2147	10.47
Total	-	100.00%	-	100.00%

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	137	1.25	120	0.58
Gay	106	0.97	112	0.55
Heterosexual/Straight	6837	62.32	12111	59.03
Lesbian	81	0.74	79	0.39
Other	24	0.22	52	0.25
Not Completed	2251	20.52	5384	26.24
Prefer Not to Answer	1535	13.99	2658	12.96
Total	-	100.00%	-	100.00%

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Leavers Information for the Council as a whole for period 2019
(01/01/19 – 31/12/19) & for period 2020 (01/01/20 - 31/12/20)

	2019		2020	
Sex/Gender	Numbers	%	Numbers	%
Female	565	66.24%	350	73.07%
Male	288	33.76%	129	26.93%
Total	-	100.00%	-	100.00%

	2019		2020	
AGE	Numbers	%	Numbers	%
Under 20	15	1.76%	0	0.00%
20-29	159	18.64%	100	20.88%
30-39	199	23.33%	94	19.62%
40-49	131	15.36%	79	16.49%
50-59	184	21.57%	68	14.20%
60+	165	19.34%	138	28.81%
Total	-	100.00%	-	100.00%

Marital Status	2019		2020	
	Numbers	%	Numbers	%
Divorced	27	3.17%	20	4.18%
Separated	12	1.41%	Under 5	0.84%
Living with Partner	58	6.80%	32	6.68%
Married/Civil Partnership	309	36.23%	188	39.25%
Single	155	18.17%	74	15.45%
Widowed	14	1.64%	Under 5	0.63%
Not Completed	248	29.07%	145	30.27%
Prefer Not to Answer	30	3.52%	13	2.71%
Total	-	100.00%	-	100.00%

Disability	2019		2020	
	Numbers	%	Numbers	%
Yes	27	3.17%	13	2.71%
No	436	51.11%	262	54.70%
Not Completed	380	44.55%	185	38.62%
Prefer Not to Answer	10	1.17%	19	3.97%
Total	-	100.00%	-	100.00%

Ethnicity	2019		2020	
	Numbers	%	Numbers	%
African	Under 5	0.23%	Under 5	0.42%
African - Other	Under 5	0.12%	0	0.00%
Other - Arab	0	0.00%	0	0.00%
Asian -Bangladeshi	0	0.00%	0	0.00%
Asian - Chinese	Under 5	0.12%	Under 5	0.21%
Asian - Indian	Under 5	0.47%	Under 5	0.21%
Asian - Other	Under 5	0.35%	0	0.00%
Asian - Pakistani	0	0.00%	0	0.00%
Black	Under 5	0.35%	0	0.00%
Caribbean	Under 5	0.12%	0	0.00%
Other Caribbean or Black	Under 5	0.35%	0	0.00%
Mixed or Multiple	Under 5	0.35%	Under 5	0.84%
Other	0	0.00%	Under 5	0.21%
White - Polish	Under 5	0.47%	Under 5	0.63%
White - Eastern European	Under 5	0.35%	Under 5	0.63%
White - Gypsy/Traveller	0	0.00%	Under 5	0.21%
White - Irish	9	1.06%	5	1.04%
White -Other white ethnic group	59	6.92%	35	7.31%
White - Other British	88	10.32%	86	17.95%
White - Scottish	262	30.72%	182	38.00%
Not Completed	274	32.13%	101	21.09%
Prefer Not to Answer	130	15.24%	54	11.27%
Total	-	100.00%	-	100.00%

Nationality	2019		2020	
	Numbers	%	Numbers	%
British	69	8.09%	34	7.10%
English	20	2.34%	10	2.09%
Northern Irish	Under 5	0.47%	Under 5	0.84%
Other	24	2.81%	7	1.46%
Scottish	269	31.54%	219	45.72%
Welsh	Under 5	0.12%	Under 5	0.21%
Not Completed	458	53.69%	200	41.75%
Prefer Not to Answer	8	0.94%	4	0.84%
Total	-	100.00%	-	100.00%

Religion	2019		2020	
	Numbers	%	Numbers	%
Buddhist	Under 5	0.12%	0	0.00%
Other Christian	0	0.00%	42	8.77%
Church of Scotland	75	8.79%	57	11.90%
Roman Catholic	46	5.39%	15	3.13%
Hindu	0	0.00%	Under 5	0.21%
Humanist	Under 5	0.47%	Under 5	0.84%
Jewish	Under 5	0.12%	0	0.00%
Muslim	Under 5	0.35%	Under 5	0.21%
None	193	22.63%	134	27.97%
Other Religion or Belief	Under 5	0.35%	8	1.67%
Pagan	Under 5	0.23%	Under 5	0.42%
Sikh	Under 5	0.23%	0	0.00%
Not Completed	344	40.33%	125	26.10%
Prefer Not to Answer	179	20.98%	90	18.79%
Total	-	100.00%	-	100.00%

Sexual Orientation	2019		2020	
	Numbers	%	Numbers	%
Bisexual	Under 5	0.35%	Under 5	0.21%
Gay	7	0.82%	5	1.04%
Heterosexual/Straight	371	43.49%	248	51.77%
Lesbian	Under 5	0.35%	Under 5	0.21%
Other	0	0.00%	Under 5	0.42%
Not Completed	291	34.12%	120	25.05%
Prefer Not to Answer	178	20.87%	102	21.29%
Total	-	100.00%	-	100.00%

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures in relation to leavers are currently not available. These will be included later.

Disciplinary information for the Council as a whole for period 2019 (01/01/19 – 31/12/19) and 2020 (01/01/20-31/12/20)

Sex/Gender	2019		2020	
	No	(%)	No	(%)
Female	28	37.33	14	35.00
Male	47	62.67	26	65.00
Total	-	100.0%	-	100.00%

Age	2019		2020	
	No	(%)	No	(%)
Under 20	0	0	0	0
20-29	6	8.00	Under 5	10.00
30-39	20	26.67	15	37.50
40-49	13	17.33	10	25.00
50-59	27	36.00	6	15.00
60+	9	12.00	5	12.50
Total	-	100.0%	-	100.00%

Marital Status	2019		2020	
	No	(%)	No	(%)
Divorced	Under 5	2.67	0	0
Separated	Under 5	5.33	0	0
Living with Partner	6	8.00	Under 5	10.00
Married/Civil Partnership	23	30.67	12	30.00
Single	13	17.33	9	22.50
Widowed	Under 5	1.33	Under 5	5.00
Not Completed	24	32.00	11	27.50
Prefer Not to Answer	2	2.67	2	5.00
Total	-	100.0%	-	100.00%

Disability	2019		2020	
	No	(%)	No	(%)
Yes	5	6.67	5	12.50
No	43	57.33	23	57.50
Not Completed	21	28.00	12	30.00
Prefer Not to Answer	6	8.00	0	0
Total	-	100.0%	-	100.00%

Ethnicity	2019		2020	
	No	(%)	No	(%)
African	0	0	0	0
African- Other	Under 5	1.33	0	0
Arab- Other	Under 5	1.33	0	0
Asian- Bangladeshi	0	0	0	0
Asian- Chinese	0	0	0	0
Asian- Indian	Under 5	1.33	0	0
Asian- Other	0	0	0	0
Asian- Pakistani	0	0	Under 5	2.50
Black	Under 5	1.33	0	0
Caribbean	0	0	0	0
Other Caribbean or Black	0	0	0	0
Mixed or Multiple	0	0	0	0
Other	0	0	0	0
White – Polish	Under 5	1.33	Under 5	2.50
White- Eastern European	0	0	Under 5	2.50
White- Gypsy/Traveller	0	0	0	0
White- Irish	0	0	Under 5	2.50
White- Other white ethnic group	8	10.68	Under 5	5.00
White- Other British	10	13.34	8	20.00
White- Scottish	30	40.00	15	37.50
Not Completed	6	8.00	4	10.00
Prefer Not to Answer	16	21.33	7	17.50
Total	-	100.00%	-	100.00%

National Identity	2019		2020	
	No	(%)	No	(%)
British	6	8.00	Under 5	7.50
English	0	0	Under 5	2.50
Northern Irish	0	0	0	0
Other	5	6.67	Under 5	5.0
Scottish	40	53.33	22	55.00
Welsh	Under 5	1.33	0	0
Not Completed	23	30.67	12	30.00
Prefer Not to Answer	0	0	0	0
Total	-	100.00%	-	100.00%

Religion	2019		2020	
	No	(%)	No	(%)
Buddhist	0	0	0	0
Christian Other	10	13.33	Under 5	2.50
Church of Scotland	11	14.68	5	12.50
Roman Catholic	Under 5	2.67	5	12.50
Hindu	Under 5	1.33	0	0
Humanist	Under 5	1.33	0	0
Jewish	0	0	0	0
Muslim	Under 5	1.33	0	0
None	25	33.33	16	40.00
Other	0	0	0	0
Pagan	0	0	0	0
Sikh	0	0	0	0
Not Completed	5	6.67	5	12.50
Prefer Not to Answer	19	25.33	8	20.00
Total	-	100.00%	-	100.00%

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	0	0	0	0
Gay	Under 5	2.67	Under 5	2.50
Heterosexual/Straight	42	56.00	26	65.00
Lesbian	Under 5	2.67	0	0
Not Completed	8	10.66	5	12.50
Prefer Not to Answer	21	28.00	8	20.00
Total	-	100.00%	-	100.00%

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Grievance information for the Council as a whole for period 2019 (01/01/19 – 31/12/19) and 2020 (01/01/20-31/12/20)

Sex/Gender	2019		2020	
	No	(%)	No	(%)
Female	8	40.00	9	60.00
Male	12	60.00	6	40.00
Total	-	100.00%	-	100.00%

Age	2019		2020	
	No	(%)	No	(%)
Under 20	0	0	0	0
20-29	Under 5	5.00	Under 5	6.67
30-39	Under 5	10.00	Under 5	20.00
40-49	Under 5	20.00	Under 5	20.00
50-59	7	35.00	5	33.33
60+	6	30.00	Under 5	20.00
Total	-	100.00%	-	100.00%

Marital Status	2019		2020	
	No	(%)	No	(%)
Divorced	Under 5	10.00	0	0
Separated	Under 5	10.00	0	0
Living with Partner	Under 5	15.00	Under 5	6.67
Married/Civil Partnership	10	50.00	8	53.33
Single	0	0	Under 5	26.66
Widowed	0	0	0	0
Not Completed	2	10.00	1	6.67
Prefer Not to Answer	1	5.00	1	6.67
Total	-	100.00%	-	100.00%

Disability	2019		2020	
	No	(%)	No	(%)
Yes	5	25.00	0	0
No	8	40.00	11	73.33
Not Completed	7	35.00	4	26.67
Prefer Not to Answer	0	0	0	0
Total	-	100.00%	-	100.00%

Ethnicity	2019		2020	
	No	(%)	No	(%)
Arab - Other	0	0	0	0
African	0	0	0	0
African- Other	Under 5	5.00	0	0
Asian- Bangladeshi	0	0	0	0
Asian- Chinese	0	0	0	0
Asian- Indian	0	0	0	0
Asian- Other	0	0	0	0
Asian- Pakistani	0	0	Under 5	6.67
Black	0	0	0	0
Caribbean	0	0	0	0
Other Caribbean or Black	0	0	0	0
Mixed or Multiple	0	0	0	0
Other	Under 5	5.00	0	0
White- Eastern European	0	0	0	0
White- Gypsy/Traveller	0	0	0	0
White- Irish	0	0	0	0
White – Polish	0	0	Under 5	6.67
White- Other white ethnic group	Under 5	5.00	0	0
White- Other British	Under 5	15.00	Under 5	26.66
White- Scottish	8	40.00	7	46.66
Not Completed	5	25.00	1	6.67
Prefer Not to Answer	1	5.00	1	6.67
Total	-	100.00%	-	100.00%

National Identity	2019		2020	
	No	(%)	No	(%)
British	Under 5	10.00	Under 5	6.67
English	Under 5	5.00	0	0
Northern Irish	0	0	0	0
Other	Under 5	5.00	0	0
Scottish	7	35.00	9	60.00
Welsh	0	0	0	0
Not Completed	9	45.00	5	33.33
Prefer Not to Answer	0	0	0	0
Total	-	100.00%	-	100.00%

Religion	2019		2020	
	No	(%)	No	(%)
Buddhist	0	0	0	0
Christian Other	Under 5	10.00	Under 5	13.33
Church of Scotland	Under 5	5.00	Under 5	6.68
Roman Catholic	0	0	Under 5	13.33
Hindu	0	0	0	0
Humanist	0	0	0	0
Jewish	0	0	0	0
Muslim	0	0	0	0
None	7	35.00	6	40.00
Other	0	0	0	0
Pagan	0	0	0	0
Sikh	0	0	0	0
Not Completed	8	40.00	2	13.33
Prefer Not to Answer	2	10.00	2	13.33
Total	-	100.00%	-	100.00%

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	0	0	0	0
Gay	0	0	Under 5	6.67
Heterosexual/Straight	12	60.00	8	53.33
Lesbian	0	0	0	0
Not Completed	6	30.00	5	33.33
Prefer Not to Answer	2	10.00	1	6.67
Total	-	100.00%	-	100.00%

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Analysis of information

Aberdeen City Council – Composition of employees (at January 2020, for year 2019 and at January 2021, for year 2020)

Employees in post by Sex/Gender

In 2019, the majority of employees in the Council are female (70.0%) with the minority male (30.0%). This compares with 69.3% female and 30.7% male reported in the last Mainstreaming Report indicating similar figures. The last Census figures for the Aberdeen City population aged between 16 and 64 were 50.5% male and 49.5% female indicating a difference in the gender make-up of the local working age population compared to the Council's workforce.

In 2020, the majority of employees in the Council are female (70.1%) with the minority male (29.8%). This compares with 69.3% female and 30.7% male reported in the last Mainstreaming Report indicating similar figures. The last Census figures for the Aberdeen City population aged between 16 and 64 were 50.5% male and 49.5% female indicating a difference in the gender make-up of the local working age population compared to the Council's workforce.

Employees in post by Age

In 2019 the largest proportion of employees are in the 50-59 age band (27.4%) followed by the 40-49 (23.9%). The smallest proportion of employees is in the under 20 age band (0.9%) followed by the 60+ age band (11.0%). The majority of the Council's employees are aged 40 or over.

In 2020, the largest proportion of employees are in the 50-59 age band (27.7%) followed by the 30-39 (23.7%). The smallest proportion of employees is in the under 20 age band (0.4%) followed by the 20-29 age band (13.0%). The majority of the Council's employees are aged 40 or over.

Employees in post by Marital Status

In 2019, the largest proportion of employees who declared their marital status are in the Married/Civil Partnership category (42.3%) followed by Single (17.8%). The smallest proportion of employees is in the Widowed category (1.2%). It should be noted that 22.1% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees who declared their marital status are in the Married/Civil Partnership category (40.5%) followed by Single (18.0%). The smallest proportion of employees is in the Widowed category (1.2%). It should be noted that 23.9% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Disability

In 2019, a minority of employees declared that they have a disability (3.5%) whilst the majority declared that they were non-disabled (58.2%). This compares with 2.6% disabled and 69.0% non-disabled reported in the last Mainstreaming Report,

indicating an increase in the percentage of disabled employees. It should be noted that 38.4% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 4.6% had a long-term health problem or disability that limited them a lot in day-to-day activities, indicating a difference compared to the percentage of disabled employees in the Council's workforce.

In 2020, a minority of employees declared that they have a disability (3.5%) whilst the majority declared that they were non-disabled (57.1%). This compares with 2.6% disabled and 69.0% non-disabled reported in the last Mainstreaming Report, indicating an increase in disabled employees. It should be noted that 39.4% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 4.6% had a long-term health problem or disability that limited them a lot in day-to-day activities, indicating a difference compared to the percentage of disabled employees in the Council's workforce.

Employees in post by Ethnicity

In 2019, a minority of employees declared that they are from an ethnic minority (2.6%) (i.e. non-white). This compares with 2.4% reported in the last Mainstreaming Report, indicating a slight increase in ethnic minority employees. It should be noted that 25.4% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 8.5% were from an ethnic minority (i.e. non-white), indicating a difference compared to the percentage of ethnic minority employees (i.e. non-white) in the Council's workforce.

In 2020, a minority of employees declared that they are from an ethnic minority (2.6%) (i.e. non-white). This compares with 2.4% reported in the last Mainstreaming Report, indicating a slight increase in ethnic minority employees. It should be noted that 26.6% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 8.5% were from an ethnic minority (i.e. non-white), indicating a difference compared to the percentage of ethnic minority employees (i.e. non-white) in the Council's workforce.

Employees in post by Nationality

In 2019, the largest proportion of employees who declared their nationality are Scottish (52.7%) followed by British (8.6%) and then Other (2.8%). The smallest proportion are Welsh (0.2%) followed by Northern Irish (0.5%). It should be noted that 32.8% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees who declared their nationality are Scottish (51.7%) followed by British (8.7%) and then Other (2.9%). The smallest proportion are Welsh (0.2%) followed by Northern Irish (0.5%). It should be noted

that 33.6% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Religion

In 2019, the largest proportion of employees who declared their religion indicated this as None (35.2%) followed by Church of Scotland (13.3%) and then Christian Other (8.5%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 35.3% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees who declared their religion indicated this as None (35.2%) followed by Church of Scotland (12.7%) and then Christian Other (8.5%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 36.1% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Sexual Orientation

In 2019, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.8%) with a majority of employees declaring as Heterosexual/Straight (60.4%). It should be noted that 37.7% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.9%) with a majority of employees declaring as Heterosexual/Straight (59.6%). It should be noted that 38.2% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Analysis of information

Aberdeen City Council – Recruitment 2019 and 2020

Sex/Gender

In 2019, the majority of both applicants for employment and successful applicants were female (74.2% and 73.9% respectively), with the minority male (24.6% and 23.9% respectively).

In 2020, the majority of both applicants for employment and successful applicants were female (67.0% and 75.0% respectively), with the minority male (31.6% and 22.1% respectively). The proportions of female to male applicants for employment

and the proportions of successful applicants in 2020 are both similar to the proportions of female and male employees in the workforce (the proportions in the workforce being 70.1% to 29.8% female to male).

Age

In 2019, the largest proportion of applicants for employment and successful applicants were under the category of 30-39 (30.7% and 31.7% respectively), followed by 20-29 (28.8% and 26.4% respectively) and then 40-49 (22.0% and 21.7% respectively).

In 2020, the largest proportion of applicants for employment were under the category of 30-39 (31.2%), followed by 20-29 (29.4%) and then 40-49 (19.3%). The largest proportion of successful applicants for employment were under the category of 30-39 (30.8%), followed by 40-49 (25.1%), and then 20-29 (19.7%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (27.7%), followed by the 30-39 band (23.7%) and then the 40-49 band (23.3%), indicating a difference compared to the age profile of applicants and successful applicants in 2020.

Marital Status

In 2019, of those who declared their marital status, the largest proportion of applicants and successful applicants were under the category of Married/Civil Partnership (38.0% and 37.4% respectively), followed by Single (37.7% and 35.9% respectively) and then Living with Partner (13.5% and 16.5% respectively).

In 2020, of those who declared their marital status, the largest proportion of applicants for employment were under the category of Single (40.5%), followed by Married/Civil Partnership (34.6%) and then Living with Partner (14.9%). The largest proportion of successful applicants for employment were under the category of Married/Civil Partnership (41.1%), followed by Single (32.1%), and then Living with Partner (14.7%).

Disability

In 2019, of those who declared whether they have a disability, a minority of applicants for employment and also successful applicants declared as disabled (5.4% and 3.4% respectively).

In 2020, of those who declared whether they had a disability, a minority of applicants for employment and also successful applicants declared as disabled (5.0% and 3.6% respectively). The 2020 proportion of disabled applicants is higher than the proportion of disabled employees in the workforce (which is 3.5%), with the proportion of successful disabled applicants being similar.

Ethnicity

In 2019, of those who declared their ethnicity, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (9.8% and 4.7% respectively) (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (10.8% and 5.0% respectively) (i.e. non-white). Both these 2020 proportions are higher than the proportions of employees who declared as being from an ethnic minority (which is 2.6%).

Nationality

In 2019, of those who declared their nationality, the largest proportion of applicants for employment and also successful applicants were under the category of Scottish (53.8% and 61.6% respectively), followed by British (20.0% and 20.7% respectively) and then English (2.7% and 2.3% respectively).

In 2020, of those who declared their nationality, the largest proportion of applicants for employment and successful applicants were under the category of Scottish (56.2% and 62.0% respectively), followed by British (19.8% and 20.0% respectively) and then English (2.2% and 2.0% respectively).

Religion

In 2019, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (49.8%), followed by Roman Catholic (11.6%) and then Church of Scotland (11.4%). The largest proportion of successful applicants for employment were under the category of None (53.2%), followed by Church of Scotland (13.5%) and then Roman Catholic (9.3%).

In 2020, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (51.7%), followed by Church of Scotland (11.7%) and then Christian Other (11.1%). The largest proportion of successful applicants were under the category None (54.1%), followed by Church of Scotland (15.1%) and then Roman Catholic (8.5%).

Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (4.0% and 2.4% respectively, in total).

In 2020, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (4.4% and 2.2% respectively, in total). Both these 2020 proportions are higher than the proportion of employees declaring their sexual orientation under these categories (which is 1.9% in total).

Gender Identity (identifying as a transgender person or trans person)

In 2019, of those who declared their gender identity as a transgender person or trans person, a very small proportion of applicants for employment (0.3%) and successful applicants (0.4%) were under this category.

In 2020, of those who declared their gender identity as a transgender person or trans person, a very small proportion of applicants for employment and successful applicants were under this category (0.3% and 0.1% respectively).

Analysis of information

Aberdeen City Council – Training 2019 and 2020 (employees who undertook a corporate training course)

Sex/Gender

In 2019, the majority who undertook training were female (76.8%) with the minority male (23.2%).

In 2020, the majority who undertook training were female (87.6%) with the minority male (12.3%). These proportions differ to the proportions of female and male employees in the workforce (which are 70.1% and 29.8% respectively).

Age

In 2019, the largest proportion who undertook training were under the category 40-49 (26.5%), followed by 50-59 (26.4%) and then 30-39 (24.2%).

In 2020, the largest proportion who undertook training were under the category 50-59 (33.6%), followed by 40-49 (23.8%) and then 30-39 (22.6%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (27.7%), followed by the 30-39 band (23.7%) and then the 40-49 band (23.3%), which differ to the 2020 proportions who undertook training.

Marital Status

In 2019, of those who declared their marital status, the largest proportion who underwent training were under the category of Married/Civil Partnership (44.1%), followed by Single (20.1%) and then Living with Partner (12.1%).

In 2020, of those who declared their marital status, the largest proportion who underwent training were under the category of Married/Civil Partnership (45.2%), followed by Single (16.3%) and then Living with Partner (11.9%).

Disability

In 2019, of those who declared whether they have a disability, a minority of those who undertook training were disabled (5.1%), whilst the majority were non-disabled (61.4%).

In 2020, of those who declared whether they had a disability, a minority of those who undertook training were disabled (3.7%), (whilst the majority were non-disabled (52.1%)). This 2020 figure is similar compared to the proportion of employees who declared as being disabled in the workforce (which is 3.5%).

Ethnicity

In 2019, of those who declared their ethnicity, a minority of those who undertook training were from an ethnic minority (3.8%) (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of those who undertook training were from an ethnic minority (2.9%) (i.e. non-white). This 2020 figure is a slightly higher figure compared to the proportion of employees who declared as being from an ethnic minority in the workforce (which is 2.6%).

Nationality

In 2019, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (53.0%), followed by British (8.2%) and then Other (2.9%).

In 2020, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (52.3%), followed by British (11.6%) and then English (1.6%).

Religion

In 2019, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (35.2%), followed by Church of Scotland (13.6%) and then Christian Other (9.3%).

In 2020, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (37.2%), followed by Church of Scotland (12.9%) and then Christian Other (9.3%).

Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (3.0% in total).

In 2020, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (1.5% in total). This 2020 figure is below the proportion of those declaring their sexual orientation under these categories in the workforce (which is 1.9%).

Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Analysis of information

Aberdeen City Council – Leavers 2019 and 2020

Sex/Gender

In 2019, the majority of leavers were female (66.2%) with the minority male (33.7%).

In 2020, the majority of leavers were female (73.1%) with the minority male (26.9%). Compared to the composition of the workforce which is a 70.1% to 29.8% female to male split, these 2020 figures indicate similar proportions of leavers by gender.

Age

In 2019, the largest proportion of leavers was under the category 30-39 (23.3%), followed by 50-59 (21.6%) and then 60+ (19.3%).

In 2020, the largest proportion of leavers was under the category 60+ (28.8%), followed by 20-29 (20.9%) and then 30-39 (19.6%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (27.7%), followed by the 30-39 band (23.7%) and then the 40-49 band (23.3%), indicating a difference compared to the 2020 leavers age profile.

Marital Status

In 2019, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (36.2%), followed by Single (18.2%) and then Living with Partner (6.8%).

In 2020, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (39.2%), followed by Single (15.4%) and then Living with Partner (6.7%).

Disability

In 2019, of those who declared whether they have a disability, a minority of leavers (3.2%) were disabled whilst the majority were non-disabled (51.1%).

In 2020, of those who declared whether they have a disability, a minority of leavers (2.7%) were disabled whilst the majority were non-disabled (54.7%). The proportion of disabled leavers in 2020 is therefore lower compared to the proportion declaring as disabled in the workforce (which is 3.5%).

Ethnicity

In 2019, of those who declared their ethnicity, a minority of leavers (2.5%) were from an ethnic minority (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of leavers (1.7%) were from an ethnic minority (i.e. non-white). This 2020 figure is a lower proportion compared to the proportion of ethnic minority employees in the workforce (which is 2.6%).

Nationality

In 2019, of those who declared their nationality, the largest proportion of leavers were Scottish (31.5%) followed by British (8.1%) and then Other (2.8%).

In 2020, of those who declared their nationality, the largest proportion of leavers were Scottish (45.7%) followed by British (7.1%) and then English (2.1%).

Religion

In 2019, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (22.6%), followed by Church of Scotland (8.8%) and then Roman Catholic (5.4%).

In 2020, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (28.0%), followed by Church of Scotland (11.9%) and then Christian Other (8.8%).

Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 1.5%).

In 2020, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 1.5%). This 2020 figure is a slightly lower proportion compared to those declaring their sexual orientation under these categories in the workforce (which is 1.9%).

Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures in relation to leavers are currently not available. These will be included later.

Analysis of information

Aberdeen City Council – Discipline cases 2019 and 2020

Sex/Gender

In 2019, the majority of discipline cases involved male employees (62.7%) with the minority involving female employees (37.3%).

In 2020, the majority of discipline cases involved male employees (65.0%) with the minority involving female employees (35.0%). These 2020 figures differ to the proportions of male and female employees in the workforce (which are 29.8% and 70.1% respectively).

Age

In 2019, the largest proportion of discipline cases involved employees under the category 50-59 (36.0%), followed by 30-39 (26.7%) and then 40-49 (17.3%).

In 2020, the largest proportion of discipline cases involved employees under the category 30-39 (37.5%), followed by the 40-49 (25.0%) and then 50-59 (15.0%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (27.7%), followed by the 30-39 band (23.7%) and then the 40-49 band (23.3%), indicating a difference compared to the 2020 age profile of those involved in discipline cases.

Marital Status

In 2019, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (30.7%), followed by Single (17.3%) and then Living with Partner (8.0%).

In 2020, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (30.0%), followed by Single (22.5%) and then Living with partner (10.0%).

Disability

In 2019, of those who declared whether they have a disability, a minority of employees involved in discipline cases were disabled (6.7%) whilst the majority were non-disabled (57.3%).

In 2020, of those who declared whether they have a disability, a minority of employees involved in discipline cases were disabled (12.5%) whilst the majority were non-disabled (57.5%). The 2020 figure of disabled employees involved in discipline cases is therefore higher compared to the proportion of disabled employees in the workforce (which is 3.5%).

Ethnicity

In 2019, of those who declared their ethnicity, there were a minority of employees involved in discipline cases who were from an ethnic minority (5.3%) (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of employees involved in discipline cases were from an ethnic minority (2.5%) (i.e. non-white). This 2020 figure of ethnic minority employees involved in discipline cases is therefore slightly lower compared to the proportion of ethnic minority employees in the workforce (which is 2.6%).

Nationality

In 2019, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (53.3%), followed by British (8.0%) and then Other (6.7%).

In 2020, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (55.0%), followed by British (7.5%) then Other (5.0%).

Religion

In 2019, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (33.3%), followed by Church of Scotland (14.7%) and then Christian Other (13.3%).

In 2020, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (40.0%), followed by Church of Scotland and Roman Catholic which each had the same proportion (i.e.12.5%).

Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of employees involved in discipline cases were Bisexual, Gay or Lesbian (5.3% in total).

In 2020, of those who declared their sexual orientation, a minority of employees involved in discipline cases were Bi-sexual, Gay or Lesbian (2.5% in total). This 2020 figure of Bi-sexual, Gay or Lesbian employees involved in discipline cases is therefore slightly higher compared to the proportion of Bi-sexual, Gay or Lesbian employees in the workforce (which is 1.9%).

Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Analysis of information

Aberdeen City Council – Grievance cases 2019 and 2020

Sex/Gender

In 2019, the majority of grievance cases involved male employees (60.0%) with the minority involving female employees (40.0%).

In 2020, the majority of grievance cases involved female employees (60.0%) with the minority involving male employees (40.0%). These 2020 figures differ compared to the proportions of female and male employees in the workforce (which are 70.1% and 29.8% respectively).

Age

In 2019, the largest proportion of grievance cases involved employees under the category 50-59 (35.0%), followed by 60+ (30.0%) and then 40-49 (20.0%).

In 2020, the largest proportion of grievance cases involved employees under the category 50-59 (33.3%), followed by the 30-39, 40-49 and 60+ age bands which each had the same proportion (i.e. 20.0%). In relation to the workforce profile, the largest proportion of employees are in the 50-59 age band (27.7%), followed by the 30-39 band (23.7%) and then the 40-49 band (23.3%), indicating similar figures compared to the 2020 age profile of those involved in grievance cases.

Marital Status

In 2019, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category of Married/Civil Partnership (50.0%), followed by Living with Partner (15.0%) and then the Divorced and the Separated categories (each with 10.0%).

In 2020, of those who declared their marital status, the largest proportion of grievance cases involved employees under the category of Married/Civil Partnership (53.3%), followed by Single (26.7%), followed by Living with Partner (6.7%).

Disability

In 2019, of those who declared whether they have a disability, a significant minority of employees involved in grievance cases were disabled (25.0%) whilst the majority were non-disabled (40.0%).

In 2020, of those who declared whether they have a disability, there were no employees involved in grievance cases who were disabled (0.0%), whilst a majority were non-disabled (73.3%). These 2020 figures of disabled employees involved in grievance cases differ to the proportions of disabled and non-disabled employees in the workforce (which are 3.5% and 57.1% respectively).

Ethnicity

In 2019, of those who declared their ethnicity, a minority of employees involved in grievance cases were from an ethnic minority (5.0%) (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of employees involved in grievance cases were from an ethnic minority (6.7%) (i.e. non-white). This 2020 figure of ethnic minority employees involved in grievance cases is higher compared to the proportion of ethnic minority employees in the workforce (which is 2.6%).

Nationality

In 2019, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (35.0%), followed by British (10.0%) and then English and Other, which each had the same proportion (i.e. 5.0%).

In 2020, of those who declared their nationality, the largest proportion of grievance cases involved employees under the category of Scottish (60.0%) and followed by British (6.7%).

Religion

In 2019, of those who declared their religion, the largest proportion of grievance cases involved employees under the category of None (35.0%), followed by Christian Other (10.0%) and then Church of Scotland (5.0%).

In 2020, of those who declared their religion, the largest proportion of grievance cases involved employees under the category of None (40.0%), followed by Christian Other and Roman Catholic which each had the same proportion (i.e.13.3%).

Sexual Orientation

In 2019, of those who declared their sexual orientation, there were no employees involved in grievance cases who were Bisexual, Gay or Lesbian.

In 2020, of those who declared their sexual orientation, there were 6.7% of employees involved in grievance cases who were Bisexual, Gay or Lesbian. This 2020 figure of Bisexual, Gay or Lesbian employees involved in grievance cases is higher compared to the proportion of Bisexual, Gay or Lesbian employees in the workforce (which is 1.9%).

Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

**Education Workforce - composition of employees at
January 2020 (for calendar year 2019) & January 2021 (for calendar year 2020)**

Employees in Post by Sex/Gender

Sex/Gender	2019		2020	
	Numbers	%	Numbers	%
Female	3058	87.97%	3224	87.54%
Male	418	12.03%	457	12.41%
Not Completed	0	0.00%	2	0.05%
Total	-	100.00%	-	100.00%

Employees in Post by Age

AGE	2019		2020	
	Numbers	%	Numbers	%
Under 20	8	0.23%	7	0.19%
20-29	594	17.09%	606	16.45%
30-39	884	25.43%	943	25.60%
40-49	848	24.40%	892	24.22%
50-59	851	24.48%	914	24.82%
60+	291	8.37%	321	8.72%
Total	-	100.00%	-	100.00%

Employees in Post by Marital Status

Marital Status	2019		2020	
	Numbers	%	Numbers	%
Divorced	136	3.91%	144	3.91%
Separated	64	1.84%	69	1.87%
Living with Partner	323	9.29%	344	9.34%
Married/Civil Partnership	1577	45.37%	1572	42.68%
Single	545	15.68%	595	16.16%
Widowed	30	0.86%	31	0.84%
Not Completed	682	19.62%	817	22.18%
Prefer Not to Answer	119	3.42%	111	3.01%
Total	-	100.00%	-	100.00%

Employees in Post by Disability

Disability	2019		2020	
	Numbers	%	Numbers	%
Yes	93	2.68%	104	2.82%
No	1947	56.01%	2025	54.98%
Not Completed	1330	38.26%	1438	39.04%
Prefer Not to Answer	106	3.05%	116	3.15%
Total	-	100.00%	-	100.00%

Employees in Post by Ethnicity

Ethnicity	2019		2020	
	Numbers	%	Numbers	%
African	9	0.26%	12	0.33%
African - Other	Under 5	0.06%	Under 5	0.08%
Other - Arab	5	0.14%	5	0.14%
Asian -Bangladeshi	Under 5	0.12%	Under 5	0.11%
Asian - Chinese	6	0.17%	5	0.14%
Asian - Indian	11	0.32%	14	0.38%
Asian - Other	Under 5	0.12%	5	0.14%
Asian - Pakistani	6	0.17%	7	0.19%
Black	Under 5	0.03%	Under 5	0.03%
Caribbean	0	0.00%	0	0.00%
Other Caribbean or Black	Under 5	0.03%	Under 5	0.05%
Mixed or Multiple	16	0.46%	15	0.41%
Other	8	0.23%	9	0.24%
White - Polish	33	0.95%	35	0.95%
White - Eastern European	11	0.32%	9	0.24%
White - Gypsy/Traveller	0	0.00%	0	0.00%
White - Irish	50	1.44%	5	1.36%
White -Other white ethnic group	140	4.03%	140	3.80%
White - Other British	851	24.48%	909	24.68%
White - Scottish	1440	41.43%	1476	40.08%
Not Completed	544	15.65%	692	18.79%
Prefer Not to Answer	334	9.61%	290	7.87%
Total	-	100.00%	-	100.00%

Employees in Post by Nationality

Nationality	2019		2020	
	Numbers	%	Numbers	%
British	361	10.40%	392	10.64%
English	70	2.00%	68	1.85%
Northern Irish	21	0.60%	26	0.71%
Other	89	2.56%	101	2.74%
Scottish	1846	53.11%	1914	51.97%
Welsh	5	0.14%	5	0.14%
Not Completed	1044	30.03%	1138	30.90%
Prefer Not to Answer	40	1.15%	39	1.06%
Total	-	100.00%	-	100.00%

Employees in Post by Religion

Religion	2019		2020	
	Numbers	%	Numbers	%
Buddhist	6	0.17%	6	0.16%
Other Christian	347	9.98%	375	10.18%
Church of Scotland	522	15.02%	503	13.66%
Roman Catholic	17	4.92%	182	4.94%
Hindu	7	0.20%	8	0.22%
Humanist	19	0.55%	28	0.76%
Jewish	Under 5	0.06%	Under 5	0.05%
Muslim	24	0.69%	25	0.68%
None	1135	32.65%	1204	32.69%
Other Religion or Belief	31	0.89%	33	0.90%
Pagan	5	0.14%	Under 5	0.11%
Sikh	0	0.00%	0	0.00%
Not Completed	692	19.91%	836	22.70%
Prefer Not to Answer	515	14.82%	477	12.95%
Total	-	100.00%	-	100.00%

Employees in Post by Sexual Orientation

Sexual Orientation	2019		2020	
	Numbers	%	Numbers	%
Bisexual	16	0.46%	22	0.60%
Gay	27	0.78%	30	0.81%
Heterosexual/Straight	2125	61.13%	2215	60.14%
Lesbian	12	0.35%	14	0.38%
Other	8	0.23%	9	0.24%
Not Completed	706	20.31%	852	23.13%
Prefer Not to Answer	582	16.74%	541	14.69%
Total	-	100.00%	-	100.00%

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Recruitment information for the Education Authority for period 2019

(01/01/19-31/12/19) and 2020 ((01/01/20-31/12/20)

Sex/Gender	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	6557	86.31	458	84.81	4533	81.87	284	83.53
Male	952	12.53	71	13.15	938	16.94	50	14.71
Prefer Not to Answer	88	1.16	11	2.04	66	1.19	6	1.76
Total	-	100	-	100	-	100	-	100

Age	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	29	0.38	Under 5	0.19	49	0.88	Under 5	0.29
20-29	1982	26.09	137	25.37	1752	31.64	70	20.59
30-39	2485	32.71	166	30.74	1802	32.54	101	29.71
40-49	1893	24.92	144	26.67	1146	20.70	91	26.76
50-59	899	11.83	70	12.96	596	10.76	63	18.53
60+	204	2.69	13	2.41	107	1.93	7	2.06
Not Completed	105	1.38	9	1.67	85	1.54	7	2.06
Total	-	100	-	100	-	100	-	100

Marital Status	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	286	3.76	16	2.96	231	4.17	22	6.47
Separated	226	2.97	10	1.85	131	2.37	9	2.65
Living with Partner	941	12.39	83	15.37	792	14.30	41	12.06
Married/Civil Partnership	3085	40.61	223	41.30	2184	39.44	162	47.65
Single	2783	36.63	188	34.81	1994	36.01	94	27.65
Widowed	61	0.80	Under 5	0.37	46	0.83	Under 5	0.88
Not Completed	49	0.64	5	0.93	70	1.26	7	2.06
Prefer Not to Answer	166	2.19	13	2.41	89	1.61	2	0.59
Total	-	100	-	100	-	100	-	100

Disability	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	302	3.98	11	2.04	227	4.10	7	2.06
No	7132	93.88	517	95.74	5208	94.06	322	94.71
Not Completed	60	0.79	6	1.11	45	0.81	8	2.35
Prefer Not to Answer	103	1.36	6	1.11	57	1.03	3	0.88
Total	-	100	-	100	-	100	-	100

Ethnicity	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	64	0.84	Under 5	0.74	40	0.72	0	0.00
African - Other	118	1.55	Under 5	0.56	77	1.39	0	0.00
Other - Arab	33	0.43	Under 5	0.19	20	0.36	Under 5	0.29
Asian -Bangladeshi	32	0.42	Under 5	0.19	18	0.33	0	0.00
Asian - Chinese	29	0.38	Under 5	0.19	22	0.40	Under 5	0.29
Asian - Indian	201	2.65	5	0.93	164	2.96	Under 5	1.18
Asian - Other	32	0.42	Under 5	0.19	39	0.70	0	0.00
Asian - Pakistani	72	0.95	0	0.00	56	1.01	Under 5	0.59
Black	39	0.51	0	0.00	17	0.31	Under 5	0.29
Caribbean	6	0.08	Under 5	0.19	Under 5	0.05	Under 5	0.29
Other Caribbean or Black	Under 5	0.03	0	0.00	6	0.11	0	0.00
Mixed or Multiple	44	0.58	Under 5	0.56	51	0.92	Under 5	1.18
Other	0	0.00	0	0.00	0	0.00	0	0.00
White - Polish	408	5.37	11	2.04	129	2.33	Under 5	0.88
White - Eastern European	155	2.04	Under 5	0.74	133	2.40	Under 5	0.59

White - Gypsy/Traveller	0	0.00	0	0.00	Under 5	0.02	0	0.00
White - Irish	76	1.00	17	3.15	63	1.14	Under 5	1.18
White -Other white ethnic group	569	7.49	20	3.70	464	8.38	17	5.00
White - Other British	596	7.85	55	10.19	478	8.63	27	7.94
White - Scottish	4872	64.13	394	72.96	3505	63.30	257	75.59
Not Completed	127	1.67	9	1.67	174	3.14	14	4.12
Prefer Not to Answer	122	1.61	10	1.85	77	1.39	2	0.59
Total	-	100	-	100	-	100	-	100

National Identity	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
British	1507	19.84	119	22.04	1058	19.11	73	21.47
English	171	2.25	14	2.59	110	1.99	5	1.47
Northern Irish	40	0.53	5	0.93	39	0.70	Under 5	0.59
Scottish	4151	54.64	327	60.56	3171	57.27	218	64.12
Welsh	13	0.17	0	0.00	12	0.22	Under 5	0.29
Not Completed	1547	20.36	61	11.30	1012	18.28	37	10.88
Prefer Not to Answer	168	2.21	14	2.59	135	2.44	4	1.18
Total	-	100	-	100	-	100	-	100

Religion	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	19	0.25	0	0.00	19	0.34	0	0.00
Other Christian	866	11.40	51	9.44	626	11.31	30	8.82
Church of Scotland	847	11.15	78	14.44	616	11.13	64	18.82
Roman Catholic	949	12.49	55	10.19	590	10.66	25	7.35
Hindu	111	1.46	Under 5	0.37	81	1.46	Under 5	0.59
Humanist	79	1.04	13	2.41	66	1.19	7	2.06
Jewish	0	0.00	0	0.00	7	0.13	Under 5	0.29
Muslim	204	2.69	Under 5	0.37	131	2.37	Under 5	0.59
None	3772	49.65	274	50.74	2892	52.23	176	51.76
Other Religion or Belief	42	0.55	0	0.00	34	0.61	Under 5	0.29
Pagan	8	0.11	0	0.00	10	0.18	0	0.00
Sikh	5	0.07	Under 5	0.19	7	0.13	0	0.00
Not Completed	225	2.96	17	3.15	157	2.84	12	3.53
Prefer Not to Answer	470	6.19	47	8.70	301	5.44	20	5.88
Total	-	100	-	100	-	100	-	100

Sexual Orientation	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	167	2.20	Under 5	0.74	102	1.84	Under 5	0.29
Gay	46	0.61	0	0.00	78	1.41	Under 5	0.88
Heterosexual/Straight	6813	89.68	488	90.37	4870	87.95	311	91.47
Lesbian	41	0.54	Under 5	0.19	47	0.85	Under 5	0.29
Other	18	0.24	Under 5	0.19	19	0.34	0	0.00
Not Completed	152	2.00	13	2.41	124	2.24	9	2.65
Prefer Not to Answer	360	4.74	33	6.11	297	5.36	15	4.41
Total	-	100	-	100	-	100	-	100

Gender Identity *	2019				2020			
	Applicants for Employment		Successful Applicants		Applicants for Employment		Successful Applicants	
	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	16	0.21	Under 5	0.37	11	0.20	0	0.00
No	7423	97.71	526	97.41	5410	97.71	332	97.65
Not Completed	47	0.62	5	0.93	56	1.01	6	1.76
Prefer Not to Answer	111	1.46	7	1.30	60	1.08	2	0.59
Total	-	100	-	100	-	100	-	100

* identifying as a transgender person or trans person

Note: It should be noted that the recruitment information above for 2020 includes more applicants than expected. This was due to a housekeeping exercise carried out in February 2020 where some posts were closed off which had been open in the previous year and due to a move of systems which meant that some recruitment was paused in late 2019 and recommenced in 2020..

**Training information for the Education Authority for the period
2019 (01/01/19-31/12/19) and 2020 (01/01/20-31/12/20)**

Sex/Gender	2019		2020	
	No	(%)	No	(%)
Female	3841	90.50%	12886	94.96%
Male	403	9.50%	671	4.94%
Not completed	-	-	13	0.10%
Total	-	100.00%	-	100.00%

Age	2019		2020	
	No	(%)	No	(%)
Under 20	Under 5	0.05	Under 5	0.03%
20-29	485	11.43	1523	11.22%
30-39	920	21.68	2739	20.18%
40-49	1255	29.57	3337	24.59%
50-59	1185	27.92	4760	35.08%
60+	397	9.35	1207	8.89%
Total	-	100.00%	-	100.00%

Marital Status	2019		2020	
	No	(%)	No	(%)
Divorced/Separated	0	0.00%	0	0.00%
Living with Partner	374	8.81%	1175	8.66%
Married/Civil Partnership	2217	52.24%	6352	46.81%
Single	641	15.10%	2121	15.63%
Widowed	23	0.54%	199	1.47%
Not Completed	884	20.83%	3362	24.77%
Prefer Not to Answer	105	2.47%	361	2.66%
Total	-	100.00%	-	100.00%

Disability	2019		2020	
	No	(%)	No	(%)
Yes	154	3.63	498	3.67%
No	2394	56.41	7052	51.97%
Not Completed	1507	35.51	5581	41.13%
Prefer Not to Answer	189	4.45	439	3.24%
Total	-	100.00%	-	100.00%

Ethnicity	2019		2020	
	No	(%)	No	(%)
Arab - Other	0	0.00%	0	0.00%
African	13	0.31%	72	0.53%
African- Other	0	0.00%	0	0.00%
Asian- Bangladeshi	Under 5	0.02	21	0.15%
Asian- Chinese	20	0.47	25	0.18%
Asian- Indian	21	0.49	17	0.13%
Asian- Other	5	0.12	20	0.15%
Asian- Pakistani	5	0.12	42	0.31%
Black	5	0.12	Under 5	0.01%
Caribbean	0	0.00%	0	0.00%
Other Caribbean or Black	Under 5	0.07	21	0.15%
Mixed or Multiple	13	0.31	66	0.49%
Other	Under 5	0.02	18	0.13%
White – Polish	65	1.53	259	1.91%
White- Eastern European	26	0.61	14	0.10%
White- Gypsy/Traveller	0	0.00%	0	0.00%
White- Irish	68	1.60	42	0.31%
White- Other white ethnic group	137	3.23	532	3.92%
White- Other British	1158	27.29	3569	26.30%
White- Scottish	1762	41.52	5464	40.27%
Not Completed	678	15.98	2588	19.07%
Prefer Not to Answer	263	6.20	738	5.44%

Total	-	100.00%	-	100.00%
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National Identity	2019		2020	
	No	(%)	No	(%)
British	485	11.43	1676	12.35%
English	89	2.10	143	1.05%
Northern Irish	21	0.49	26	0.19%
Scottish	2208	52.03	7337	54.07%
Welsh	5	0.12	Under 5	0.01%
Prefer Not to Answer	1436	33.84	4387	32.33%
Total	-	100.00%	-	100.00%

Religion	2019		2020	
	No	(%)	No	(%)
Buddhist	11	0.26%	7	0.05%
Christian Other	498	11.73%	1477	10.88%
Church of Scotland	731	17.22%	1862	13.72%
Roman Catholic	264	6.22%	441	3.25%
Hindu	21	0.50%	12	0.09%
Humanist	6	0.14%	21	0.15%
Jewish	Under 5	0.09%	Under 5	0.02%
Muslim	9	0.21%	141	1.04%
None	1273	30.00%	5135	37.84%
Other	45	1.06%	222	1.64%
Pagan	5	0.12%	0	0.00%
Sikh	0	0.00%	0	0.00%
Not Completed	847	19.96%	2997	22.09%
Prefer Not to Answer	530	12.49%	1252	9.23%
Total	-	100.00%	-	100.00%

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	23	0.54%	35	0.26%
Gay	11	0.26%	59	0.43%
Heterosexual/Straight	2675	63.03%	8253	60.82%
Lesbian	14	0.33%	49	0.36%
Other	5	0.12%	28	0.21%
Not Completed	959	22.60%	3307	24.37%
Prefer Not to Answer	557	13.12%	1839	13.55%
Total	-	100.00%	-	100.00%

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Leavers Information for the Education Authority for period 2019 (01/01/19 – 31/12/19) & for period 2020 (01/01/20 - 31/12/20)

	2019		2020	
Sex/Gender	Numbers	%	Numbers	%
Female	243	79.41%	191	84.51%
Male	63	20.59%	35	15.49%
Total	-	100.00%	-	100.00%

	2019		2020	
AGE	Numbers	%	Numbers	%
Under 20	Under 5	0.33%	0	0.00%
20-29	81	26.47%	68	30.09%
30-39	79	25.82%	46	20.35%
40-49	45	14.71%	40	17.70%
50-59	57	18.63%	24	10.62%
60+	43	14.05%	48	21.24%
Total	-	100.00%	-	100.00%

Marital Status	2019		2020	
	Numbers	%	Numbers	%
Divorced	8	2.61%	Under 5	1.77%
Separated	7	2.29%	Under 5	0.88%
Living with Partner	19	6.21%	13	5.75%
Married/Civil Partnership	96	31.37%	77	34.07%
Single	49	16.01%	31	13.72%
Widowed	Under 5	1.31%	Under 5	0.44%
Not Completed	112	36.60%	91	40.27%
Prefer Not to Answer	11	3.59%	7	3.10%
Total	-	100.00%	-	100.00%

Disability	2019		2020	
	Numbers	%	Numbers	%
Yes	8	2.61%	Under 5	0.88%
No	162	52.94%	108	47.79%
Not Completed	133	43.47%	111	49.12%
Prefer Not to Answer	3	0.98%	5	2.21%
Total	-	100.00%	-	100.00%

Ethnicity	2019		2020	
	Numbers	%	Numbers	%
African	Under 5	0.33%	0	0.00%
African - Other	0	0.00%	0	0.00%
Other - Arab	Under 5	0.33%	0	0.00%
Asian -Bangladeshi	0	0.00%	0	0.00%
Asian - Chinese	Under 5	0.33%	Under 5	0.44%
Asian - Indian	Under 5	0.65%	0	0.00%
Asian - Other	0	0.00%	0	0.00%
Asian - Pakistani	0	0.00%	0	0.00%
Black	0	0.00%	0	0.00%
Caribbean	0	0.00%	0	0.00%
Other Caribbean or Black	Under 5	0.33%	0	0.00%
Mixed or Multiple	Under 5	0.33%	Under 5	0.88%
Other	0	0.00%	0	0.00%
White - Polish	Under 5	0.33%	Under 5	0.44%
White - Eastern European	Under 5	0.33%	Under 5	0.44%
White - Gypsy/Traveller	0	0.00%	0	0.00%
White - Irish	5	1.63%	Under 5	1.33%
White -Other white ethnic group	15	4.90%	13	5.75%
White - Other British	0	0.00%	33	14.60%
White - Scottish	100	32.68%	81	35.84%
Not Completed	120	39.21%	59	26.11%
Prefer Not to Answer	57	18.63%	32	14.16%
Total	-	100.00%	-	100.00%

Nationality	2019		2020	
	Numbers	%	Numbers	%
British	24	7.84%	13	5.75%
English	8	2.61%	5	2.21%
Northern Irish	Under 5	0.65%	0	0.00%
Other	9	2.94%	Under 5	1.77%
Scottish	100	32.68%	90	39.82%
Welsh	0	0.00%	0	0.00%
Not Completed	158	51.64%	112	49.56%
Prefer Not to Answer	5	1.63%	2	0.88%
Total	-	100.00%	-	100.00%

Religion	2019		2020	
	Numbers	%	Numbers	%
Buddhist	0	0.00%	0	0.00%
Other Christian	0	0.00%	18	7.96%
Church of Scotland	21	6.86%	25	11.06%
Roman Catholic	19	6.21%	6	2.65%
Hindu	0	0.00%	0	0.00%
Humanist	Under 5	0.98%	0	0.00%
Jewish	Under 5	0.33%	0	0.00%
Muslim	Under 5	0.65%	Under 5	0.44%
None	74	24.18%	56	24.78%
Other Religion or Belief	0	0.00%	Under 5	0.44%
Pagan	0	0.00%	Under 5	0.88%
Sikh	Under 5	0.33%	0	0.00%
Not Completed	109	35.62%	72	31.86%
Prefer Not to Answer	76	24.84%	45	19.91%
Total	-	100.00%	-	100.00%

Sexual Orientation	2019		2020	
	Numbers	%	Numbers	%
Bisexual	0	0.00%	0	0.00%
Gay	Under 5	0.98%	Under 5	0.88%
Heterosexual/Straight	135	44.12%	102	45.13%
Lesbian	Under 5	0.33%	Under 5	0.44%
Other	0	0.00%	Under 5	0.88%
Not Completed	93	30.39%	68	30.09%
Prefer Not to Answer	74	24.18%	51	22.57%
Total	-	100.00%	-	100.00%

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures in relation to leavers are currently not available. These will be included later.

**Disciplinary information for the Education Authority for period
2019 (01/01/19 – 31/12/19) and 2020 (01/01/20-31/12/20)**

Sex/Gender	2019		2020	
	No	(%)	No	(%)
Female	5	71.43	7	70.00
Male	Under 5	28.57	Under 5	30.00
Total	-	100.00%	-	100.00%

Age	2019		2020	
	No	(%)	No	(%)
Under 20	0	0	0	0
20-29	0	0	Under 5	10.00
30-39	Under 5	57.16	Under 5	30.00
40-49	Under 5	14.28	Under 5	30.00
50-59	Under 5	14.28	Under 5	20.00
60+	Under 5	14.28	Under 5	10.00
Total	-	100.0%	-	100.00%

Marital Status	2019		2020	
	No	(%)	No	(%)
Divorced	0	0	0	0
Separated	0	0	0	0
Living with Partner	0	0	0	0
Married/Civil Partnership	0	0	Under 5	40.00
Single	Under 5	57.15	Under 5	10.00
Widowed	0	0	0	0
Not Completed	2	28.57	4	40.00
Prefer Not to Answer	1	14.28	1	10.00
Total	-	100.00%	-	100.00%

Disability	2019		2020	
	No	(%)	No	(%)
Yes	0	0	0	0
No	Under 5	14.28	6	60.00
Not Completed	4	57.15	4	40.00
Prefer Not to Answer	2	28.57	0	0
Total	-	100.00%	-	100.00%

Ethnicity	2019		2020	
	No	(%)	No	(%)
Arab - Other	0	0	0	0
African	0	0	0	0
African- Other	0	0	0	0
Asian- Bangladeshi	0	0	0	0
Asian- Chinese	0	0	0	0
Asian- Indian	0	0	0	0
Asian- Other	0	0	0	0
Asian- Pakistani	0	0	Under 5	10.00
Black	0	0	0	0
Caribbean	0	0	0	0
Other Caribbean or Black	0	0	0	0
Mixed or Multiple	0	0	0	0
Other	0	0	0	0
White – Polish	0	0	0	0
White- Eastern European	0	0	Under 5	10.00
White- Gypsy/Traveller	0	0	0	0
White- Irish	0	0	0	0
White- Other white ethnic group	0	0	0	0
White- Other British	Under 5	28.57	Under 5	10.00
White- Scottish	Under 5	28.57	Under 5	40.00
Not Completed	1	14.29	2	20.00
Prefer Not to Answer	2	28.57	1	10.00
Total	-	100.00%	-	100.00%

National Identity	2019		2020	
	No	(%)	No	(%)
British	Under 5	14.28	Under 5	10.00
English	0	0	0	0
Northern Irish	0	0	0	0
Other	0	0	Under 5	10.00
Scottish	Under 5	42.86	5	50.00
Welsh	0	0	0	0
Not Completed	3	42.86	3	30.00
Prefer Not to Answer	0	0	0	0
Total	-	100.00%	-	100.00%

Religion	2019		2020	
	No	(%)	No	(%)
Buddhist	0	0	0	0
Christian Other	Under 5	14.28	Under 5	10.00
Church of Scotland	Under 5	14.28	Under 5	10.00
Roman Catholic	0	0	Under 5	10.00
Hindu	0	0	0	0
Humanist	Under 5	14.28	0	0
Jewish	0	0	0	0
Muslim	0	0	0	0
None	Under 5	14.28	Under 5	40.00
Other	0	0	0	0
Pagan	0	0	0	0
Sikh	0	0	0	0
Not Completed	1	14.28	2	20.00
Prefer Not to Answer	2	28.60	1	10.00
Total	-	100.00%	-	100.00%

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	0	0	0	0
Gay	0	0	Under 5	10.00
Heterosexual/Straight	Under 5	42.86	5	50.00
Lesbian	Under 5	14.28	0	0
Not Completed	1	14.28	3	30.00
Prefer Not to Answer	2	28.58	1	10.00
Total	-	100.00%	-	100.00%

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

**Grievance information for the Education Authority for period
2019 (01/01/19 – 31/12/19) and 2020 (01/01/20-31/12/20)**

Sex/Gender	2019		2020	
	No	(%)	No	(%)
Female	Under 5	100.00	0	0
Male	0	0	Under 5	100.00
Total	-	100.00%	-	100.00%

Age	2019		2020	
	No	(%)	No	(%)
Under 20	0	0	0	0
20-29	Under 5	33.33	0	0
30-39	0	0	0	0
40-49	Under 5	66.67	0	0
50-59	0	0	Under 5	100.00
60+	0	0	0	0
Total	-	100.00%	-	100.00%

Marital Status	2019		2020	
	No	(%)	No	(%)
Divorced	Under 5	33.33	0	0
Separated	0	0	0	0
Living with Partner	Under 5	33.33	0	0
Married/Civil Partnership	Under 5	33.34	0	0
Single	0	0	Under 5	100.00
Widowed	0	0	0	0
Not Completed	0	0	0	0
Prefer Not to Answer	0	0	0	0
Total	-	100.00%	-	100.00%

Disability	2019		2020	
	No	(%)	No	(%)
Yes	0	0	0	0
No	0	0	0	0
Not Completed	3	100.00	1	100.00
Prefer Not to Answer	0	0	0	0
Total	-	100.00%	-	100.00%

Ethnicity	2019		2020	
	No	(%)	No	(%)
Arab	0	0	0	0
African	0	0	0	0
African- Other	0	0	0	0
Arab- Other	0	0	0	0
Asian- Bangladeshi	0	0	0	0
Asian- Chinese	0	0	0	0
Asian- Indian	0	0	0	0
Asian- Other	0	0	0	0
Asian- Pakistani	0	0	Under 5	100.00
Black	0	0	0	0
Caribbean	0	0	0	0
Other Caribbean or Black	0	0	0	0
Mixed or Multiple	0	0	0	0
Other	0	0	0	0
White- Eastern European	0	0	0	0
White- Gypsy/Traveller	0	0	0	0
White- Irish	0	0	0	0
White- Other white ethnic group	0	0	0	0
White- Other British	0	0	0	0
White- Scottish	0	0	0	0
Not Completed	2	66.67	0	0
Prefer Not to Answer	1	33.33	0	0
Total	-	100.00%	-	100.00%

National Identity	2019		2020	
	No	(%)	No	(%)
British	0	0	0	0
English	0	0	0	0
Northern Irish	0	0	0	0
Other	0	0	0	0
Scottish	0	0	Under 5	100.00
Welsh	0	0	0	0
Not Completed	3	100.00	0	0
Prefer Not to Answer	0	0	0	0
Total	-	100.00%	-	100.00%

Religion	2019		2020	
	No	(%)	No	(%)
Buddhist	0	0	0	0
Christian Other	0	0	0	0
Church of Scotland	0	0	0	0
Roman Catholic	0	0	Under 5	100.00
Hindu	0	0	0	0
Humanist	0	0	0	0
Jewish	0	0	0	0
Muslim	0	0	0	0
None	0	0	0	0
Other	0	0	0	0
Pagan	0	0	0	0
Sikh	0	0	0	0
Not Completed	2	66.67	0	0
Prefer Not to Answer	1	33.33	0	0
Total	-	100.00%	-	100.00%

Sexual Orientation	2019		2020	
	No	(%)	No	(%)
Bisexual	0	0	0	0
Gay	0	0	Under 5	100.00
Heterosexual/Straight	0	0	0	0
Lesbian	0	0	0	0
Not Completed	2	66.67	0	0
Prefer Not to Answer	1	33.33	0	0
Total	-	100.00%	-	100.00%

Gender Identity - identifying as a transgender person or trans person.

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Analysis of information

Education Authority – Composition of employees (at January 2020, for year 2019 and at January 2021, for year 2020)

Employees in post by Sex/Gender

In 2019, the majority of employees in the Education Authority are female (88.0%) with the minority male (12.0%). The last Census figures for the Aberdeen City population aged between 16 and 64 were 50.5% male and 49.5% female indicating a difference in the gender make-up of the local working age population compared to the Education Authority's workforce.

In 2020, the majority of employees in the Education Authority are female (87.5%) with the minority male (12.4%). The last Census figures for the Aberdeen City population aged between 16 and 64 were 50.5% male and 49.5% female indicating a difference in the gender make-up of the local working age population compared to the Education Authority's workforce.

Employees in post by Age

In 2019, the largest proportion of employees are in the 30-39 age band (25.4%) followed by the 50-59 (24.5%). The smallest proportion of employees is in the under 20 age band (0.2%) followed by the 60+ age band (8.4%). The majority of the Education Authority's employees are aged 40 or over.

In 2020, the largest proportion of employees are in the 30-39 age band (25.6%) followed by the 50-59 (24.8%). The smallest proportion of employees is in the under 20 age band (0.2%), followed by the 60+ age band (8.7%). The majority of the Education Authority's employees are aged 40 or over.

Employees in post by Marital Status

In 2019, the largest proportion of employees are in the Married/Civil Partnership category (45.4%) followed by Single (15.7%). The smallest proportion of employees is in the Widowed category (0.9%). It should be noted that 23.0% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees are in the Married/Civil Partnership category (42.7%) followed by Single (16.2%). The smallest proportion of employees is in the Widowed category (0.8%). It should be noted that 25.2% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Disability

In 2019, a minority of employees declared that they have a disability (2.7%) whilst the majority declared that they were non-disabled (56.0%). It should be noted that 41.3% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 4.6% had a long-term health problem or

disability that limited them a lot in day-to-day activities, indicating a difference compared to the percentage of disabled employees in the Education Authority's workforce.

In 2020, a minority of employees declared that they have a disability (2.8%) whilst the majority declared that they were non-disabled (55.0%). It should be noted that 42.2% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 4.6% had a long-term health problem or disability that limited them a lot in day-to-day activities, indicating a difference compared to the percentage of disabled employees in the Education Authority's workforce.

Employees in post by Ethnicity

In 2019, a minority of employees declared that they are from an ethnic minority (1.9%) (i.e. non-white). It should be noted that 25.3% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 8.5% were from an ethnic minority (i.e. non-white), indicating a difference compared to the percentage of ethnic minority employees (i.e. non-white) in the Education Authority's workforce.

In 2020, a minority of employees declared that they are from an ethnic minority (2.0%) (i.e. non-white). It should be noted that 26.7% of employees either did not complete the form or indicated that they preferred not to answer the question. The last Census figures for the Aberdeen City population aged between 16 and 64 shows that 8.5% were from an ethnic minority (i.e. non-white), indicating a difference compared to the percentage of ethnic minority employees (i.e. non-white) in the Education Authority's workforce.

Employees in post by Nationality

In 2019, the largest proportion of employees who declared their nationality are Scottish (53.1%) followed by British (10.4%) and then Other (2.6%). The smallest proportion are Welsh (0.1%) followed by Northern Irish (0.6%). It should be noted that 31.2% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees who declared their nationality are Scottish (52.0%) followed by British (10.6%) and then Other (2.7%). The smallest proportion are Welsh (0.1%) followed by Northern Irish (0.7%). It should be noted that 32.0% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Religion

In 2019, the largest proportion of employees who declared their religion indicated this as None (32.6%) followed by Church of Scotland (15.0%) and Christian Other (10.0%). The various other religions declared had relatively small proportions of

employees under each category. It should be noted that 34.7% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, the largest proportion of employees who declared their religion indicated this as None (32.7%) followed by Church of Scotland (13.7%) and Christian Other (10.8%). The various other religions declared had relatively small proportions of employees under each category. It should be noted that 35.6% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Sexual Orientation

In 2019, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.6%) with a majority of employees declaring as Heterosexual/Straight (61.1%). It should be noted that 37.0% of employees either did not complete the form or indicated that they preferred not to answer the question.

In 2020, a minority of employees declared as Bi sexual, Gay or Lesbian (total of 1.8%) with a majority of employees declaring as Heterosexual/Straight (60.1%). It should be noted that 37.8% of employees either did not complete the form or indicated that they preferred not to answer the question.

Employees in post by Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Analysis of information

Education Authority – Recruitment 2019 and 2020

Sex/Gender

In 2019, the majority of both applicants for employment and successful applicants were female (86.3% and 84.8% respectively), with the minority male (12.5% and 13.1% respectively).

In 2020, the majority of both applicants for employment and successful applicants were female (81.9% and 83.5% respectively), with the minority male (16.9% and 14.7% respectively). The 2020 proportions of female to male applicants for employment and successful applicants are similar compared to the proportions of female and male employees in the Education Authority workforce (these being 87.5% to 12.4% female to male).

Age

In 2019, the largest proportion of applicants for employment were under the category of 30-39 (32.7%), followed by 20-29 (26.1%) and then 40-49 (24.9%). The largest

proportion of successful applicants for employment were under the category of 30-39 (30.7%), followed by 40-49 (26.7%) and then 20-29 (25.4%). It should be noted that the smallest proportion of applicants for employment and successful applicants was in the Under 20 category (0.38% and 0.19% respectively).

In 2020, the largest proportion of applicants for employment were under the category of 30-39 (32.5%), followed by 20-29 (31.6%) and then 40-49 (20.7%). The largest proportion of successful applicants were under the category 30-39 (29.7%), followed by 40-49 (26.8%) and then 20-29 (20.6%). In relation to the workforce profile, the largest proportion of employees are in the 30-39 age band (25.6%), followed by the 50-59 band (24.8%) and then the 40-49 band (24.2%), indicating a difference compared to the age profile of applicants and successful applicants in 2020.

Marital Status

In 2019, of those who declared their marital status, the largest proportion of applicants and successful applicants for employment were under the category of Married/Civil Partnership (40.6% and 41.3% respectively), followed by Single (36.6% and 34.8% respectively), and followed by Living with Partner (12.4% and 15.4% respectively).

In 2020, of those who declared their marital status, the largest proportion of applicants for employment and successful applicants were under the category of Married/Civil Partnership (39.4% and 47.6% respectively), followed by Single (36.0% and 27.6% respectively), and then by Living with Partner (14.3% and 12.1% respectively).

Disability

In 2019, a minority of applicants for employment and also successful applicants declared as disabled (4.0% and 2.0% respectively).

In 2020, a minority of applicants for employment and also successful applicants declared as disabled (4.1% and 2.1% respectively). The proportion of disabled employees in the Education Authority workforce is 2.8%.

Ethnicity

In 2019, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (8.8% and 3.7% respectively) (i.e. non-white).

In 2020, a minority of applicants for employment and also successful applicants declared as being from an ethnic minority (9.3% and 4.1% respectively) (i.e. non-white). Both these 2020 proportions are higher than the proportions of employees in the Education Authority who declared as being from an ethnic minority (which is 2.0%).

Nationality

In 2019, of those who declared their nationality, the largest proportion of applicants and successful applicants for employment were under the category of Scottish

(54.6% and 60.6% respectively), followed by British (19.8% and 22.0% respectively) and then English (2.2% and 2.6% respectively).

In 2020, of those who declared their nationality, the largest proportion of applicants for employment and also successful applicants were under the category of Scottish (57.3% and 64.1% respectively), followed by British (19.1% and 21.5% respectively) and then English (2.0% and 1.5% respectively).

Religion

In 2019, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (49.6%), followed by Roman Catholic (12.5%) and then Other Christian (11.4%). The largest proportion of successful applicants for employment were under the category of None (50.7%), followed by Church of Scotland (14.4%) and then Roman Catholic (10.2%).

In 2020, of those who declared their religion, the largest proportion of applicants for employment were under the category of None (52.2%), followed by Other Christian (11.3%) and then Church of Scotland (11.1%). The largest proportion of successful applicants were under the category of None (51.8%), Church of Scotland (18.8%) and then Other Christian (8.8%).

Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (3.3% and 0.9% respectively, in total).

In 2020, of those who declared their sexual orientation, a minority of applicants for employment and also successful applicants were Bi-sexual, Gay or Lesbian (4.1% and 1.5% respectively, in total). The proportion of applicants is therefore above the proportion of employees in the Education Authority declaring their sexual orientation under these categories (which is 1.8% in total), with the proportion of successful applicants being similar.

Gender Identity (identifying as a transgender person or trans person)

In 2019, of those who declared their gender identity, a small minority of applicants and successful applicants for employment identified as a transgender person or trans person (0.2% and 0.4% respectively), with the majority answering 'no' to this question (97.7% and 97.4% respectively).

In 2020, of those who declared their gender identity, a small minority of applicants for employment identified as a transgender person or trans person (0.2%). There were no successful applicants under this category. The majority of applicants and successful applicants answered 'no' to this question (97.7% and 97.6% respectively).

Analysis of information

Education Authority – Training 2019 and 2020 (employees who undertook a corporate training course)

Sex/Gender

In 2019, the majority who undertook training were female (90.5%) with the minority male (9.5%).

In 2020, the majority who undertook training were female (95.0%) with the minority male (4.9%). These 2020 figures differ to the proportions of female and male employees in the Education Authority workforce (which are 87.5% and 12.4% respectively).

Age

In 2019, the largest proportion who undertook training were under the category 40-49 (29.6%), followed by the 50-59 (27.9%) and then 30-39 (21.7%).

In 2020, the largest proportion who undertook training were under the category 50-59 (35.1%), followed by the 40-49 (24.6%) and then 30-39 (20.2%). In relation to the Education Authority workforce profile, the largest proportion of employees are in the 30-39 age band (25.6%), followed by the 50-59 band (24.8%) and then the 40-49 band (24.2%), which differ to the proportions who undertook training in 2020.

Marital Status

In 2019, of those who declared their marital status, the largest proportion who undertook training were under the category of Married/Civil Partnership (52.2%), followed by Single (15.1%) and then Living with Partner (8.8%).

In 2020, of those who declared their marital status, the largest proportion who undertook training were under the category of Married/Civil Partnership (46.8%), followed by Single (15.6%) and then Living with Partner (8.7%).

Disability

In 2019, a minority of those who undertook training were disabled (3.6%), whilst the majority were non-disabled (56.4%).

In 2020, a minority of those who undertook training were disabled (3.7%), whilst the majority were non-disabled (52.0%). The proportion who undertook training in 2020 who were disabled is higher than the proportion who declared as disabled employees in the Education Authority workforce (which was 2.8%).

Ethnicity

In 2019, a minority of those who undertook training were from an ethnic minority (2.0%) (i.e. non-white).

In 2020, a minority of those who undertook training were from an ethnic minority (2.1%) (i.e. non-white). This 2020 figure is similar to the proportion of employees

who declared as being from an ethnic minority in the Education Authority workforce (the figure being 2.0%).

Nationality

In 2019, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (52.0%), followed by British (11.4%) and then English (2.1%).

In 2020, of those who declared their nationality, the largest proportion of those who undertook training were under the category of Scottish (54.1%), followed by British (12.3%) and then English (1.0%).

Religion

In 2019, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (30.0%), followed by Church of Scotland (17.2%) and then Christian Other (11.7%).

In 2020, of those who declared their religion, the largest proportion of those who undertook training were under the category of None (37.8%), followed by Church of Scotland (13.7%) and then Christian Other (10.9%).

Sexual Orientation

In 2019, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (1.1% in total).

In 2020, of those who declared their sexual orientation, a minority of those who undertook training were Bi-sexual, Gay or Lesbian (1.0% in total). This 2020 figure is slightly lower than the proportion of those declaring their sexual orientation under these categories in the Education Authority workforce (which is 1.8%).

Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Analysis of information

Education Authority – Leavers 2019 and 2020

Sex/Gender

In 2019, the majority of leavers in the Council were female (79.4%) with the minority male (20.6%).

In 2020, the majority of leavers in the Council were female (84.5%) with the minority male (15.5%). These 2020 figures are similar to the composition of employees in the Education Authority, which is an 87.5% to 12.4% female to male split.

Age

In 2019, the largest proportion of leavers was in the 20-29 age group (26.5%), followed by the 30-39 (25.8%) and then 50-59 (18.6%).

In 2020, the largest proportion of leavers was in the 20-29 age group (30.1%), followed by the 60+ age band (21.2%) and then 30-39 (20.3%). In relation to the workforce profile, the largest proportion of employees are in the 30-39 age band (25.6%), followed by the 50-59 band (24.8%) and then the 40-49 band (24.2%), indicating a difference compared to the 2020 leavers age profile.

Marital Status

In 2019, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (31.4%), followed by Single (16.0%) and then Living with Partner (6.2%).

In 2020, of those who declared their marital status, the largest proportion of leavers were under the category of Married/Civil Partnership (34.1%), followed by Single (13.7%) and then Living with Partner (5.7%).

Disability

In 2019, of those who declared whether they have a disability, a minority of leavers (2.6%) were disabled whilst the majority were non-disabled (52.9%).

In 2020, of those who declared whether they have a disability, a minority of leavers (0.9%) were disabled whilst the majority were non-disabled (47.8%). The proportion of disabled leavers in 2020 is therefore less than the proportion of disabled employees in the Education Authority workforce (which is 2.8%).

Ethnicity

In 2019, of those who declared their ethnicity, a minority of leavers (2.3%) were from an ethnic minority (i.e. non-white).

In 2020, of those who declared their ethnicity, a minority of leavers (1.3%) were from an ethnic minority (i.e. non-white). This 2020 figure is slightly lower compared to the proportion of ethnic minority employees in the Education Authority workforce (which is 2.0%).

Nationality

In 2019, of those who declared their nationality, the largest proportion of leavers were Scottish (32.7%), followed by British (7.8%) and then 'Other' (2.9%).

In 2020, of those who declared their nationality, the largest proportion of leavers were Scottish (39.8%) followed by British (5.7%) and then English (2.2%).

Religion

In 2019, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (24.2%), followed by Church of Scotland (6.9%) and then Roman Catholic (6.2%).

In 2020, of those who declared their religion, the largest proportion of leavers was under the category of 'None' (24.8%), followed by Church of Scotland (11.1%) and then Christian Other (8.0%).

Sexual Orientation

In 2019, of those who declared their sexual orientation, there were a minority of leavers (1.3%) under the categories of Bi-sexual, Gay or Lesbian.

In 2020, of those who declared their sexual orientation, a minority of leavers were from the categories of Bi-sexual, Gay or Lesbian (total of 1.3%). This 2020 figure is slightly lower compared to those declaring their sexual orientation under these categories in the Education Authority workforce which is 1.8% in total.

Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures in relation to leavers are currently not available. These will be included later.

Analysis of information

Education Authority – Discipline cases 2019 and 2020

Sex/Gender

In 2019, the majority of discipline cases involved female employees (71.4%) with the minority involving male employees (28.6%).

In 2020, the majority of discipline cases involved female employees (70.0%) with the minority involving male employees (30.0%). The 2020 figures differ to the proportions of female and male employees in the workforce (which are 87.5% and 12.4% respectively).

Age

In 2019, the largest proportion of discipline cases involved employees under the category 30-39 (57.2%), followed the 40-49, 50-59 and 60+ age groups (which each had 14.3%).

In 2020, the largest proportion of discipline cases involved employees under the categories 30-39 and 40-49 which had equal proportions (i.e. 30.0%), followed by the 50-59 category (20.0%).

Marital Status

In 2019, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Single (57.1%). The other cases involved employees who did not complete the form of preferred not to answer the marital status question.

In 2020, of those who declared their marital status, the largest proportion of discipline cases involved employees under the category of Married/Civil Partnership (40.0%), followed by Single (10.0%).

Disability

In 2019, of those who declared whether they have a disability, there were no employees involved in discipline cases who were disabled, whilst the majority who declared were non-disabled (14.3%). The other cases involved employees who did not complete the form or preferred not to answer the marital status question.

In 2020, of those who declared whether they have a disability, there were no employees involved in discipline cases who were disabled with most cases involving non-disabled employees (60.0%). The proportions of disabled and non-disabled employees in the workforce are 2.8% and 55.0% respectively.

Ethnicity

In 2019, of those who declared their ethnicity, there were no employees involved in discipline cases who were from an ethnic minority (i.e. non-white).

In 2020, of those who declared their ethnicity, there were a minority of employees involved in discipline cases from an ethnic minority (i.e. non-white) (i.e. 10.0%). The proportion of ethnic minority employees in the workforce is 2.0%.

Nationality

In 2019, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (42.9%), followed by British (14.3%).

In 2020, of those who declared their nationality, the largest proportion of discipline cases involved employees under the category of Scottish (50.0%), followed by British and 'Other' which had an equal proportion (i.e.10.0%).

Religion

In 2019, of those who declared their religion, the largest proportion of discipline cases involved employees under the categories of None, Church of Scotland, Christian Other and Humanist which all had an equal proportion (i.e. 14.3%).

In 2020, of those who declared their religion, the largest proportion of discipline cases involved employees under the category of None (40.0%), followed by Christian Other, Church of Scotland and Roman Catholic which all had an equal proportion (i.e. 10.0%).

Sexual Orientation

In 2019, of those who declared their sexual orientation, there were a minority of employees involved in discipline cases who were Bisexual, Gay or Lesbian (14.3%). It should be noted that the overall number of cases was very small.

In 2020, of those who declared their sexual orientation, there were a minority of employees involved in discipline cases who were Bi-sexual, Gay or Lesbian (i.e. 10.0%). The 2020 figure differs to the proportion of employees who declared as Bi-sexual, Gay or Lesbian in the workforce (which is 1.8%).

Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Analysis of information

Education Authority – Grievance cases 2019 and 2020

Sex/Gender

In 2019, the largest proportion of grievance cases involved female employees (100.0%), with there being no cases involving male employees.

In 2020, all the grievance cases involved male employees (100.0%). The proportions of female and male employees in the workforce are 87.5% and 12.4% respectively.

Age

In 2019, the largest proportion of grievance cases involved employees under the category 40-49 (66.7%), followed by the 20-29 age group (33.3%).

In 2020, all the grievance cases involved employees under the 50-59 age group (100.0%).

Marital Status

In 2019, of those who declared their marital status, the largest proportion of grievance cases involved employees under the categories Married/Civil Partnership, Divorced and Living with Partner, each having an equal percentage (i.e. 33.3%).

In 2020, all the grievance cases involved employees under the category of Single (100.0%).

Disability

In 2019, of those who declared whether they have a disability, no employees involved in grievance cases were disabled, with all of cases involving employees who did not complete the form (100.0%).

In 2020, of those who declared whether they have a disability, there were no employees involved in grievance cases who were disabled, and no cases involving

employees who declared as non-disabled. The proportions of disabled and non-disabled employees in the workforce are 2.8% and 55.0% respectively.

Ethnicity

In 2019, of those who declared their ethnicity, there were no employees involved in grievance cases who were from an ethnic minority (i.e. non-white).

In 2020, of those who declared their ethnicity, all employees involved in grievance cases were from an ethnic minority (100.0%). The proportion of ethnic minority employees in the workforce is 2.0%.

Nationality

In 2019, the small number of grievance cases all involved employees who chose not to complete the form in respect of nationality.

In 2020, of those who declared their nationality, all employees involved in grievance cases were under the category of Scottish (100.0%).

Religion

In 2019, the small number of grievance cases all involved employees who chose either not to complete the form or preferred not to answer the question in respect of religion.

In 2020, of those who declared their religion, all employees involved in grievance cases were under the category of Roman Catholic (100.0%).

Sexual Orientation

In 2019, of those who declared their sexual orientation, there were no employees involved in grievance cases who were Bisexual, Gay or Lesbian.

In 2020, of those who declared their sexual orientation, all employees involved in grievance cases were under the category of Bisexual, Gay or Lesbian (100.0%). The proportion of employees who declared as Bi-sexual, Gay or Lesbian in the workforce is 1.8%.

Gender Identity (identifying as a transgender person or trans person)

It should be noted that Gender Identity figures are currently not available. These will be included later following an exercise requesting employees to update their equality and diversity information on the Council's HR/Payroll database.

Equal Pay Statement

The Council recognises that equal pay between men and women is a legal right under the Equality Act 2010 and that the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 also cover race and disability. It also recognises that to achieve equal pay it must have pay and grading arrangements that are transparent, based on objective criteria and free from any unlawful bias.

The Council's objective is to achieve and maintain pay equality within the workforce. It is fully committed to this objective and to rewarding employees fairly for the work they do irrespective of their sex, race, disability, age, or any of the other protected characteristics under the Equality Act 2010.

In order to demonstrate that the Council is achieving its aim it will carry out an annual Equal Pay Audit and share the outcome of those audits with the relevant trade unions, inviting any comment and offering discussion as required.

If an audit were to highlight pay inequality, the Council commits to investigate and take action to close any pay gap where that is appropriate and compliant with National Agreements. The Council will continue to operate the agreed job evaluation schemes for the staff concerned and it will also continue to develop and enhance flexible working opportunities.

It will carefully review any nationally proposed initiatives relating to pay and reserve the right not to implement initiatives (other than pay awards) which would have the effect of distorting the equilibrium of the locally agreed pay and grading structure leading to pay inequality.

It is recognised that there are a variety of causes of a gender pay gap, which can overlap. These can include having more men than women in senior roles; caring and part-time roles being shared unequally; women being concentrated in work in low-paid roles and sectors; and women being paid less than men for the same role.

The Council has an awareness of these and other causes some of which are linked to social factors, including traditions and stereotypes. It will work to address the causes of any potential gender pay gap, consulting with relevant stakeholders as required.

At present the Council's data indicates that it has a negative gender pay gap in relation to basic pay but has a gap in respect of allowances. Its occupational segregation data indicates that there exist areas of occupational segregation in the organisation, with some occupational groups having an under-representation of either females or males.

The Council is committed to tackling occupational segregation both horizontally and vertically across the organisation and providing an environment that promotes equality of opportunity by preventing stereotyping about skill and capabilities, by changing the culture associated with different jobs, removing barriers to accessing training and promoting a healthy work-life balance.

Information on horizontal and vertical occupational segregation is contained in the Council's Equality Mainstreaming Report. This information is monitored to identify areas of underrepresentation in order that they can be addressed through equality initiatives, recognising that it can take time to reduce occupational segregation, this being a longer-term aim.

The Council maintains an action plan in relation to equality and diversity which includes a section on equal pay.

The Chief Officer, People and Organisational Development, is responsible for the implementation of this policy statement as well as the organisation's equal pay policy and plans, being accountable for their progression.

The Council is committed to ensuring sufficient resources are available to achieve equal pay in the organisation.

Occupational Segregation by Salary Band – All Employees

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
£15,001-£20,000	1193	74.69%	25.31%	0.00%	2.51%	63.54%	33.95%	3.10%	52.05%	44.84%
£20,001-£25,000	1958	66.14%	33.86%	0.00%	3.78%	69.97%	26.25%	3.27%	56.54%	40.19%
£25,001-£30,000	1464	64.75%	35.18%	0.07%	1.64%	76.64%	21.72%	4.85%	61.07%	34.08%
£30,001-£35,000	523	64.63%	35.18%	0.19%	3.44%	74.95%	21.61%	3.25%	60.99%	35.76%
£35,001-£40,000	962	71.41%	28.48%	0.10%	3.33%	71.41%	25.26%	4.26%	56.96%	38.77%
£40,001-£45,000	1206	78.77%	21.14%	0.08%	2.40%	74.38%	23.22%	3.15%	60.45%	36.40%
£45,001-£50,000	199	77.39%	22.61%	0.00%	0.00%	78.39%	21.61%	3.52%	62.31%	34.17%
£50,001-£55,000	253	72.33%	27.67%	0.00%	1.98%	77.87%	20.16%	1.19%	66.40%	32.41%
£55,001-£60,000	213	69.01%	30.99%	0.00%	0.94%	75.59%	23.47%	1.88%	64.79%	33.33%
£60,001-£75,500	90	66.67%	33.33%	0.00%	0.00%	78.89%	21.11%	1.11%	67.78%	31.11%
Higher than £75,500	29	34.48%	65.52%	0.00%	0.00%	75.86%	24.14%	3.45%	65.52%	31.03%

Comment

Sex/Gender

The above table indicates that there is a lower proportion of females compared to the proportion of females in the workforce in the highest salary band.

The proportion of females to males in the workforce in 2019 was 70.0% to 30.0%, and in 2020 was 70.1% to 29.8%.

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the two highest salary bands. There is also no representation in the fifth highest band and some underrepresentation in the third highest band compared to the proportion of ethnic minority employees in the workforce.

The proportion of employees in the workforce who declared as ethnic minority in 2019 was 2.6%, and in 2020 was also 2.6%.

It should be noted that in 2019 25.4% of the workforce, and in 2020 the figure was 26.6% of the workforce, opted not to declare their ethnicity.

Disability

The above table indicates there is some underrepresentation in the second, third and fourth highest salary bands compared to the proportion of disabled employees in the workforce.

The proportion of employees in the workforce who declared as disabled and those who declared as non-disabled in 2019 was 3.5% and 58.2% respectively, and in 2020 was 3.5% and 57.1% respectively.

It should be noted that in 2019 38.4% of the workforce, and in 2020 39.4% of the workforce, opted not to declare whether they had a disability.

Occupational Segregation by Occupational Group – All Employees

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	836	81.58%	18.42%	0.00%	3.83%	76.20%	19.98%	4.55%	62.32%	33.13%
Chief Officer	20	25.00%	75.00%	0.00%	0.00%	75.00%	25.00%	5.00%	75.00%	20.00%
Craft Worker	369	1.63%	98.37%	0.00%	1.36%	65.31%	33.33%	3.25%	56.37%	40.38%
Managerial	429	61.31%	38.69%	0.00%	2.56%	79.49%	17.95%	2.33%	69.00%	28.67%
Personal Care	1441	94.17%	5.76%	0.07%	3.75%	72.94%	23.32%	3.61%	54.34%	42.05%
Practical	1445	54.33%	45.67%	0.00%	1.87%	65.26%	32.87%	3.11%	55.85%	41.04%
Professions	489	68.30%	31.70%	0.00%	3.68%	73.42%	22.90%	3.48%	60.33%	36.20%
Specialists	907	61.85%	38.70%	0.00%	3.31%	78.61%	18.63%	5.18%	63.07%	32.30%
Teachers and related professionals	1959	81.93%	17.97%	0.15%	1.68%	70.65%	27.72%	2.45%	56.76%	40.84%
Technical	200	33.00%	67.00%	0.00%	2.00%	76.00%	22.00%	7.00%	60.50%	32.50%

Employees have been classified either based on their negotiating body (in the case of Chief Officers, Craft Workers and Teachers and related professionals) or on the type of work they do:

- For the Administrative group the nature of the work and the knowledge required relates predominantly to clerical/administrative duties and activities.
- For jobs in the Managerial group the nature of the work and knowledge required might vary, but specific managerial responsibilities are predominant, for example Service Managers.
- The Personal Care group contains those jobs where the job holder provides mental, physical or developmental care and support to clients, for example Care Assistants and Crèche Workers.

- In the Practical group the nature of the work and the knowledge required relates predominantly to practical duties and activities for example Cleaner, Caterer, Road Worker or Environmental Operative.
- For the Professions group the nature of the work and the knowledge required relates predominantly to theoretical duties and activities and to a specific profession for example Environmental Health Officers or Engineers.
- The Specialists group contains a range of jobs which normally require specific technical or theoretical knowledge but which cannot be classified into any of the previous groups. Examples include professional trainees, Events Officers and People and Organisational Development Assistants.
- The Technical group contains those jobs associated with the operation, maintenance, design and development of plant, equipment and technical infrastructure, for example Engineering Assistants or Design Technicians.

Comment

Sex/Gender

The above table indicates that there is a lower proportion of females in the Chief Officer, Technical and Craft Worker categories compared to the proportion of females in the workforce (in particular the Craft Worker category). Also, there is a lower proportion of males in the Administrative, Personal Care and Teachers and related professionals' categories, compared to the proportion of males in the workforce.

The proportion of females to males in the workforce in 2019 was 70.0% to 30.0%, and in 2020 was 70.1% to 29.8%.

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the Chief Officer category and indication some underrepresentation in the Craft Worker and Teachers and related professionals' categories compared to the proportions of ethnic minority employees in the workforce.

The proportion of employees in the workforce who declared as ethnic minority in 2019 was 2.6%, and in 2020 was also 2.6%.

It should be noted that in 2019 25.4% of the workforce, and in 2020 26.6% of the workforce, opted not to declare their ethnicity.

Disability

The above table indicates there is some slight underrepresentation in the Managerial and the Teachers and related professionals' categories compared to the proportions of disabled employees in the workforce.

The proportion of employees in the workforce who declared as disabled and those who declared as non-disabled in 2019 was 3.5% and 58.2% respectively, and in 2020 was 3.5% and 57.1% respectively.

It should be noted that in 2019 38.4% of the workforce, and in 2020 39.4% of the workforce, opted not to declare whether they had a disability.

Occupational Segregation

Occupational Segregation by Salary Band – Education Authority

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
£15,001-£20,000	200	97.00%	3.00%	0.00%	1.00%	83.50%	15.50%	2.50%	64.00%	33.50%
£20,001-£25,000	775	97.29%	2.71%	0.00%	2.58%	69.42%	28.00%	2.84%	49.68%	47.48%
£25,001-£30,000	512	91.02%	8.79%	0.20%	1.95%	74.02%	24.02%	3.32%	55.08%	41.60%
£30,001-£35,000	188	86.17%	13.30%	0.53%	1.60%	70.21%	28.19%	1.60%	50.53%	47.87%
£35,001-£40,000	399	79.70%	20.05%	0.25%	1.50%	68.92%	29.57%	2.76%	53.13%	44.11%
£40,001-£45,000	940	85.85%	14.04%	0.11%	2.45%	73.40%	24.15%	2.98%	59.36%	37.66%
£45,001-£50,000	147	84.35%	15.65%	0.00%	0.00%	76.19%	23.81%	3.40%	59.18%	37.41%
£50,001-£55,000	129	81.40%	18.60%	0.00%	0.00%	79.84%	20.16%	0.78%	66.67%	32.56%
£55,001-£60,000	155	72.90%	27.10%	0.00%	0.65%	74.19%	25.16%	1.29%	61.94%	36.77%
£60,001-£75,500	70	75.71%	24.29%	0.00%	0.00%	74.29%	25.71%	1.43%	62.86%	35.71%
Higher than £75,500	10	40.00%	60.00%	0.00%	0.00%	80.00%	20.00%	0.00%	50.00%	50.00%

Comment

Sex/Gender

The above table indicates that there is a lower proportion of females in the highest salary band, and some underrepresentation in the second and third highest bands, compared to the proportion of females in the workforce.

The proportion of females to males in the Education workforce in 2019 was 88.0% to 12.0%, and in 2020 was 87.5% to 12.4%.

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the four out of five of the highest salary bands and indication of some underrepresentation in the third highest band, compared to the proportion of ethnic minority employees in the Education workforce.

The proportion of employees in the Education workforce who declared as ethnic minority in 2019 was 1.9% and in 2020 2.0%.

It should be noted that in 2019 25.3%, and in 2020 26.7%, of the Education workforce opted not to declare their ethnicity.

Disability

From the above table it is the case that there is no disabled representation in the highest salary band and indication of some underrepresentation in the second, third and fourth highest bands, compared to the proportion of disabled employees in the Education workforce.

The proportion of employees in the Education workforce who declared as disabled and those who declared as non-disabled in 2019 was 2.7% and 56.0% respectively, and in 2020 2.8% and 55.0% respectively.

It should be noted that in 2019 41.3%, and in 2020 42.2%, of the Education workforce opted not to declare whether they had a disability.

Occupational Segregation by Occupational Group – Education Authority

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	166	98.80%	1.20%	0.00%	1.20%	89.76%	9.04%	1.81%	66.87%	31.33%
Education Advisers	21	80.95%	19.05%	0.00%	0.00%	57.14%	42.86%	0.00%	66.67%	33.33%
Managerial	27	88.89%	11.11%	0.00%	0.00%	81.48%	18.52%	0.00%	70.37%	29.63%
Music Instructors	35	51.43%	48.57%	0.00%	0.00%	68.57%	31.43%	5.71%	48.57%	45.71%
Personal Care	1128	97.70%	2.22%	0.09%	2.48%	73.05%	24.47%	3.01%	51.51%	45.48%
Practical	82	95.12%	4.88%	0.00%	0.00%	79.27%	20.73%	3.66%	75.61%	20.73%
Professions	22	77.27%	22.73%	0.00%	0.00%	86.36%	13.64%	0.00%	77.27%	22.73%
Education Psychologists	13	84.62%	15.38%	0.00%	0.00%	61.54%	38.46%	0.00%	53.85%	46.15%
Specialists	81	95.06%	4.94%	0.00%	0.00%	81.48%	18.52%	2.47%	55.56%	41.98%
Teachers	1892	82.40%	17.44%	0.16%	1.74%	70.82%	27.43%	2.43%	56.77%	40.80%
Technical	58	56.90%	43.10%	0.00%	3.45%	72.41%	24.14%	8.62%	53.45%	37.93%

Teachers and associated professionals have been broken down into Education Advisers, Music Instructors, Education Psychologists and Teachers. Other employees have been classified based on the type of work they do:

- For the Administrative group the nature of the work and the knowledge required relates predominantly to clerical/administrative duties and activities.
- For jobs in the Managerial group the nature of the work and knowledge required might vary, but specific managerial responsibilities are predominant, for example Service Managers.
- The Personal Care group contains those jobs where the job holder provides mental, physical or developmental care and support to clients.
- In the Practical group the nature of the work and the knowledge required relates predominantly to practical duties and activities.

- For the Professions group the nature of the work and the knowledge required relates predominantly to theoretical duties and activities and to a specific profession.
- The Specialists group contains a range of jobs which normally require specific technical or theoretical knowledge but which cannot be classified into any of the previous groups.
- The Technical group contains those jobs associated with the operation, maintenance, design and development of plant, equipment and technical infrastructure.

Comment

Sex/Gender

The above table indicates that there is a lower proportion of females in the, Music Instructors and Technical categories compared to the proportion of females in the Education workforce. Also, there is a lower proportion of males in the Administrative, Personal Care, Practical and Specialists categories, compared to the proportion of males in the Education workforce.

The proportion of females to males in the Education workforce in 2019 was 88.0% to 12.0%, and in 2020 was 87.5% to 12.4%.

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the Education Advisers, Managerial, Music Instructors, Practical, Professions Education Psychologists and Specialists categories.

The proportion of employees in the Education workforce who declared as ethnic minority in 2019 was 1.9%, and in 2020 was 2.0%.

It should be noted that in 2019 25.3%, and in 2020 26.7%, of the Education workforce opted not to declare their ethnicity.

Disability

From the above table it is the case that there is no disabled representation in the Educational Advisers, Managerial, Professions and Education Psychologists categories.

The proportion of employees in the Education workforce who declared as disabled and those who declared as non-disabled in 2019 was 2.7% and 56.0% respectively; and in 2020 2.8% and 55.0% respectively.

It should be noted that in 2019 41.3%, and in 2020 42.2%, of the Education workforce opted not to declare whether they had a disability.

Gender Pay Gap Information

Gender Pay Gap Information for the Council as a whole

The current gender pay gap information for the Council as a whole is set out below and is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £16.29 per hour and women's average hourly pay (excluding overtime) which is £16.89 per hour.

The current gender pay gap for all Council employees is -3.7% (in favour of women). This is a negative figure as, on average, female employees are paid at a marginally higher hourly rate than male employees across the Council. This compares with a gender pay gap of -0.56% reported in the Mainstreaming Report of 2019 indicating a 3.14% increase in the gap (still in favour of women).

The current gender pay gap is regarded as modest and will continue to be monitored on an on-going basis.

Gender Pay Gap Information in the Education Authority

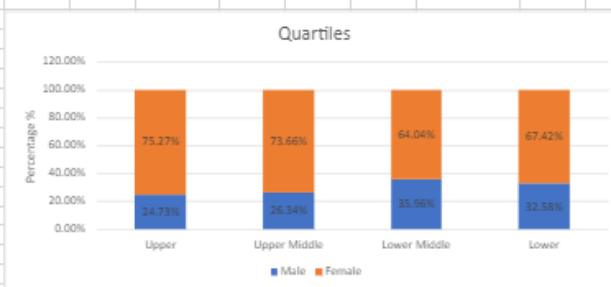
The current gender pay gap information for the Education Authority (comprising employees in the Council's Education Service) is set out below and is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £22.68 per hour and women's average hourly pay (excluding overtime) which is £18.45 per hour.

The current gender pay gap for Education employees in this council is 18.65% (in favour of men). There is a significant gender pay gap for this group with male employees being paid, on average, a higher hourly rate than females. This gender pay gap results from an under-representation of men in the lower pay bands, particularly in school administration and support roles. This compares with a gender pay gap of 23.28% reported in the Mainstreaming Report of 2019 (hence a reduction of 4.63%).

The gender pay gap of 18.65% is still significant, although it has reduced since last reported. Senior management within the function/cluster will be made aware of the gap, with a view to identifying and implementing measures to aim to continue to close it.

Gender Pay Gap – Wider Data Set

Equally Safe at Work employer accreditation programme requirements			1a	-£0.60	-0.03683	3a	23.99	11.8%
1	Mean gender pay gap in hourly pay, including combined, full-time and part-time figures		1b	-£2.83	-0.16997	3b	17.15	8.83%
			1c	-£0.01	-0.0007	3c	65.66	26.7%
2	Median gender pay gap in hourly pay, including combined, full-time and part-time figures							
3	Mean allowance gender gap, including combined, full-time and part-time figures		2a	-£1.91	-13.98%	4a	0.53	1%
4	Median bonus allowance gender gap, including combined, full-time and part-time figures		2b	-£3.33	-0.23077	4b	25.31	35.4%
5	Proportion of men and women receiving a bonus payment		2c	£0.61	4.8%	4c	47.46	31.5%
6	Proportion of men and women in each pay quartile							
1 Mean Gender Pay Gap in Hourly Pay - Combined			Mean Gender Pay Gap in Hourly Pay - Full Time			Mean Gender Pay Gap in Hourly Pay - Part Time		
Total Mean average	£16.71		Total Mean Full Time	£18.30		Total Mean Part Time	£14.26	
Mean Average - Women	£16.89		Mean FT - Women	£19.48		Mean PT - Women	£14.26	
Mean Average - Men	£16.29		Mean FT - Men	£16.65		Mean PT - Men	£14.25	
Mean Gender Pay gap	-3.7%		Mean Gender Pay gap (full time)	-17.0%		Mean Gender Pay Gap (part time)	-0.1%	
2 Median Gender Pay Gap			Median Gender Pay Gap - Full Time			Median Gender Pay Gap - Part Time		
Median Pay	£15.57		Median FT Pay	£17.76		Median PT Pay	£12.14	
Median Pay - Women	£15.57		Median FT - Women	£20.27		Median PT - Women	£12.14	
Median Pay - Men	£13.66		Median FT Pay - Men	£14.43		Median PT - Men	£12.75	
Median Gender Pay Gap	-14.0%		Median Gender Full Time	-23%		Median Gender Part-time	4.8%	
3 Mean Allowances Gender Gap			Mean Average Allowances - Full Time			Mean Allowances - Part Time		
Total Mean Allowances	190.89		Total Mean Allowances - FT	188.08		Total Mean Allowances - PT	195.97	
Mean Allowances - women	179.03		Mean Allowances - FT - Women	177.13		Mean Allowances - PT - Women	180.65	
Mean Allowances - men	203.02		Mean Allowances - FT - Men	194.28		Mean Allowances - PT - Men	246.31	
Mean Gender Allowance Gap	11.8%		Mean Gender Allowance Gap FT	8.83%		Mean Gender Allowance Gap PT	26.7%	
4 Median Average Allowances Gender Gap			Median Allowances - Full Time			Median Allowances - Part Time		
Total Median Allowance	76.28		Total Median Allowance - FT	68.27		Total Median Allowance - PT	106.56	
Median Allowance - women	76.28		Median Allowance - FT - Women	46.13		Median Allowance - PT - Women	102.99	
Median Allowance - Men	76.81		Median Allowance - FT - Men	71.44		Median Allowance - PT - Men	150.45	
Median Gender Allowance Gap	1%		Median Gender Allowance Gap FT	35.4%		Median Gender Allowance Gap PT	31.5%	
5 Proportion of Men and Women receiving bonuses - not applicable as ACC does not pay bonuses								
6 Portion of Men and Women in each Pay Quartile								
	%	%						
	Male	Female						
Upper	24.73%	75.27%						
Upper Middle	26.34%	73.66%						
Lower Middle	35.96%	64.04%						
Lower	32.58%	67.42%						
2030 per quartile								



Notes:

Mean gender pay gap in hourly pay, including combined, full-time and part-time figures; - A = mean hourly of male, B= mean hourly of females = $\frac{(A-B)}{A} * 100$

Hourly rate (is in spreadsheet -

- Median gender pay gap in hourly pay, including combined, full-time and part-time figures;
- Mean allowance gender gap, including combined, full-time and part-time figures;
- Median bonus allowance gender gap, including combined, full-time and part-time figures;
- Proportion of men and women receiving a bonus payment;
- Proportion of men and women in each pay quartile;

1. Gender pay gap quartile figures you must calculate

You must calculate your organisation's figures to show the proportion of male and female full-pay relevant employees in four pay bands.

To do this, you need to:

- rank your full-pay relevant employees from highest to lowest paid (use column E to rank low to high
- divide this into 4 equal parts ('quartiles')
- work out the percentage of men and women in each of the 4 parts

Gender pay gap quartile figures: how to calculate

1. Divide into quartiles

Get a listing of the hourly pay rate of all your organisation's full-pay relevant employees in the pay period that covers the snapshot date.

Divide this list into 4 quartiles, with an equal number of employees in each section. From highest paid to lowest paid, these quartiles will be the:

- upper quartile
- upper middle quartile
- lower middle quartile
- lower quartile

If the number of employees is not divisible by 4, distribute them as evenly as possible. For example, if you have 322 full-pay relevant employees an equal split would mean 80 employees in each quartile, with 2 employees left over.

To distribute the numbers as evenly as possible, you can add one employee to the lower quartile and one employee to the upper middle quartile.

This means there are 81 employees in the lower quartile, 80 employees in the lower middle quartile, 81 employees in the upper middle quartile, and 80 employees in the upper quartile.

2. Check the gender distribution of matching hourly rates

If there are employees on the same hourly rate of pay crossing between quartiles, make sure that males and females are split as evenly as possible across the quartiles.

For example, you have 322 full-pay relevant employees and have split the list into quartiles. 40 staff all have the same hourly rate of pay - 36 are female and 4 are male. Of them, 10 have fallen into the lower quartile, while 30 have fallen into the lower middle quartile.

To evenly distribute these staff by gender, you can see that for every 9 females listed, one male should be listed with them. You should list 9 female employees and one male employee in the lower quartile, and 27 female employees and 3 male employees in the lower middle quartile.

3. Work out the percentage of males and females in each quartile

For each quartile, you need to:

- divide the number of male full-pay relevant employees by the total number of full-pay relevant employees and multiply by 100 – this gives you the percentage of males in the quartile
- divide the number of female full-pay relevant employees by the total number of full-pay relevant employees and multiply by 100 – this gives you the percentage of females in the quartile

1. Calculate the mean average pay

The mean average is calculated by adding all individual employees' hourly rates of pay and dividing by the total number of employees.

Use filters

A = mean hourly of male, B= mean hourly of females = $(A-B)/A * 100$

2. The median average is calculated by listing all employees' hourly rates of pay and finding the midpoint. The median is not skewed by very low hourly rates of pay or very high hourly rates of pay. It gives a more accurate representation of the typical difference; however, because of this it can obscure gendered pay differences.

Media

Calculating the median pay gap

To calculate the median pay gap, use the following formula.

C = median hourly rate of pay of male employees

D = median hourly rate of pay of female employees

$\frac{C - D}{C}$

$\times 100$

For further information on calculating your pay gap you can visit www.closeyourpaygap.org.uk/calculator/

Allowances

You could use the average of the total bonus and/or allowance payments made to employees in a complete payroll year.

Narrative on wider set of Gender Pay Gap data produced for the Equally Safe at Work employer accreditation programme.

The Council was recently involved in a pilot employer accreditation programme called Equally Safe at Work, concerned with gender equality and gender-based violence.

As part of the programme there was a requirement to produce a wider set of gender pay gap data, which included not just the mean figure but also a median figure and a breakdown by full time and part time employees. In addition, it involved compiling gender pay gap figures in relation to allowances and a gender breakdown by pay quartile.

Up-to-date figures have been run in the format they were required for the programme, which are attached. An analysis was undertaken on the mean and median gender pay gap on hourly pay including combined, full-time, and part-time figures.

The result of this exercise showed a gap in favour of women in the mean figures (-3.7% combined), with the largest gap in the full-time cohort (-17.0%).

Likewise, the median figures, showed a gap in favour of women (-14% combined and -23% for full time) except for the part-time median figure which showed a less than 5% gap in favour of men.

The underlying factors have yet to be fully understood in respect of this newly produced wider data set. It should also be noted that the Council changed its HR/Payroll system last year, with the new system and reporting function set up slightly differently from the previous system.

It is anticipated that the gaps in favour of women may be due to the high percentage of women in teaching posts (83%) who also benefit from a longer pay-scale comprising 6 pay points. Teachers start at £27,498 pa and this can rise to £41,412 per annum over 5 years. Teachers also received a higher than average pay award last year. Further, it is likely to be due to more women in Head, Depute Head and Principal Teacher posts (75%) and to more women in the supervisory, professional, and middle management grades G13 to G17 (64%). It should be noted that in terms of the 21 senior management posts the majority are held by males (76%).

An exercise was also undertaken to calculate the mean and median allowance gender pay gap. The overall gap in allowances, both mean and median, is in favour of men at 11.8% and 1% respectively.

The exercise analysed a single month's allowances and would likely need to be repeated in future, to fully understand the variances for example whether they are seasonal and/or the impact of the COVID-19 period, when some Council services were stood down.

Allowances in the analysis included the non-standard working week enhancement for working unsocial (between 8pm and 7 am) and weekend hours. This applies

mainly to manual workers, most of whom are male, for example staff in Operations including the Roads service. Other employees who work unsocial hours include carers in children’s home, some social workers as well as the emergency response team. There are also standby allowances and call-out payments made to some groups of employees, for example Environmental Health Officers. One of the main allowances claimed is overtime, which is paid primarily to manual and craft workers, who tend to work more overtime and who are mainly male. Many office-based staff are female, with there being less of a requirement for overtime working in these roles. When overtime is worked it may be claimed as time-off in lieu.

The proportion of men and women in each pay quartile was also compiled. The % split in all four quartiles were in line with expectation, given the known 70:30 female to male split of the workforce:

	Male	Female
Upper	24.73%	75.27%
Upper Middle	26.34%	73.66%
Lower Middle	35.96%	64.04%
Lower	32.58%	67.42%

Production of this wider data set assists the Council to drill down further, looking in behind its mean gender pay gap figure to identify any specific issues that may not have been previously apparent. It will continue to be produced going forward so that year on year comparisons can be made with the data to be used to inform the Council’s equality and diversity action plan.

Employment Equalities Initiatives Undertaken in 2019

Equality Outcome	Output and activities	Indicators	Performance Evidence	Next steps	Responsible Officer/service
4 'Aberdeen City Council a fair employer'	Undertook a gender pay audit to identify whether there were any gaps in relation to either basic pay or total pay.	The audit highlights any areas of concern in relation to pay and gender in order that these can be examined in more detail and addressed where possible.	This is evidence that the Council is monitoring any pay gaps and attempting to identify measures to close gaps where possible, with there being a negligible gap in relation to basic pay but gaps in relation to total pay where allowances are reckoned.	Any pay gaps identified will be discussed to identify any future actions to address these.	People and Organisational Development
4	Redesigned the Council's recruitment and selection training course which includes elements relating to equality and diversity including equalities legislation.	Any feedback received from participants undertaking the course will provide an indication of whether the revised training is meeting requirements. Any complaints regarding the application of the	This is evidence that the Council is keeping its recruitment training up-to-date ensuring that good practice in relation to equality and diversity is reflected in its content.	No further action.	Talent Team - People and Organisational Development

		recruitment and selection process would be another indication of effectiveness.			
4	Extended the Council's Guaranteed Interview Scheme to include the following applicants applying for apprenticeships: care experienced young people; 16-24 years old's from the City; new young Scots (refugee status); and those who completed Foundation Apprenticeship placements in the Council who are applying for an apprenticeship in a similar discipline.	An indication of the effectiveness of the measure would be an increase in the number of applications and appointees from these groups for apprenticeship roles.	This is evidence that the Council is taking steps to put in place measures to assist underrepresented and/or disadvantaged groups by guaranteeing an interview, where the criteria for a post are met. The recruitment process is undertaken on a competitive basis thereafter.	The scheme will be monitored and kept under review.	Talent Team - People and Organisational Development
4	Participated in a 1-year pilot employer accreditation programme called 'Equally Safe at Work, which is concerned with gender equality and addressing violence against women. This involved	An indication of effectiveness will be the attainment of the accreditation meaning that the Council will have met the 6 standards	This is evidence that the Council is aiming to apply high standards in relation to gender equality and in the prevention of	The remaining actions under the programme are to be completed and a submission	Employee Relations and Wellbeing Team - People and Organisational Development

	undertaking various activities including policy review, data gathering, awareness raising and training, under an agreed action plan. There are 6 standards under a framework, with 30 employment equality related criteria to be met to attain the accreditation.	under the programme. This would demonstrate it is applying good employment equality practices in the areas covered by the accreditation.	gender-based violence. This should assist with the retention of employees, particularly females.	then made for assessment for the Bronze level of award.	
4	Implemented a gender-based violence policy and accompanying guidance (as part of the Equally Safe at Work programme). The policy includes provision for up to 3 days paid special leave per annum for time off requirements directly linked to an employee's experience of gender-based violence.	An indication of the effectiveness of the policy and guidance will be the use made of them by employees (including the special leave provision) and any positive feedback received.	This is evidence that the Council is putting in place measures to support employees who may be experiencing gender-based violence, many of whom will be female.	The policy and guidance will be kept under review.	Employee Relations and Wellbeing Team - People and Organisational Development
4	Introduced a new approach to internal recruitment and temporary movement of staff. This is based on overall 'fit' to a role as opposed to just technical skills, qualification, and experience. Employees complete 'individual profiles' as	An indication of the effectiveness could be a change in relation to occupational segregation with an increase in the number of	This is evidence that the Council is providing staff with the opportunity to transition into other areas of the organisation which may have otherwise	The scheme will be ongoing and kept under review.	Talent Team - People and Organisational Development

	<p>well as a working preferences questionnaire and this is used to align them to roles where they have a potential 'fit'. It also involves advertising all vacancies internally in the first instance.</p>	<p>underrepresented employees of one gender in an occupation traditionally undertaken by the opposite gender. It could also be the improvement in the retention of staff with a hidden disability if it is made easier for them to move to a more suitable role.</p>	<p>been difficult to move into because of a lack of technical skills, knowledge and experience, or because of unconscious bias. By focusing on a person's potential fit to and development in a role, the approach could help the organisation address occupational segregation by allowing more people to transfer into other vocations. The initiative may also be of benefit to employees who have a hidden disability and who may be having difficulties coping with their existing</p>		
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			role due to the disability.		
4	Continued to develop the range of apprenticeship schemes in the Council across a variety of job roles and areas. This includes Foundation, Modern and Graduate apprenticeships.	An indicator of the effectiveness of the schemes would be an increase in the proportion of younger people working for the Council, although they will be open to all age groups.	This is evidence that the Council is aiming to increase the number of younger people in the workforce, who are currently underrepresented.	It is intended that apprenticeship programmes will continue to be supported in future years.	Talent Team - People and Organisational Development
4	Continued participation in the Career Ready Scheme which is concerned with employers assisting S5-6 school pupils to develop an understanding of careers, attitudes, and skills for employment. Opportunities were available to Council employees to mentor these young people as part of the programme and to develop a 4-week internship for them.	An indicator of the effectiveness of this measure would be the numbers of young people who have undergone the scheme who have chosen to apply for a job in local government on leaving school. Positive feedback from the participants and mentors would also be an indication of scheme success.	The scheme could result in these pupils developing an interest in working in a local authority, which could assist indirectly in an increase in the number of younger people in the Council's workforce, who are currently underrepresented.	Involvement in the scheme will be ongoing.	Talent Team - People and Organisational Development

4	Established a young employee network with representation from staff aged 16-24 from across the organisation. The purpose of the network is to gather views on employment experience and to involve young people in key initiatives across the Council.	An indicator of the effectiveness of this measure would be any positive feedback received from the group on its usefulness and whether it is fulfilling its intended aims.	This is evidence that the organisation is listening to and involving its younger workforce, actively gathering views and details on employment to improve their experience. This should assist with the retention of younger staff.	The network is permanent and will be ongoing.	Talent Team - People and Organisational Development
4	Attended and participated in various job and career related events at schools, colleges, and universities.	An indication of effectiveness will be whether the numbers of job applications from young people increases in the future.	Attendance at these events is evidence that the Council is seeking to attract more young people to apply for its job vacancies, with a view to increasing numbers and helping address underrepresentation.	Consideration will be given to attending similar events in future years.	Talent Team - People and Organisational Development
4	Participated in the Developing Young Workforce NE Flagship Partnership programme with one of the City's schools and have	An indication of effectiveness would be any positive feedback received	This is evidence that the Council is involved in assisting in the development	Involvement in this programme will be	Talent Team - People and Organisational Development

	agreed a programme of activity to involve pupils in career and employment related events.	from participants on the Council's involvement in the scheme. Another would be whether there was an increase in applications from young people for Council posts in the future.	of young people to better prepare them for working life. This may result in some becoming interested in a career in local government which could result in an increase in the numbers of young people applying for Council posts, a group which is currently underrepresented. It may also be an opportunity to assist with addressing occupational segregation e.g. interesting female pupils in professions concerning 'STEM' subjects.	considered on an ongoing basis.	
4	Ran focus groups with teachers to understand any issues of discrimination faced by them in the classroom.	An indicator of effectiveness would be the identification of any specific problems and	This is evidence that the Council is seeking to identify whether discrimination is	This project will be continuing.	People and Organisational Development

		eliciting views of teachers on what preventative measures could be taken to reduce or remove any unacceptable behaviour.	taking place against teachers by pupils and if so to understand the nature of it and what can be done to prevent it. This should assist with employee wellbeing and retention of teaching staff.		
4	Introduced a Mental Health First Aid service in the Council, which included the training of employees in administering mental health first aid.	An indication of the effectiveness of the initiative would be the use made of the service by employees and any positive feedback received. It may assist in reducing sickness absence levels and helping staff to remain in employment.	This is evidence that the Council is looking after the health and wellbeing of employees some of whom will have mental health issues regarded as a disability.	The service is permanent and will be ongoing.	Employee Relations and Wellbeing Team - People and Organisational Development
4	An employee mental health action plan was approved at Committee which contains a range of proposed measures to	An indication of effectiveness will be the successful implementation of the	This is evidence that the Council is prioritising the mental health and	The plan will be applied and then refreshed	Employee Relations and Wellbeing Team -

	<p>help improve the mental health of the workforce.</p>	<p>initiatives and the effect they have on reducing levels of sickness absence in the organisation. Positive feedback from employees and the trade unions would be another useful indicator.</p>	<p>wellbeing of the workforce and aiming to be proactive in applying a range of measures to improve staff mental health. Some employees' mental health issues will be classed as disabilities.</p>	<p>on a rolling basis.</p>	<p>People and Organisational Development</p>
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Employment Equality Initiatives undertaken in 2020

Equality Outcome	Output and activities	Indicators	Performance Evidence	Next steps	Responsible Officer/service
4 'Aberdeen City Council a fair employer'	Added a provision for Parental Bereavement Leave to the Council's Special leave policies and compiled associated guidance (to meet legislative requirements). The Council decided to offer both weeks Parental Bereavement Leave at normal contractual pay, which is above the statutory minimum.	An indication of effectiveness would be any positive feedback received from employees on the provision or on the content of the guidance.	This is evidence that the Council is ensuring legislative compliance in relation to this family leave provision and being supportive towards those employees who experience the loss of a child, having opted to go above the statutory minimum in relation to paid leave.	The policy and guidance will be kept under review.	Employee Relations and Wellbeing Team - People and Organisational Development
4	Added sections to the Council's Maternity Guidance on rest breaks for pregnant and breastfeeding employees and on the arrangements and facilities in relation to employees breastfeeding or expressing milk on return to work. This includes provision for granting reasonable paid time off to	An indication of effectiveness would be the use made by employees of the provisions and any positive feedback received.	This is evidence that the Council is applying good practices in relation to pregnant and breastfeeding employees also ensuring legal compliance.	The guidance will be kept under review.	Employee Relations and Wellbeing Team - People and Organisational Development

	breastfeed a baby or to express milk.				
4	Further extended the Council's guaranteed interview scheme to those young people who are in continuing care or are a care leaver up to the age of 29 who meet the criteria for a job, this applying to all Council vacancies (and not just apprenticeships).	An indication of effectiveness would be an increase in the number of applications and appointments from these groups.	This is evidence that the Council is taking steps to put in place measures to assist disadvantaged groups by guaranteeing an interview where the criteria for a post are met, with the recruitment process undertaken on a competitive process thereafter.	The scheme will be monitored and kept under review.	Talent Team - People and Organisational Development
4	Held an event to promote early years and childcare careers to ethnic minority groups in the City, which included details about early years as a career and routes into early years.	An indication of effectiveness would be an increase in applications and appointments to these types of post from ethnic minority candidates.	This is evidence that the Council is aiming to increase the number of ethnic minorities in this particular area of its workforce (who are underrepresented in these professions).	Consideration will be given to running similar events in future.	Talent Team - People and Organisational Development
4	Placed a posting on the Council's intranet to employees on the importance of Equality,	An indication of effectiveness will be the response	This is evidence that the Council is seeking to involve	The employment and diversity	Talent Team - People and

	Diversity and Inclusion seeking feedback and involvement of staff in forming the employment equality agenda and action plan. The posting also referred to 'Pride Month' in relation to LGBT+ people, 'Gypsy, Roma, and Traveller History Month' as well as the 'Black Lives Matter' campaign.	received in relation to the posting from employees giving any feedback in relation to equality and diversity and suggestions as to what could be included in the action plan.	its employees in shaping the equality and diversity agenda. It also demonstrates that the organisation is taking steps to promote equality and diversity related events amongst the workforce.	action plan will be compiled taking into account any feedback from the workforce.	Organisational Development
4	The Council was successful in attaining the Investors in Young People good practice award at Gold accreditation level. This was achieved primarily in relation to the work undertaken to develop the young workforce.	An indication of effectiveness would be an improvement in the recruitment and retention of young people and any positive feedback from employees.	This is evidence that the organisation is applying high employment standards in relation to its young workforce and should assist with the increasing of the numbers of young people in its employment, who are currently underrepresented.	The emphasis will be on the retention of the level of the accreditation going forward, with an assessment undertaken on a periodic basis.	Talent Team - People and Organisational Development
4	Developed an internship programme designed to provide opportunities for Care	An indication of effectiveness would be any positive	This is evidence that the organisation is helping to develop	The programme will be run on	Talent Team - People and

	Experienced Young People to gain experience of working in the Council.	feedback received from participants and whether there were more job applications to Council posts from this group in future.	disadvantaged young people and prepare them for permanent employment. It may result in some who have undergone internships applying for employment with the Council in the future and help to increase the numbers of younger people in the workforce. It also accords with the Council's Local Outcome Improvement Plan and its obligation as a Corporate Parent.	an ongoing basis.	Organisational Development
4	Placed a posting on the Council's intranet during the Covid-19 pandemic highlighting to employees the support available to any staff member experiencing Domestic Abuse, in particular those who were working at home or confined to	An indication of effectiveness will be the numbers of employees who chose to access the support offered by the Council during the lockdown and	This is evidence that the Council recognised the potential difficulties some employees may have faced during the lockdown in relation to	No further action at this time, with the full lockdown having ended.	Employee Relations and Wellbeing Team - People and Organisational Development

	home during the lockdown period e.g. those shielding or in stood down services. This included the offering of a face to face meeting with a member of the Employee Relations Team.	any positive feedback received from staff.	domestic violence and put in place an appropriate support measure, helping to look after their health and wellbeing. This applied particularly to female employees.		
4	Undertook a confidential employee survey on mental health and wellbeing to identify any issues employees may be facing since the lockdown period, with a view to identifying any additional supports that could be put in place.	An indication of effectiveness would be the response received to the survey and the willingness of employees to be open about any difficulties they may be facing.	This is evidence that the Council is taking measures to engage with the workforce on mental health and wellbeing to identify what support can be offered to assist those experiencing difficulties. This may include employees with a health issue regarded as a disability.	The results of the survey will be collated and analysed with decisions then made on what additional support would be appropriate to apply.	Employee Relations and Wellbeing Team - People and Organisational Development
	Implemented new online courses on mental health in the workplace, ran a series of	An indication of effectiveness would be positive feedback	This is evidence that the Council is addressing mental	Training and awareness raising on	Employee Relations and Wellbeing

	<p>mental health and wellbeing webinars for staff and offered employees the opportunity to attend monthly sessions on mindfulness meditation. These events are designed to raise awareness of various mental health issues staff may be facing, tackle the stigma of mental health and to give them the tools to assist them in addressing such issues.</p>	<p>received from participants in the events and a reduction in mental health related absence in the workforce.</p>	<p>health and wellbeing in the workplace, aiming to reduce stigma, support employees and build resilience in the workforce. This will be relevant to employees with a mental health issue regarded as a disability.</p>	<p>mental health will continue to be undertaken as part of the Mental Health Action Plan.</p>	<p>Team - People and Organisational Development</p>
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Appendix 3-



Integrated Children's and Family Services Equality Outcomes Information

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Strategic Outcomes – Links to Local Outcome Improvement Plan (LOIP)

<p>Children have the best start in life – children in Aberdeen City are healthy, happy and safe, and enjoy the best possible childhood</p>	<p>Children and young people are safe and responsible – children and young people are safe from all forms of harm</p>	<p>Children are respected, included and achieving – children and young people are listened to, respected, valued and involved in the decision-making process</p>	<p>Investment in infrastructure - Aberdeen City is a robust and resilient economy providing a vibrant built environment and attractive place for residents, students, business and tourists. People friendly city - a city where people to choose to invest, live and visit</p>
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Education and Children’s Services Equality Outcomes 2017-21

Education and Children’s Services Equality Outcomes

Equality Outcome 1.

Children and young people with a disability and their families are supported and included enabling them to achieve their full potential

Equality Outcome 2.

- Pre-birth children (unborn babies) at risk due to issues that parents are dealing with such as; mental health, substance use and domestic abuse are identified at an earlier stage
- Vulnerable pregnant women are identified and supported at an early stage

Equality Outcome 3.

Lesbian, Gay, Bisexual and Transgender (LGBT) children and young people feel safe, respected and included in school

Equality Outcome 4.

All children and young people in Aberdeen have an understanding of their rights and develop the ethos and culture to improve well-being and develop every child’s talents and abilities to their full potential.

Equality Outcome 5.

External Cultural/Arts organisations who receive investment from Aberdeen City Council actively promote and engage with those with protected characteristics in designing, planning and delivering activity.

Equality Outcome 1		General duty met:	Protected characteristic met:
<p>General Duties: GD1. Eliminating discrimination, harassment and victimisation. GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it. GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p>Protected characteristic supported through equality outcome: A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
Equality Outcome	Children and young people with a disability and their families are supported and included enabling them to achieve their full potential.	GD1. GD2. GD3.	D
Improvement	<p>a) Increase the number of children and young people with a disability who are supported</p> <p>b) Increase the extent to which pupils with a disability can take advantage of education and associated services.</p>		
Evidence	<ul style="list-style-type: none"> Exclusion rates are falling but some groups continued to have much higher rates including those with a disability or additional support need. As of December 2020, 3% of pupils excluded during the current school year have a disability, 67% of pupils excluded during the current school year have an additional support need. In our children and young people survey in 2020 9% of our children and young people identified bullying as a concern in 31% of our schools. Of the bullying recorded: 29% referenced bullying against those with a disability or additional support need, 10% racist bullying. Parent, children and young people and staff consultation 2020 Consultation with NHS, third sector partners, charities and national organisations including Barnardos and National Autistic Society, Autism Network Scotland. Accessibility of school estate. Shared digital consultation space Discussions 		

	<ul style="list-style-type: none"> • Review of exclusion policy, procedure and guidance developed based on research and good practice. Revised Quality Improvement procedures encourage school Senior Leaders to engage in dialogue with QIOs/QIMs before a decision to exclude is made to ensure all possible avenues have been explored. • Surveys • Analysis of data supported the realignment of resources and our focus on improvement of our staff professional learning offer, particularly around trauma-skilled practice. Emerging themes include streamlined approaches and consistency in the use of plans (such as Child’s Plans) to meet the needs of learners including disabled learners. • Work is ongoing to identify and address any vulnerabilities through revised education service structures, improved quality improvement approaches, the introduction of more robust tracking and monitoring arrangements, in particular exclusion and an agreed Aberdeen City Learning and Teaching standard. The service is in the process of consulting on a new ASN service structure under streamlined management arrangements to help improve the consistency of the offer, improve agility and ensure that the services provided reflect updated demand. This includes consideration of Health and Safety, professional learning and specialist transitions. Consultation with stakeholders will be ongoing throughout the life of the programme and updates provided regularly to committee. • Monthly data monitoring on exclusion and bullying.
Outputs	<ul style="list-style-type: none"> • A change to a mix of a team and Unit model for children who are disabled to ensure that the right support can be accessed at the right time for children with a disability. A unit and team for children who are disabled provides holistic support to the children and young people they work with. • As part of the Council’s planning to review the services it commissions for children with disabilities a number of engagement events were held with young people and their families in 2017. These were structured to allow children with complex needs, including communication needs, to give their views. Their views have been at the core of setting out our commissioning intentions, even though their views sometimes differed from that of their parents/carers. • Orchard Brae School houses education and specialist children’s social work support for families of children with complex additional support needs and services have collaborated to extend the range of supports available to families out with the school day and over holiday periods. These supports are available for children and families with complex additional support needs who do not attend Orchard Brae School. • Young Inspectors of learners has begun at Orchard Brae and Bucksburn Academy ASN Wing • 3 other new modern facilities have opened over the reporting period. • Work has been undertaken to ensure the physical environment of our schools is accessible to increase the extent to which pupils with a disability can take advantage of education and associated services. This has included 12 projects in our secondary schools and ten in primary, installation of ramps, accessible toilets, dropped kerb for example. Future works have been identified. • Accessibility Plan 2020. The Council has a range of documents to support improvement planning and decision making, this Plan should not be considered in isolation. This aims to pull improvement activity together into one high level accessible document which can be used to support

self-evaluation and planning for improvement. This plan ensures ACC and its schools work to improve the education of disabled learners and to help ensure that they are properly included in, and able to benefit fully from, their school education. Priorities were identified through engagement with learners, parents and carers, third sector partners, agencies and staff. The plan highlights our commitment to enabling access to the physical environment of our educational buildings, access to the curriculum and access to communication. Key priorities identified include: Disabled learners use digital technology to increase access to the curriculum by increasing the provision of technology and use of accessible tools; Provide guidance on how to meet a range of needs (particularly sensory needs) when environments are not as flexible; Establishment of Digital Hub as a one stop shop for all information for all stakeholders.

- Since 2017, Aberdeen City Council has progressively rolled out Texthelp Read&Write literacy support software to schools across the local authority. Implementation has been supported with a comprehensive engagement strategy for teachers, students and parents. This included initial training for two pupils and two teachers in each of the 59 Aberdeen schools to become 'mentors' to introduce their peers to the software. This has been complemented by an extensive programme of training for families and carers at parent groups and evening workshops.
- Professional Learning delivered to all newly qualified teachers in 2020 included: Supporting all learners - developing an awareness of Inclusion, Additional Support and Equality, from Education Scotland.
- Mental health support is available in all city schools through the school nursing team. LIAM (Let's Introduce Anxiety Management) and ELSA (Emotional Literacy Support Assistant) and emotion coaching is ongoing across the education service.
- Curriculum Resources and Information Service (CRIS) provides a specialist curricular resources and information service to staff involved in meeting the educational and social developmental needs of children and young people..
- As part of the Council's planning to review the services it commissions for children with disabilities a number of engagement events were held with young people and their families in 2017. These were structured to allow children with complex needs, including communication needs, to give their views. Their views have been at the core of setting out our commissioning intentions despite their views sometimes differing from that of their parents/carers.
- Training for senior leadership teams on disability discrimination has been developed and shared.
- Stoneywood School shared their British Sign Language skills on the national stage at the Scottish Learning Festival.
- Foodbanks were set up and promoted across Aberdeen to serve local communities as part of the COVID19 response. Approximately 25% of families who use these have children with disabilities.
- Aberdeen City Youth Council (ACYC) have a disability awareness sub group set up to look at accessibility to services within Aberdeen. The group delivered 2 awareness sessions last year to young people and council staff and have 2 sessions booked in to deliver so far this year. The Youth Council gained the backing of Co-Leaders, local Councillors, MSPs, Aberdeen Inspired (a business development service in Aberdeen), Aberdeen Market and local people through consultation for their latest campaign 'Bog Standards' which aims to ensure accessible toilet facilities are available to all within Aberdeen city. Promotion for this work included engagement through a radio show on SHMU.

Equality Outcome 2		General duty met:	Protected characteristic met:
<p>General Duties:</p> <p>GD1. Eliminating discrimination, harassment and victimisation.</p> <p>GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it.</p> <p>GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p>Protected characteristic supported through equality outcome:</p> <p>A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
Equality Outcome	<ul style="list-style-type: none"> Pre-birth children (unborn babies) at risk due to issues that parents are dealing with such as; mental health, substance use and domestic violence are identified at an earlier stage Vulnerable pregnant women are identified and supported at an early stage 	GD2. GD3.	M
Improvement	<ul style="list-style-type: none"> Identification of vulnerable pregnant women where existing factors may result in their child being considered as a child in need of additional support or protection Appropriate supports are in place for the family unit whilst ensuring the child's needs remain the focus of all interventions 		

<p>Outputs</p>	<ul style="list-style-type: none"> • A change in delivery of services at Aberdeen Maternity Hospital to ‘Unit working’ gives children a better start in life. • Financial Inclusion through routine enquiry is now a part of the Universal Health Visitor Pathway and, as such, all pregnant young people and families with children up to the age of five will be offered information, support or signposting to appropriate services. • Family Nurse Partnership delivers a package of care to young and vulnerable pregnant women and Mums up to the time their babies reach the age of two. This is a licensed and therefore carefully scrutinised programme of deliverables. • Review of the Council’s maternity guidance for staff • Supporting young people who are pregnant or parents in schools guidance developed with multiagency input. • Aberdeen City’s Child Protection Committee oversees the strategic planning and improvement of child protection services. There is a comprehensive improvement programme that was refreshed in 2019 that focuses on key priorities. This includes protecting children from neglect, parental drug and alcohol use and emotional neglect. Significant workforce development has seen an increase in reporting of neglect across the City. • Child Protection Improvement programme are Child Sexual Exploitation (CSE)/ Child Trafficking. The CSE toolkit developed for professionals has been extremely positively received and has raised the awareness of CSE. Alert to the fact that significant grooming behaviours occur on-line the CPC has strongly endorsed the development of a learning programme for P6/7 children and their parents to enhance their awareness of on-line child protection issues. The development of this was led and informed from children in one of our primary schools. • Education is represented in the Multi Agency Risk Assessment Conference process. This enables multiagency approach to identifying vulnerable pregnant women and considering multiagency support. • Adult Learning at Clinterty: Young Mums: working with young mums to improve literacy and numeracy and gain SQA and Adult Achievement awards. Parents group: work with parents and under 5s to promote early learning and encourage enrolment at nursery and school, • Delivery of 1140 hours of Early Learning and Childcare from August 2021 which will help address the impact of poverty in the city by looking to encourage parents into employment or training. The expansion of Early Learning and Childcare will see the universal roll out of PEEP to all families who are keen to engage
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<p>Equality Outcome 3</p>		
<p>General Duties: GD1. Eliminating discrimination, harassment and victimisation. GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it. GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p>		

Protected characteristic supported through equality outcome: A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation		General duty met:	Protected characteristic met:
Equality Outcome	Lesbian, Gay, Bisexual and Transgender (LGBT) children and young people feel safe, respected and included in school.	GD1 GD3	SO, GR
Improvement	Eliminate Lesbian, Gay, Bisexual and Transgender (LGBT) bullying behaviour and the use of homophobic language in schools		
Evidence	<ul style="list-style-type: none"> • Children and young people wellbeing and rights surveys. • Consultations. • Data from school information management system and Quality Improvement visits. • Working groups including those with children and young people. • Over the last three years, almost all children have reported that they feel safe in their schools and communities. A few report having no one to approach and this includes children who are looked after. 		
Outputs	<ul style="list-style-type: none"> • Train the trainer sessions for primary and secondary school teachers. • Significant work is ongoing within the partnership to promote a culture of inclusivity. Any reports of hate crime are investigated as a priority and Police work with a number of third sector agencies to support those who are victim to this type of crime. Cultural issues and disability are specific areas of focus within the Multi-Agency Child Protection Programme. • Schools all work to ensure gender equality and are gaining confidence in supporting children who are transgender. Although many young people cite excellent support from schools, a few note areas for improvement. A group of LBGT young people are working with a Quality Improvement Manager to develop and delivery training for school based staff in order to improve consistency and increase levels of confidence • Revision of the Education and Children’s Services anti-bullying policy and subsequent development of school level policies. • School Anti-bullying and Promoting Positive Relationships Policies make specific reference to LGBT. Through creating a shared understanding and raising awareness, our school communities help to ensure that all young people are educated about the Protected Characteristics of the Equalities Act. For example, Cults Academy have young people who act as RESPECT Ambassadors, working alongside staff the Wellbeing & 		

	<p>Equalities Group. Aberdeen Grammar school operate a peer education programme where senior pupils work with younger ones to challenge established attitudes to gender-based stereotyping or negative behaviours. Hazlehead Academy are taking part in the LGBT Youth Scotland LGBT Schools Charter programme which has been developed to support schools to undertake training and review policies, practice and resources to make sure that they are not only meeting legislative needs but are as inclusive as can be. Whilst the name of these groups may vary across the city, the objective of providing a safe and nurturing environment to empower young people and enable them to flourish is a constant.</p> <ul style="list-style-type: none"> • Support is available for LGBT/Alliance groups in secondary schools. However our children and young people identified that they would benefit from a neutral forum where they could express themselves and receive support out of the school environment. LGBT- Zone Youth Group meets twice per month, continuing throughout the pandemic online and face to face outside where this is allowed. The group are supported by two Youth Workers, supporting young people 12-25 years for Aberdeen city young people and shire due to no current provision for young people in shire out with school. • Highlights have included: Partner of Grampian Pride Committee- responsible for hosting the ‘youth space’ in 2018 and 2019 Pride Village, part of BBC Scotland documentary on social media’s effects on young people and relationships. BBC Scotland - Teenage Kicks: Love, Sex & Social Media, 15-year-old Ryley talks openly about sexting among school children, Young people supported to present at the Gay Straight Alliance Conferences, Tackling homophobia in schools presentations by young people, hosted workshop with young people at NHS wellbeing conference on being an alliance, Youth activism work on a campaign called ‘Use ‘It’ Right’, young people themselves writing blog posts for LGBT Scotland #OurLives Blog post: Cameron LGBT Youth Scotland LGBT Youth Scotland
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Equality Outcome 4				
<p>General Duties: GD1. Eliminating discrimination, harassment and victimisation. GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it. GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p>	General duty met:	Protected characteristic met:		
<p>Protected characteristic supported through equality outcome: A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>				
Equality Outcome	All children and young people in Aberdeen have an understanding of their rights.	GD1 GD2 GD3	ALL	

Improvement	<p>a) Increased number of Aberdeen schools who achieve level 1 Rights Respecting School status or equivalent status.</p> <p>b) Key work towards Child Friendly Cities as a key strategic priority for the Community Planning Partnership.</p>
Evidence	<ul style="list-style-type: none"> • Working groups led and with direct involvement from our children and young people. • A survey of 450 children and young people living in the city suggests that most of them feel that they have opportunities to influence decision-making and that their views are taken seriously by adult decision-makers. Encouragingly over 80% of children and young people feel that they actively participate in decision making and that they feel they are listened to, only 6% did not feel this is the case. • Over the last three years, the majority of Aberdeen City schools (73%) have engaged in the Rights Respecting Schools Programme and the city now boasts 7 Gold RRSAs award schools, 9 Silver RRSAs award schools and 22 Bronze RRSAs award schools • Aberdeen City Council has promoted engagement with the ‘Young Leaders of Learning’ programme. 34 schools are now actively involved. The programme supports children and young people to move from knowing their rights to exercising them, actively engaging them in leading school improvement. The programme has been tailored to support children and young people with a range of additional support needs at Orchard Brae and Bucksburn Wing. • Engagement events structured to capture the voice of our disabled children and young people. • Work from our Rights Respecting School groups.
Outputs	<ul style="list-style-type: none"> • Unicef presentations at Aberdeen Learning Festival 2017 • Opportunities for schools to network and share practice both face-to face and electronically and newsletters • Leaflets on effective participation issued to all teaching staff • All schools continue to have representative pupil groups which drive improvement and inform practice at school and community level. In most cases, children and young people take a lead role in delivering training and supporting their peers. In the majority of cases, children and young people set agendas and record decisions and many now organise and host community events. • Children’s Rights Service now renamed ACE has reviewed its remit with all stakeholders. Recommendations will be taken forward in relation to single and multi-agency workforce training and development activity related to children’s rights and participation. • Virtual School Head Teacher was appointed to work with schools and Children’s Social Work to support children • All newly qualified teachers now have an early input into their responsibilities as Corporate Parents. • All children known to Aberdeen City services appearing in court are supported to engage appropriate legal support

- Feedback from young people in our care homes reflects very well on the care and support provided to assist them make sense of their earlier life experiences. By adopting and embedding a relational approach, independent inspections of our Children’s Homes have evaluated our children’s homes as “very good”.
- As a partnership we are fortunate to have a range of staff dedicated to the promotion of children’s rights. These include Education Support Officers, a Social Work Children’s Rights Service, school nursing teams, school-based Police Officers and a good range of Third Sector supports which empower young people.
- We take opportunities to actively promote children’s rights amongst the workforce, an example being when a group of children and young people were welcomed into Marischal College on World Children’s Day in 2019.
- A range of professional learning opportunities focussing on the UNCRC have taken place and those directly supporting children and young people now take better account of Children’s Rights in daily practice. We plan to extend the offer across the wider workforce by collaborating with UNICEF to develop an accessible professional learning programme which tracks impact on practice.
- In collaboration with UNICEF, Staff from across the Partnership and Elected Members have taken part in 9 workshops to help raise awareness of children’s rights. Elected Members have welcomed children and young people to the Council chamber to help determine how best children can influence the strategic decision making of partners. These workshops have informed the development of our Child Friendly Cities Plan and further raised awareness of Children’s Rights with decision makers.
- The Local Authority has continued to promote children’s rights through the council Twitter feed and through the local media. Our children and young people were Evening Express guest editors on World Children’s Day in 2019 which helped to raise the profile of children’s rights across the city.
- The Children’s Parliament investigations helped inform delivery of each of the stretch outcomes of the LOIP and provided opportunities for our Imagineers to link directly with senior staff across the partnership and with Elected Members. Work with the Children’s Parliament has helped to raise the profile of children’s rights with children, families and staff and the education service are now working to widen this best practice in order to promote consistent high-quality participation across the city
- Special schools have policies in place to uphold children’s rights and consider their rights as approaches are tailored to the needs of children and young people in accordance with UNCRC 23 and CRPD 7.
- Child Friendly Cities is a key strategic priority for the Community Planning Partnership which is underpinned by a robust multi-agency governance structure. This is essential to ensure that all agencies develop a shared understanding of the expectations of the programme, the principles of a Child Rights Based Approach and are working collaboratively to deliver the outcomes of our Action Plan.
- Work to become a Child Friendly City features in the LOIP and multi-agency governance arrangements. Resources are in place to support delivery through identified leads from each organisation who are supported by a project manager. This demonstrates that Community Planning leaders recognise the importance and value of incorporating children’s rights and views in decision making.

	<ul style="list-style-type: none"> • Children and young peoples’ views are taken into account in decision making processes and there is clarity about how their participation has made an impact. • All Children and young people, including those experiencing discrimination or disadvantage, engage in meaningful participation experiences and understand how their voices make a difference locally • Clinterty Homework group: we work with the parents and young people to support their learning. Teenage Group: working with a group of young teenagers who don’t attend mainstream education to achieve SQA qualifications in literacy numeracy and IT, looking to go on to vocational awards. Parents group: work with parents and under 5s to promote early learning and encourage enrolment at nursery and school. • There has been a steady increase in the number of Committee Reports which demonstrate consideration of Children’s Rights over the reporting period. As the Council works with Partners to become a Child Friendly City, a Child Rights Impact Assessment will be routinely undertaken as part of the Committee reporting processes. • Public Authority Reporting Duty on Children’s Rights APRIL, 2020 Children and young people have been involved in the development of this report which summarises our journey over the last three years and gives a sense of our direction of travel. 		
Equality Outcome 5			
<p>General Duties: GD1. Eliminating discrimination, harassment and victimisation. GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it. GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p>	General duty met:	Protected characteristic met:	
<p>Protected characteristic supported through equality outcome: A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			<p>Equality Outcome</p> <p>External Cultural/Arts organisations who receive investment from Aberdeen City Council actively promote and engage with those with protected characteristics in designing, planning and delivering activity.</p>

Improvement	<ul style="list-style-type: none"> Addressing membership and diversity, commissioning and producing new work reflecting the diversity of the city, designing engagement programmes or establishing programming or production groups.
Evidence	<ul style="list-style-type: none"> Aberdeen Art Archives, Gallery & Museums programmes are informed by consultation with groups and individuals and audiences we work with through our public programme of events, talks, workshops and performances; Aberdeen City Council departments including the Aberdeen Health and Social Care partnership, Communities team, Creative learning team, Equalities team and education department; networks, external organisations and specialists including Aberdeen Disability Equity Network, Holocaust Memorial Day working group, North East Sensory Services, local British Sign Language Interpreters, Minds Eye Description, Engage Scotland, Clore Duffield Foundation, Space for Learning and Group for Museum Education, Disability Equity Partnership, ACC Communities Team, ACC Older peoples, Aberdeen Holocaust Memorial working group, Grampian Racial Equality Council, AAG&M BSL Advisory Group (set up as part of AAG redevelopment), Audience Feedback group (set up as part of AAG redevelopment), Aberdeen Health and Social Care Partnership, Boogie In the Bar (Aberdeen based dementia friendly community initiative), Alzheimer Scotland, Dementia Friends, Minds Eye Description (provided training for us for audiences with visual impairment) , Station House Media Unit (Young people and inclusion), ACC Business Hub (Young People and inclusion/ Developing Young Workforce), Breastfeeding Friendly Scotland (BFS) national scheme North East Sensory Services (provided training for us in sensory awareness in 2019 and repeated consultations sessions with staff and service users through 2017-20) All of our venues have signed up to the <i>Breastfeeding Friendly Scotland</i> (BFS) national scheme and staff briefed Staff trained in dementia awareness and have taken part in the Dementia Friends scheme.
Outputs	<p>Age</p> <ul style="list-style-type: none"> Aberdeen Art Archives, Gallery & Museums contribute to an online and print magazine for older people and those facing social isolation called At Home in Aberdeen. It is coordinated and distributed by the Aberdeen Health and Social Care partnership and is themed around Aberdeen Heritage, Sport and Culture. We have created 3 magazines and these are available via our website and delivered to doorsteps in Aberdeen City. Our contributions focus around the collections and our public programme and Museum at Home strands and have feature activities including Online Virtual Concerts, Seated Movement and Dance activities, wordsearches, Collection introductions and Illustrations. We also have a series called Our Aberdeen which is an informal dementia friendly talk and object handling series which was launched in 2017. The on-site events series has been suspended due to the Covid-19 pandemic but we have adapted our approach for this audience and now offer online sessions which explore the art and history of Aberdeen and are led by a selection of our staff and 2 dedicated volunteers. The events feature introductions, music and audio and then a Q+A session at the end for discussions and informal sharing. We have run 2

	<p>events since December 2020 and plan a range of new sessions from April 2021 linked to our collections and Special Exhibitions programme at Aberdeen Art Gallery.</p> <ul style="list-style-type: none"> • We are now planning a range of dance and movement sessions aimed at this audience to offer increased ways to engage with the collection, get active and engaged while at home. • Children and young people helped support the development of the 10 year culture strategy and plan for the city. Consultation included workshops with individual schools and through Aberdeen Pupil Voice. The children directly influenced the ‘Releasing Our Creativity’ strand of the Plan. • £100,000 grant was made available to support youth- led/codesigned cultural activity, with a focus events and projects which increased the voice of young people. Decisions about awards were decided by an independent panel which included Aberdeen City youth representatives (Youth Ambassadors & Youth Council). The same representatives were engaged in the design of both the funding criteria and application design process. • A continued programme of play area refurbishment throughout the City is providing attractive and inclusive play areas for children. From April 2017 to March 2020 the programme has seen refurbishment works carried out at 49 individual play areas. This includes the total renewal of all equipment in most areas and, in others, the introduction of replacement or additional equipment to improve inclusive access. • Youth Arts Group has been established as part of the Culture Aberdeen actions for Releasing Our Creativity. The group are mapping youth opportunities within culture as well as consultation to inform a Youth Arts Action plan, establishing a reference panel which will include a cross section of young people, including young people from protected characteristic backgrounds. • A range of leisure, cultural and artistic opportunities exist across the city and efforts have been undertaken to ensure that children and young people have been able to directly influence and shape these. However, recently gathered data suggests that we may need to consider providing a greater number of events for families across the city and consider the number of clubs/activities/ events that have accompanying costs to ensure greater equity across the city <p>Disability</p> <ul style="list-style-type: none"> • Our BSL events have been suspended due to the Covid-19 pandemic. We are now developing a series of online BSL videos introducing key artworks and displays from Aberdeen Art Gallery. These function as ‘live labels’ providing interpretations and information about our collection and feature a BSL interpreter providing the information to camera. These will be available via our website and will be available to use from home or during a visit to Aberdeen Art Gallery. • Our Visual Description events for those with visual impairment or sight loss have been suspended due to the Covid-19 pandemic. During 2019 and 2020 we offered on-site events led by a range of staff specifically trained in visual description and since March 2020 we have developed a series of online resources offering detailed visual descriptions of artworks and objects in the collection and on display at
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	<p>Aberdeen Art Gallery. These are videos with narration, downloadable images and large print transcripts of the descriptions. These can be accessed via our website for use at home or in the gallery during a visit.</p> <ul style="list-style-type: none"> • We are developing a range of tactile resources to be used in the gallery when we reopen. We have 2 tactile resources in development and have made a commitment to creating more of these. The resources include braille interpretations and raised artwork replicas which can be touched by member of the public. • Our planned dance and movement sessions outlined above will also be aimed at audiences with physical disability and those with special educational needs. <p>Sexual orientation</p> <ul style="list-style-type: none"> • We recently offered a range of Micro Commissions for local creatives including but not restricted to artists, poets, writers, musicians, dance artists and designers. The project is funded by the Art Fund Museum of the Year prize fund which Aberdeen Art Gallery won in 2019 with a clear remit to develop the collection, links and representation of a wider range of local artists. As part of this, the Art Gallery has consulted with local artists, creatives and initiatives to have a range of members on the selection panel. This will have helped the gallery ensure a wider range of artists are selected for this opportunity to help diversify the city's collections and widen representation including gender reassignment, sexuality, disability, race and cultural identity. <p>Pregnancy and maternity</p> <ul style="list-style-type: none"> • We offer a range of family events for younger learners and their adults including Baby Boogie, a social disco for early years; Guthries Goslings, a music, movements and arts session for early years inspired by key works from our collection. This series is designed to offer interesting activity-based session for young ones while instilling confidence in their adults to use the gallery and the collection as part of everyday learning and social time as wee ones grow and develop. We offer free drop-in sessions for families with young children including babies. As we cannot offer any sessions on site right now, we have a range of online resources available for these age groups, plus some for older children available on our website.
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Opportunities

Article 28 of the UNCRC states that children and young people have the right to education no matter who they are: regardless of race, gender or disability; if they're in detention, or if they're a refugee. This right should be respected, protected and fulfilled for everyone, and education should be provided free

from discrimination and abuse. This review sets out some of the work of children and family services on equality and human rights issues made since our last review in 2017. It highlights good practice and with our data has helped identify future outcomes.

Some practice was changed or adapted as a result of the COVID19 pandemic response. Key successes for the education service include: • Providing Emergency Childcare for over 1000 families of key workers from the first day of lockdown • Establishing Hub provision for around 300 vulnerable children and young people • Providing a digital classroom for all pupils from the first day of lockdown with 94% of all children and young people from 3-18 engaging positively. • Provision of free school meal vouchers • The development of a Digital Hub to support families • The swift roll out of training in digital pedagogy and use of Google Educators (class teachers) as mentors and supporters of less confident staff • The establishment of a Virtual School Helpline to receive 3500 calls from the first day of lockdown • Better use of live data to inform the local response.

COVID 19 has brought the engagement and involvement of parents supporting their children at home into sharp focus and most particularly the need to improve access to digital technology and connectivity; support for family health and wellbeing and strengthening parents' ability to support learning at home whilst in lockdown and beyond. Microsoft SWAY is used to share developments with parents and carers digitally on a monthly basis. This approach allows us to share learning from surveys and inform contributors of our resultant next steps.

'Mind of My Own' is an App which directly supports UNCRC Article 12, allowing care experienced children and young people to express their views and be heard in all aspects of their day to day lives. In 2019, Aberdeen City received a range of awards from the device creators, including Greatest Use, Greatest Media Activity and Swiftest Implementation. A design workshop was hosted in Aberdeen with Mind of My Own and care experienced young people in addition to one of our Children's Rights Development Assistants presenting at the National Mind of My Own conference. Adoption of the app is being supported by a comprehensive implementation programme, including training for the workforce in its ethos and usage, delivered by Mind of My Own Champions, some of whom are care experienced.

Aberdeen City Youth Council (ACYC) are the voice of young people aged 12-25 who live, work and study in Aberdeen City. The group were instrumental in the commissioning and establishment of the new Young Carers service with one member being shortlisted for a Health and Social Care award in March due to the significance of their contribution. In addition, the group have made a significant contribution to International Women's Day celebrations, Grampian Pride and Celebrate Aberdeen. Over the last three years the youth council have had several achievements to celebrate including: • Partnering with the NHS to deliver a Fitness for All campaign, which resulted in widened access to sport facilities for 'teen gym' in Aberdeen. • Hosting Model United Nations debates to provide a safe space for young people to listen to other opinions and form views on topical issues • Facilitating multiple hustings for local elections to inform young people in a youth-friendly setting • Working with Childline to facilitate a session during a visit by Dame Esther Rantzen. The group took part in an internet safety session with one participant taking up a volunteering opportunity and training with the charity. • Lending support to other action groups including The Tobacco Free Alliance Group and the Tenant Participation Group

Aberdeen Care Experienced (ACE) is one way that care experienced young people are empowered to participate, influence and make change in the city. ACE represents belonging and participation and is for care experienced children, young people and young adults to engage and discuss issues and ideas important to them, which are then brought to the Champions Board. Published 'Get em Telt' newsletters and ACE 6 monthly report illustrate the range of work being progressed. The Champions Board provides a unique opportunity for care experienced young people to have a voice, be empowered and influence policy and practice across the partnership. It meets quarterly and is cochaired by a young adult with care experience and a corporate parent.

The COVID19 pandemic saw Education set up three locality hubs to support the City's most valuable children. These supported approximately 300 vulnerable children from across Aberdeen. These were staffed by a multi-disciplinary team – from Education, Social Work, Community Education and Youth Work, Creative Learning, Sport Aberdeen and local third sector youth organisations. Each hub had opportunities in sport, music, creativity and worked across the team to encourage relationships, resilience and skills for life. The youth work team also worked with schools and other partners to pilot a distinct Senior Hub where vulnerable teenagers, aged 12 to 16, could access community-based support and a range of activities to build skills and confidence. To support families, foodbanks were organised at each location and continue to serve the needs of the locality. Following the success of support available during COVID19 and analysis of our data, three Fit Like Hubs have been established to ensure that children who require multiagency support at the earliest opportunity.

Community learning and development have well established mechanisms to engage with children and young people. Following a U Decide participatory budgeting event for Tillydrone, Woodside and Seaton, international artist Patricio Forrester was commissioned to work alongside pupils, local tenants and volunteers to transform an electrical substation at Fersands. This intergenerational project helped children, young people and residents see that change is possible and realise the benefits of coming together across the generations. Over a weekend, pupils from Kittybrewster School worked alongside older members of the local community to transform the electricity substation at Woodside Medical Centre into a giant, colourful, boom box. Children and young people confidently spoke to the local media and to peers about their experience. A similar consultation event in Torry led to the establishment of a Cruyff Court project. This new multi sports court is the first of its kind in the UK and plans are underway for a second court in Tillydrone.

6-week block of virtual Wellbeing Workshops was run by two of our family learning workers and AndBreathe123 to promote mental health and general wellbeing through means of different mindfulness and wellbeing techniques for parents to practice themselves and share and practice with their children. It was agreed that these sessions would be open and available to all parents/carers within the Northfield associated school group and impacted on 33 families. One theme identified through discussion, was a recognition from parents that they need to look after themselves in order to be best placed to look after their children. Future planning is looking at a practical and activity based emphasis, to cater to all ages and stages, looking to utilise Google-classrooms as the delivery platform given most families should be accessing this at this time as part of their children's home-learning.

Over 20 families took part Geronimo at the grove was a joint piece of work between Creative Learning, who had accessed funding from the Fairer Scotland Fund and Family Learning. The project provided Creative Outdoor Learning sessions for families at a

forest location. The families who took part were identified by family learning and from across the city. All financial barriers to participation were removed.

A council wide approach was taken to Syrian Scots with work co-ordinated by an Integration Officer who works with 18 young people age 12-22 years on integration and educational work including Dynamic Youth Awards, Saltire awards and ESOL. The approach to supporting this group of young people has provided an opportunity to promote engagement in the culture of the city, meet individual needs and provide a range of bespoke support. There is evidence that the young people are becoming fully integrated into the community and exercising their rights, with 4 young people having successfully gained employment and many now taking advantage of mainstream opportunities across the city.

Aberdeen Health & Social Care Partnership, Aberdeen City Council and Young Carers at St Machar Academy developed a Carers Strategy to help drive the implementation of the legislation. This gives Young Carers entitlement for the first time to an assessment known as a Young Carers Statement and is part of a larger suite of tools developed in the City called the Young Carers Toolkit. Considerable work has been undertaken to develop a Young Carers Toolkit to ensure that all young carers are able to exercise their rights. This work was driven by Young Carers themselves.

Promoting Rights at Clinterty Traveller Site Community Learning and Development's Adult Learning service continues to implement its wholefamily project at Clinterty Traveller site. The project aims to improve the literacy and numeracy of traveller families and has been well received by the traveller community. Parents are engaging in their children's learning and being supported to enrol their children in school. A homework group supports both parents and children to complete assignments and the local primary school has noted improvements in attainment. Young people not in formal education are being supported by Community Learning and Development staff to achieve SQA qualifications in literacy, numeracy, core skills and ICT. Children and young people from the community were involved in a project in partnership with Aberdeenshire Council, Aberdeen University, Aberdeen's Community Learning and Development service and non-traveller children on the theme of what it means to be a young traveller today. The project aimed to challenge stereotypes and culminated in a performance at Aberdeen University during Mayfest.

The expansion of Early Learning and Childcare will see the universal roll out of PEEP to all families and this will enable us to share information about children's rights with families from the earliest opportunity. Five Excellence and Equity Practitioners have been employed to support closing the poverty related attainment gap and improve outcomes for children and families in priority areas.

A range of stakeholders highlighted that it was important to recognise that there are key actions required around meeting disability needs, in particular accessibility, the need to consider all disabilities, not just physical but sensory as well and reducing the number of exclusions. Bullying continues to be a high priority for learners, parents and carers, as does the impact of poverty.

The message from our children and young people is clear, we are making progress but there is still work to be done and, through close collaboration with our city's children and young people, we will continue to work to uphold children's rights and ensure we are meeting the needs of our learners and staff with protected characteristics.

Education Equality Outcomes

1- Increase access to information by ensuring communication barriers are removed for children, young people and families who are disabled				
<p>Issues:</p> <ul style="list-style-type: none"> Information is not available or in a format that is accessible to learners and parents. Curriculum exclusion (closure of schools due to COVID19) Digital access due to poverty The use of accessible technology such as Texthelp and Google tools is recognised as a strength. These enable disabled learners to personalise their support and access the curriculum as independently as possible. This resource should continue to be promoted alongside lower tech solutions so that individual needs are taken account of <p>Consultation findings:</p> <ul style="list-style-type: none"> Most staff take positive and proactive steps to reduce communication barriers to the curriculum. 81% of our children and young people advised that information was easy to understand. Work is required to ensure that the 19% who reported that it wasn't easily understood are effectively catered for including the availability of information in alternative formats and supporting any necessary communication aids/technology provided to enable disabled learners to communicate effectively Parents of children with a disability ask that provision of high quality professional learning is made. 				
Example of actions to support achievement of Education Outcome 1				
Action	Output	Measures	Responsible	Time frame
a) Disabled learners use digital technology to increase access to the curriculum by increasing the provision of	Devices and dongles allocated to need Accessibility software training package	Increase in the provision of technology Quality Improvement Visits	Raising Attainment Workstream Senior Leadership Teams	December 2022

technology and use of accessible tools.				
b) Staff have an appropriate understanding of additional support needs of disabled pupils and an understanding of diversity through a suite of professional learning opportunities at different levels	Suite of Professional Learning materials and training developed at different levels	Attendance at professional learning and feedback Reduction in the number of associated complaints Reduction in the number of ASN Tribunal references Reduction in levels of exclusion of disabled pupils	Supporting Learners Programme Building Capacity Workstream Equality Working Group	December 2022
c) Establishment of Digital Hub as a one stop shop for all information for all stakeholders	Digital hub created and shared	Digital hub materials developed	Raising Attainment Workstream	June 2022
d) Information regarding additional support need and disability is meaningful, relevant and readily available in variety of formats or language	Consideration to accessible versions of key documents Sharing accessibility software and its usage Clear language used, translation available as required	Parents and carers/children and young people and staff report improvement in the quality of information being shared	Senior Leadership Teams Children and Family Services Child Friendly City Project group	December 2023

2. Increase the feeling of trust and belonging to schools and communities by reducing bullying of those with protected characteristics, race, disability, LGBT.

Issues

- Bullying incidents not recorded consistently across schools
- No effective city wide monitoring arrangements in place
- Review of antibullying policy required to respond to change in need
- In a Northern Alliance survey 34% of pupils felt they may have been treated differently because of their age, disability, gender, race, religion or gender reassignment.
- Only 22% of pupils felt they got help or support when they have been treated unfairly.

Workshop and consultation findings:

- In our children and young people survey in 2020, 9% of our children and young people identified bullying as a concern in 31% of our schools. Of the bullying recorded: 29% referenced bullying against those with a disability or additional support need, 10% racist bullying.
- Parents identified the need to review the antibullying policy to reflect diversity and identify actions to be taken
- Imagineers identified the need for signage to be at learner appropriate height and to recognise diversity.
- Staff working group identified understanding of diversity to shared with schools across city to raise awareness
- Staff identified good practice as having a relationships policy that included learners and staff working in schools
- When we asked pupils how being treated unfairly affected them, a common theme was that they would miss school and it would affect their performance in classes. Many also answered that it affected their mood making them feel sad or angry with many not wanting to socialise as a result.
- In the Northern Alliance survey, A fifth of staff felt they had experienced discrimination in school. 12% of staff would be unsure where to go for support if a pupil reached out and said they had experienced discrimination. 17% of staff would be unsure of where to go for support if they experienced discrimination.

[Online in Lockdown TIE Report 2020:](#)

- 24% of young people reported experiencing online bullying during lockdown, of the respondents, 57% of them said that the online bullying they had seen or experienced during lockdown had been happening more than usual.
- 59% of young people reported that they had witnessed an increase in prejudice-based posts, comments, and/or attitudes online.
- 45% of young people had reported witnessing racism online during the lockdown period, while 36% had seen homophobia. Negative comments and/or posts related to someone's body image or physical appearance were also commonly seen by young people online, as were transphobia, sexism, and misogyny
- In all cases, LGBT+ respondents experienced higher rates of bullying generally; experienced more online bullying and noticed more online prejudice during lockdown, and LGBT+ respondents registered poorer emotional wellbeing both before and during lockdown than heterosexual respondents.

Example of actions to support achievement of Education Outcome 2				
Action	Outputs	Measures	Responsible	Time frame
a) Celebrate diversity by sharing main events as per the equality calendar	Develop equity calendar Materials developed to be shared in schools and digital hub.	Calendar in place Materials shared	Equality Working Group	June 2021
b) Improve experience of prejudice hate crime reporting mechanism to increase the reporting and improve supports for victims of prejudice incidents	School antibullying/ positive relationships policy updated	Increase awareness of 3 rd party reporting centres Increase awareness of staff	Equality Working Group	June 2021
c) Augmentative and alternative signage at learner appropriate height, toilets signposted as accessible	Appropriate signage identified and installed	Signage in buildings compliant	School Support Managers Senior Leadership Teams Corporate Landlord	June 2023

3. Reduce number of exclusions for children and young people with disabilities

Issues:

- Exclusion rates are falling but some groups continued to have much higher rates including those with a disability or additional support need. As of December 2020, **3%** of pupils excluded during the current school year have a disability, **67%** of pupils excluded during the current school year have an additional support need.
- Understanding of impact of disability on behaviour or actions variable across school teams

- Meeting requirements of the Equality Act 2010
- No formal exclusion monitoring process
- References to the ASN Tribunal and complaints relating to meeting needs.

Is Scotland fairer report 2018:

- Pupils assessed or declared as being disabled had a higher exclusion rate than pupils who were not disabled (47.9 per 1,000 compared with 25.6 per 1,000).
- In 2018, several legal cases found local authorities discriminated against disabled children by failing to support their return to school or to put in place reasonable adjustments which led to the child’s exclusion.
- For looked after children, short-term exclusion can lead to the need to move to a new placement if appropriate care and supervision cannot be provided in their current placement. In the longer term, ongoing instability in a child’s life is very likely to lead to lifelong challenges and disadvantage
- Children with additional support needs and those from deprived backgrounds also experienced poorer levels of attainment and higher levels of exclusion.
- Recommendation to reduce the high exclusion rates for children with certain protected characteristics

Consultation findings:

- Parents, learners and partners representing parents acknowledged that more work needed done in schools to understand needs, ensure appropriate curriculum is in place and that schools understood the impact of excluding learners, in particular disabled learners.
- Learners identified alternative supports should be explored and consideration given to planning with child and parent

Example of actions to support achievement of Education Outcome 3

Action	Outputs	Measures	Responsible	Time frame
Improve our professional learning programme to include provision to school leaders and staff on legislation, disability and inclusion to ensure they are embedded, supported and implemented.	Suite of Professional Learning materials and training developed at different levels	Attendance at professional learning and feedback Reduction in the number of associated complaints Reduction in the number of ASN Tribunal references	Supporting Learners Programme Building Capacity Workstream Virtual School	December 2022

		Reduction in levels of exclusion of disabled pupils		
Continually assess and improve our procedures and guidance to minimise exclusion to ensure it is used efficiently and systematically to inform any decisions	Minimising exclusion procedures and guidance regularly reviewed and updated	Reduction in the number of associated complaints Reduction in the number of ASN Tribunal references Reduction in levels of exclusion of disabled pupils	Supporting Learners Programme Quality Improvement Team	June 2023
Curriculum personalised to meet the needs of individual disabled learners including the provision of Locality Hubs with a particular focus on: <ul style="list-style-type: none"> • Those with a disability • Those impacted adversely by COVID19 with a disability 	Appropriate pathway planning identified Transition plans in place Agile, equitable allocation of resources responding to need, based on data	Reduction in exclusion of learners with a disability Increase in attainment Increase in the overall time learners access education	Senior Leadership Teams Supporting Learners Workstream Educational Psychology	June 2023

Appendix 4

Equality Outcomes and Mainstreaming Report 2017-2021

Introduction – The Legal Requirement

Equality outcomes are strategic and are what the Local Authority and Licensing Board, often in partnership, will try to achieve to improve local people's lives. In "Equality Outcomes and the Public Sector Equality Duty: A Guide for Public Authorities in Scotland" 2016, the Equality and Human Rights Commission (EHRC) has provided a guide on preparing and publishing equality outcomes. It states that outcomes should be relevant and realistic.

A key legal requirement under the Equality Act 2010 is for local authorities to publicise and deliver equality outcomes. An equality outcome must further one or more of the aims of the public sector general equality duty:

- Eliminate unlawful discrimination, harassment and victimisation and 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.

The public sector equality duty covers all of the protected characteristics, which are: **Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex, Sexual Orientation.**

The Licensing Board must publish a fresh set of equality outcomes within four years of publishing its previous set. In preparing a set of equality outcomes, the Licensing Board must take reasonable steps to involve people who share a relevant protected characteristic and anyone who appears to the Licensing Board to represent the interests on those people.

The Licensing Board must also consider relevant evidence relating to people who share a relevant protected characteristic. If a Licensing Boards set of outcomes does not further the needs of the general equality duty in relation to every relevant protected characteristic, it must publish the reasons for this.

The Aberdeen City Licensing Board

Aberdeen City Licensing Board is a relevant public body under the 2010 Act. Therefore Aberdeen City Licensing Board is required to prepare and monitor the progress towards achieving Equality Outcomes in terms of Regulation 4 of the Equality Act 2010 (Specific Duties)(Scotland) Regulations 2012. The Board published their Equality outcomes in April 2017. In April 2015 the Board published a report, in accordance with its legal duties, on the progress towards achieving those outcomes.

In terms of the required reporting cycle the Board requires to publish a further report on its Equality outcomes in 2021.

In terms of the Licensing (Scotland) Act 2005, Section 5, there is to be a Licensing Board for the area of each Council under Section 46(1) of the Local Government (Scotland) 1994. The members of the Licensing Board are to be elected by the relevant Council from among their members. The Licensing Board although comprised of Councillors is a separate legal body from the Council. The Council must, at its first meeting after each ordinary election of the Council, hold an election of members to the Licensing Board for their area.

The Aberdeen City Licensing Board published their new Statement of Licensing Policy in November 2018 which will included a statement as to their duties under the Equality Act 2010 as well as their Equality Outcomes.

Equality Outcomes 2017-2021 Progress Report

Equality Outcome 1. Members of the Licensing Board and the staff of the Licensing Team to improve their understanding and awareness of equality issues in carrying out their statutory roles with Licence holders, trade organisations, partners and the communities of Aberdeen City.

Output	Actions/Activities	Indicators	Sources	Updates	Responsible Officer	Further Comment
Members of the Licensing Board and the staff of the Licensing Team to improve their understanding and awareness of equality issues in carrying out their statutory roles with Licence holders, trade organisations, partners and the communities of Aberdeen City.	To achieve this, Members, LSO's and staff will participate in equality and diversity training.	It was considered that participating in this training will highlight the need for awareness and consideration of needs for protected characteristics	Governance – Legal Services	Most members and staff have now attended training, Virtual training will be delivered to new staff and Board Members.	Jennifer Lawson/Lynn May	This action is ongoing. A training session will be scheduled within the next quarter

Equality Outcome 2. The Licensing Board will seek to promote equal opportunity of access for all to Licensed Premises in the City and promote good practice.

Output	Actions/Activities	Indicators	Sources	Updates	Responsible Officer	Further Comment
The Licensing Board will seek to promote equal opportunity of access for all to Licensed Premises in the City and promote good practice.	To achieve this The Board will raise awareness of disabled access to Licensed premises and other awareness campaigns (e.g. work with Guide Dogs for the Blind, work with Building Standards to ensure and highlight the requirements for Disabled toilet provision in licensed premises, ensure the provision of baby changing facilities in licences premises which are accessible to all genders, Promote other equality campaigns led by the Council to the licensed trade through the Board Meetings, the Local Licensing Forum and the Licensing Board	The Board's licence application forms now include a Disability Facilities Statement which must be completed by the applicant. This has to highlight provisions in place to meet the needs of people with protected characteristics	Governance – Governance (both legal and Committee)	The responsible officers shall ensure that the Corporate Accessible Guidelines and other equalities monitoring processes can be further implemented Officers have discussed the matter with the Licensing Board to increase practical awareness of their equality outcomes and their significance in Board practice From April 2021 Mainstreaming of the Equality Duty is to be placed as an item on the agenda of each	Jennifer Lawson/ Lynn May	Action is ongoing, consideration is given to disabled access within all new licensed premises. The Board's license applications now include a Disability Facilities Statement which must be completed by the applicant. This has to highlight provisions in place to meet the needs of people with protected characteristics

	pages on the City Council Website.			Licensing Board meeting.		
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Equality Outcome 3 All applicants and members of the public are able to access the Licensing Boards services easily and confidently and make sure the Board’s information is available to all.

Output	Actions/Activities	Indicators	Sources	Updates	Responsible Officer	Further Comment
All applicants and members of the public are able to access the Licensing Boards services easily and confidently and make sure the Board’s information is available to all.	<p>To achieve this The Board will utilise social media, the press and the Council Website to advertise meetings and consultations.</p> <p>Recording and streaming Licensing Board Meetings on the website for greater access and participation.</p>	<p>The Board’s documentation better adheres to the Corporate Accessible Guidelines</p> <p>The Board’s documentation is all available in an electronic form which allows for magnification</p>	Governance – Legal Services	The responsible officers shall ensure that the all documentation is up to date and easily accessible	Jennifer Wilson/Lynn May	Officers will monitor current practice and seek to improve service accessibility in relation to the Board’s website, documents and correspondence. This action is ongoing.

Equality Outcome 4. Greater participation and involvement of the public and licence holders with protected characteristics in meetings, consultations and other statutory processes of the Board.

Output	Actions/Activities	Indicators	Sources	Updates	Responsible Officer	Further Comment
<p>Greater participation and involvement of the public and licence holders with protected characteristics in meetings, consultations and other statutory processes of the Board.</p>	<p>To achieve this The Board will utilise social media, the press and the Council Website to advertise meetings and consultations.</p> <p>Recording and streaming Licensing Board Meetings on the website for greater access and participation.</p>	<p>The Board’s documentation better adheres to the Corporate Accessible Guidelines.</p> <p>The Board’s documentation is all available in an electronic form which allows for magnification</p>	<p>Governance – Governance</p>	<p>The responsible officers shall ensure that the all documentation is up to date and easily accessible</p> <p>From April 2021 Mainstreaming of the Equality Duty is to be placed as an item on the agenda of each Licensing Board meeting.</p>	<p>Jennifer Wilson/Lynn May</p>	<p>Officers will monitor current practice and seek to improve service accessibility in relation to the Board’s documents, meetings and correspondence. This action is ongoing.</p>

Mainstreaming Equality by Aberdeen City Licensing Board

The Licensing Board has taken steps to ensure the mainstreaming of the general equality duty as an integral part of the exercise of its functions. The Board's statutory Statement of Licensing Policy sets out the policies that assist in the exercise of its functions under the Licensing (Scotland) Act 2005. During the formulation of this document an Equalities and Human Rights Impact Assessment was carried out. The Board considered the EHRIA and the licensing policy document before its introduction in November 2018.

Prior to the Specific Scottish Equalities Duties coming into force the Board made the general equality duty part of its procedures by following best practice to use impact assessments in the exercise of its functions. In a report in June 2011 the Board also emphasised its commitment to ensure it had due regard to the general equality duty during the intervening period between the expiry of the earlier equality (disability, gender, and race) duties and the introduction of the specific duties.

The Board's current Statement of Licensing Policy was published in November 2018 and was considered by the Board with a full Equalities and Human Rights Impact Assessment before implementation. Equality impact assessment has been made integral to the development and consideration of the Board's policies and reports. The practical functions of the Board, for example accessibility of publications and meetings, will be monitored and promoted through actions linked to the equality outcomes.

1. Various actions have been taken to ensure that the Board makes the equality duty integral to the exercise of its functions so as to better perform that duty.

The Licensing Board's equality outcomes have assisted the Board Members in mainstreaming equality issues. For example, it is noted that the Board's communication now more fully adheres to (Aberdeen City Council) Corporate Accessible guidelines. This is to assist persons with difficult reading, and those with visual impairment. The Board's meetings have been moved to rooms which are accessible to wheelchair users and persons with restricted mobility as there is a lift located close to the entrance to the building, which itself has wheelchair accessibility outside. These rooms also have a hearing loop facility for persons with hearing impairment who use hearing aid devices. Hybrid Licensing Board meetings now means that the applicant does not have to physically attend the Board Meeting.

Officers have also agreed to place mainstreaming of the equality duty as an item on the agenda of Licensing Board meetings and have led and facilitated discussion of the Public Sector Equality Duty amongst the Board Members. They have explained its relevance to Licensing Board practice and how it should be made integral to all Licensing Board processes.

Similarly, at team meetings with the relevant officers who dealing with Licensing Board matters mainstreaming of the Public Sector Equality duty has also been explained and discussed, to ensure that all relevant officers are aware of the responsibility and are enacting mainstreaming in practice. Through the introduction of the Equalities and Human Rights Monitoring Questionnaires with all Licensing Board applications, and its availability online, the Board's officers have started to gather helpful equalities monitoring information, which assists them to make progress on mainstreaming the duty. They have noted however that the number of forms which have been returned have been limited and do not fully reflect the diversity of applicants to the Licensing Board. Officers will now require to further publicise and encourage the completion of these forms. Officers will then use the information from these

forms with the existing data from applications to understand better the profile of licence holders and applicants in relation to the protected characteristics. This should also help provide relevant data that can be used to positively mainstream the duty by making appropriate amendments to Board procedure, and improve accessibility to under-represented groups.

It is the intention to place mainstreaming equality duty agenda items on Licensing Board meetings, Licensing Board officers' team meetings, and on the annual meeting between the Board and the Local Licensing Forum. This is with the aim of maintaining and improving awareness of how to make the Public Sector Equality Duty integral to the Board's practice.

The Licensing Board's officers have all been made aware that if there are persons who cannot access Licensing Board services in the same manner as persons without a protected characteristic then they must seek to adapt practice, and facilitate such access.

The Licensing Board's Statement of Licensing Policy was reviewed and the new version was published on 30 November 2018. which includes a statement as to their duties under the Equality Act 2010 as well as their Equality Outcomes.

As noted above the Board's statutory Statement of Licensing Policy sets out the policies that assist in the exercise of its functions under the Licensing (Scotland) Act 2005. During the formulation of this document an Equalities and Human Rights Impact Assessment was carried out. The Board considered the EHRIA and the licensing policy document before its introduction in November 2013. Paragraphs 2.4 – 2.6 thereof refer. It was clear from preparation of the new Statement of Licensing Policy that

there was greater awareness of mainstreaming of the Public Sector Equality duty in the consciousness of officers dealing with the policy review.

The Licensing Board also maintains good practice by utilising Equality and Human Rights Impact Assessment forms (EHRIA) when considering reports

Proposed New Equality Outcomes 2021-2025

The proposed outcomes for the protected characteristics set out below take account of key issues which are still ongoing and those which have arisen since the last report in 2017.

Outcome 1

Developing the Licensing process to ensure fair access for all, including the development of electronic applications and payments and the implementation of hybrid Licensing Board meetings

- In addition to promote the Councils translation services in terms of our documentation, forms, policy documents and interpretation services for assisting customers with queries and representation at meetings if required.
- This will benefit all Protected Characteristics.
- Public Sector Equality Duty:- Eliminate unlawful discrimination; Advance equality of opportunity; Foster good relations.
- Applicable authority – Aberdeen City Council, Corporate Governance and Aberdeen City Licensing Board

Outcome 2

Licensing Board works in partnership with a range of stakeholders to ensure the most effective decisions are made to meet the aims of the Board and also works with license holders and other Council services to support positive behaviour on and around license premises

- To seek the views of the public and a range of stakeholders all members of the public in the determination of applications and encourage to participation in consultations on policy matters raised by advertising on various platforms. This will enhance the Licensing Board's commitment to equality of persons with protected characteristics and the Public Sector Equality Duty.
- This will benefit all Protected Characteristics.
- Public Sector Equality Duty:- Eliminate unlawful discrimination; Advance equality of opportunity; Foster good relations.
- Applicable authority – Aberdeen City Council, Corporate Governance and Aberdeen City Licensing Board

Appendix 5

2020 Equalities

Surveys

Preliminary Report

Demographics

Between 10 August and 15 September 2020, 167* people took part in an online survey through Google Forms, and an additional seven took part in survey conducted with Aberdeen’s Gypsy/Traveller community. The results of the latter are covered at the end of this report.

In the main survey, there was a good demographic balance reflected: 65% (109) of participants were women, 43% (73) were from ethnic minority backgrounds,[†] 30% (50) were disabled, 22% (36) were from minority religious communities,[‡] 20% (34) were LGBT+,[§] and 16% (27) were aged 60+. More than half of participants (91) had two or more protected characteristics, for example ethnic minority women, or disabled religious minorities.

For context, in the 2019 population estimate for Aberdeen City,¹ women comprised 50.2% of the population, and 16% of the population were aged 65+. 2018 data² showed that 20% of Aberdeen residents were born outside the UK, including 12% from Europe and 4% each from Asia and the rest of the world. 2017 data³ estimated that 2% of the UK population are lesbian, gay or bisexual (LGB), and estimated that 0.6% of Scotland’s population are transgender.⁴

* 15 additional responses did not engage with the questions, so have been omitted from the report. Details in Appendix E.

† Ethnic minorities included non-European ethnicity, non-Scottish/British nationality, or a Gypsy/Traveller background.

The most recent data for other characteristics comes from the 2011 Census,⁵ according to which 8% of Aberdeen residents are from a non-European ethnic minority, and 16% have a disability that limits day-to-day activities. The Census data also shows that nearly half of Aberdeen’s population (48%) are non-religious, 25% belong to the Church of Scotland, and 16% belong to other Christian denominations, including Catholicism.

It is worth noting that nearly half of survey participants (48%) left the religion question blank, or answered atheist, agnostic, ‘none,’ or ‘N/A.’ 5% belonged to the Church of Scotland.

Life in Aberdeen

The first section examined how participants felt about living in Aberdeen. Overall, most responses were positive, with two-thirds agreeing that Aberdeen is a welcoming place (66%), that they feel comfortable walking alone at night in their neighbourhoods (69%), and that there are enough spaces to socialise safely (64%). 59% felt included and part of their local communities, and 62% felt part of a community with shared interests, like a religious community or the LGBT+ community.

Across the five questions, ethnic minority, trans/non-binary, and male participants had an average or higher rate of positive answers, while disabled participants had lower rates. For example, 71% of ethnic minority participants felt that Aberdeen was welcoming and 59% felt included in their local communities, compared with 38% and 48% of disabled participants.

The pattern was mixed for other groups. A higher proportion of older participants felt included in both their local communities and

‡ Including Catholic, Christian Orthodox, Mormon, Seventh Day Adventist, Muslim, Hindu, Buddhist, Jewish and Pagan.

§ 8 participants were transgender or non-binary.

communities of interest (67%), and felt comfortable walking alone at night (74%). However, only 56% felt that Aberdeen is welcoming, and 59% felt there are adequate spaces to socialise safely. Similarly, 54% of LGB+ participants felt there is adequate social spaces, and only 46% felt included in their local communities, and 50% in communities of interest.

Overall, 53% of all participants (89) answered negatively to at least one question in this section. This included 66% (33) of disabled participants, 57% (62) of women, 46% (25) of men, 48% (13) aged 60+, 53% (39) of ethnic minorities, 65% (17) of LGB+, and 57% (4) of trans/non-binary participants.

When prompted for details, less than a third (26) felt excluded because of to specific characteristics: ethnicity (14), age (8), disability (5), religion/belief (4), sex/gender (3), sexual orientation (2) and transgender identity (1).

Indicative examples of comments:

(total comments: 25)

Employers do not understand or accommodate social or generalised anxiety disorder.

There are only few places I can attend to socialise without having to pay.

Not many safe spaces for LGBT+ people [...] not anywhere I can gather with likeminded people in a down to earth setting. And as AFAB [*assigned female at birth*], there are very few gender neutral bathrooms within Aberdeen.

Feel aware that people look at me differently because of the colour of my skin. Subtle racism as in not sitting next to me on the bus.

I feel is unwelcoming that I had to register with the police when I first came here and that I have to do it every time a change addresses. There aren't many socializing places beyond the pub and it can be

sometimes very exclusive if you are not a local. Not enough events/places for racialized people. Although I study, work and pay taxes here, I don't have the same rights as others and that makes me feel unwelcome.

Harassment at street, shops, schools, work, and even by government institutions. We are not believed or undermined when complaining about racism. Our kids picked on by schools and neighbours just because they are different.

Aberdeen is cursed with a large number of ignorant and small minded people who actively harass anyone not born in the city

(possibly add some material from other research on people's opinions of living in Aberdeen)

Equality Outcomes

The next section quoted Aberdeen City Council's first Equality Outcome for 2017-2020:

We have engaged and committed leaders, with the Council and partners working together to reduce inequality, remove barriers and promote a culture of respect and positive relations.

8% (13) of participants felt that ACC had 'definitely' achieved this goal, and 34% (57) felt that it had 'somewhat' achieved it. 26% (43) felt that the goal had 'not really' been achieved, 11% (19) 'not at all,' and 19% (32) were unsure. In most demographic groups, less than half of participants answered positively, from a low of 29% (2) and 32% (16) of trans/non-binary and disabled participants, to a high of 44% (24) of male participants. Just over half (52%) of ethnic minority participants (38) answered positively. Still, around a quarter (24%) of those who answered negatively in the first section felt that ACC had 'somewhat' or 'definitely' achieved the quoted Equality Outcome.

Following the multiple choice question here, there was a text box: *Can you please explain your answer? Do you have any examples of how the Council has (or has not) been meeting the goal above?* 93 participants commented, and unsurprisingly, the content broadly aligned with participants' responses to the previous question.

More than half of the comments (52) were negative, 20% (19) were positive, and 14% (13) had both positive and negative elements, or were non-committal. The rest (9) were either irrelevant (e.g. 'no idea') or unclear ('You can't change folks' way of thinking'). Other indicative examples below.

Just under half of the comments (41) comments noted specific characteristics in their examples of how the Council has (or has not) met its Equality Outcomes. 21 mentioned race/ethnicity (15 negative, 4 positive, 2 mixed); 12 mentioned disability (10 negative, 2 positive); 5 mentioned religion (2 negative, 2 mixed, 1 positive); 2 mentioned sexual orientation (1 negative, 1 positive) and one mentioned age (negative).

There was also an interesting ratio within different types of comments. The majority of negative commenters (71%) provided specific examples to illustrate their views, 22% made vague statements without examples, and 8% were not directly relevant to the question. For positive and mixed comments, 40% contained specific examples, a third were vague, and a quarter were not relevant to the question.

This may indicate that for some participants, a positive view of the Council comes from a general impression of its work as 'not-bad,' while a negative view may arise from negative personal experience. One participant noted that they were unaware of the concept of Equality Outcomes, and felt that it should be more publicised.

Positive Comments

Positive themes included a general sense that Aberdeen is an inclusive city, personal experience of inclusion, and lack of awareness of inequality. The Council was praised for its work with refugees, its efforts to bring equality into decision making, and specific initiatives like employability workshops and anti-bullying work in schools. Participants also highlighted the Council's relationship with the Mosque and with the Disability Equity Partnership.

Events like Grampian Pride were attributed to the Council, along with the rainbow stairs in St Nicholas Square, the Scottish Government's hate crime awareness campaign, and GREC's equality work. A number of comments also focused on initiatives not directly linked to equality outcomes, like development of sports clubs and green spaces in regeneration areas, which are also likely to benefit people in marginalised communities.

Indicative examples of positive comments:

Our rights are protected.

I think Council doing very good job trying to reach out to as many ethnic minorities as possible and providing opportunities to be engaged. I think sometimes the lack of information, or not enough advertisement on the events and activities can get unnoticed and people miss out on news and possibilities available. But overall if I look hard enough I almost always can find someone to help me.

Aberdeen and Scotland as a whole is a place where you are judged by the nature of your character and people don't care much about religion, sexual preferences or ethnic identity. We should be proud of who we are.

Mixed Comments

Mixed comments highlighted progress the Council has made, for example in supporting interfaith and public engagement activities, but with caveats: certain groups excluded from this progress, or certain parts of society where less progress has been made. In many mixed

comments, there was a somewhat resigned sense that inequality ‘will always be with us.’

Indicative examples of mixed comments:

Public engagement events by ACC were good idea. Providing materials translated in different languages also helped. Still lots of work can be done to reduce inequality.

The council has removed barriers but they still exist in areas in Aberdeen. Especially in nightlife.

Aberdeen is a city of two halves. Some lovely areas and some undesirable areas. Will always be difficult to reduce inequalities.

Negative Comments

With an undercurrent of anger and frustration, negative themes included a focus on ‘tick box’ exercises, consultation efforts not leading to meaningful action, lack of representation in managerial and leadership positions within the Council, lack of consideration in planning decisions, staff lack of awareness or capacity to deal with diverse needs, cuts and long delays to services and funding, and poor communication from the Council and/or Councillors.

Participants shared stories of being mistreated at a housing office, difficulties in accessing English classes, rejections for ACC jobs with no reasons given, thwarted attempts to get involved with the local community, and being refused support until ‘everything falls apart.’

And as some participants above were not aware of inequalities in Aberdeen, others noted that they did not see any evidence of the Council’s efforts to promote equality. Participants also complained about racism and disability in the private sector and broader society, highlighting that residents often hold local authorities responsible for issues outwith their control. In these comments, the subtext seems to be that if the Council took equality issues seriously, they should provide stronger leadership on them.

Similarly, there was criticism of the Council’s Covid-19 response, its closure of crèche facilities, its drugs policies, the failings of specific departments, (alleged) corruption, and (alleged) preferential treatment of certain companies. While these comments did not relate directly to Equality Outcomes, it is telling that these are the issues people think of when they consider whether and how the Council promotes equality.

Indicative examples of negative comments:

To this day people with disabilities are looked down on and treated like we are just in the way.

You tell us how [the Council] think they have [achieved their Equality Outcomes] and we will respond. Question is designed to make council look good as people are not aware of what they claim to have done.

Development of civic space that ignored the needs of several vulnerable/disabled groups despite the failures in design being advised in advance of project start.

Aberdeen City Council itself a racist institution in way they handle our job applications and school complains and more.

Lot of words, tick box exercises but not much action. Council should actively engage with minorities, bring them to forefront and take actions not words.

Suggestions

Nine participants made suggestions for how ACC can improve its delivery of equality goals. Alongside vague tips like ‘more connections with communities’ and ‘more engagement with ethnic minorities,’ these included several specific ideas:

Ads on the buses about tackling homophobia and racism were great, something that could be implemented more broadly around the city similar to other cities who have big adverts about inclusivity, respect etc on poster boards.

Promote and engage with Disability Equity Partnership.

It'd be really nice if the schools with Muslim students mention when it's the Holy month of Ramadan and the Eid. This is as important as Christmas or Easter. You can cooperate with the mosque and organise a youth programme, lots of activities, make them feel included and an important part of the community.

I don't really know my Councillors where I live. I only hear about them when it is time for elections. I think there should be flyers in people's houses to inform us of our Councillors and how we can get in touch with them. I also don't think that the Councillors in Aberdeen are reflective of the cosmopolitan nature of the city itself. [...] I would prefer to know what my Councillors are doing in my local area and what they have achieved in terms of equality.

Delivering positive all year round messaging across the city would help educate and dispel anti-trans untruths which are becoming more and more prevalent in the media.

Employment

Nearly two-thirds of all participants were employed: 37% (61) full-time, 19% (32) part-time, 5% (8) self-employed, and 2.5% (4) furloughed due to Covid-19. Additionally, 15% (25) were retired, 11% (18) were students, 4% (7) were carers or homemakers, 10% (16) were unemployed, and 3% (5) were unable to work due to disability.**

Among working-age participants, the employment rate was 71%, including 79% of men, 67% of women, 68% of ethnic minorities, 77% of LGBT+, and 54% of disabled.

** Several fell into two categories, including 8 students who worked part-time and a carer who worked full-time.

Participants were employed at a slightly lower rate than Aberdeen's population as a whole. According to 2018-19 labour force statistics,⁶ 78% of Aberdeen's working-age residents were employed, 4% were unemployed, 4% were students, 5% were looking after family or home, 5% were long-term sick, and 2% had retired early.

The same statistics show that Aberdeen's employment rate for men was 81% and 76% for women. It was 79% for 'white' residents, born in the UK or elsewhere, 69%, for ethnic minority residents, and 54% for disabled residents.

Experiences in the Workplace

Nearly two-thirds of participants (103) felt that their protected characteristics restricted their access to the kinds of employment they wanted, including more than half of disabled (26) and ethnic minority (38) participants, and more than two-thirds of trans/non-binary participants (5). Age was a concern for participants from all age groups, but especially women in their 50s (18) and men in their 60s (7).

Just over a third of participants (63) felt that they had been treated differently or unfairly in the workplace, or their needs were not met, because of specific characteristics. As above, the highest proportion was among ethnic minority (41%)^{††} and disabled (34%) participants, along with 19% of LGBT+ participants.

17 participants felt they had been treated differently because of their age, including women under 30 (4) and over 60 (3), and a mix of men and women in their 30s (2), 40s (3) and 50s (5). 12 participants felt they had been treated differently because of their gender, including eight women and four men.

^{††} 35 participants indicated they had been treated differently in the workplace due to their ethnicity, of whom 30 were ethnic minorities.

Many of these patterns echo existing research.
Add more here about existing research.

Comments

84 comments were submitted in this section, most of which were negative (60). Eight comments were positive, six were mixed, and ten were ambiguous or unclear.

Negative Comments

Among negative comments, key themes included institutional hierarchies, subtle and overt forms of racism, sexism and disablism, malicious workplace gossip, ‘invisible’ disabilities affecting interview performance, and overseas qualifications and experience being devalued. Participants discussed the stereotypes used to judge their work, and the frustration and loss of confidence from frequent rejections and setbacks. They also mentioned the informal networks

Some participants gave examples of being overlooked for jobs, excluded from informal networks, or given less favourable hours because of their characteristics. Others described broader patterns of discrimination. For example:

A woman with scarf [is] looked at as a woman without a brain. Our men suffer too. The jobs are for Scots with minimal education requirement and us failing with high qualification and more experience. The system pushes the Muslims to a small corner where [it is] too difficult to survive unless going for self-employment, to work in a takeaway or taxi driver and forget your education. We are here as servants.

If I had been a British citizen I would be working by now based on my qualifications as a medical doctor. But [the] home office has been slow with visa processing, [making] me waste years of experience and training.

Employers look at 2 CV's, one from a disabled person and the other from someone without a disability. Both have the same qualifications but they will always look more favourably on the person without a disability.

Often as a young female I am spoken down to or condescended to by other staff members who feel they have more authority.

As non-European, it requires double the effort to achieve the same objective due to institutional barriers.

I have been subject to subtle different treatment due to being a woman and I currently feel a bit anxious about finding a new job in my 50s.

Positive and Mixed Comments

Eleven participants indicated that they had not experienced discrimination at work, at least in their current jobs, including participants who were disabled, ethnic minorities, or LGBT+.

Many of these comments were mixed, showing awareness of the problem for others. For example:

I work in the public sector and that's fine, I don't feel confident the private sector would be as welcoming to a trans woman.

[In my field] it feels like the usual factors for discrimination don't quite apply. [...] And if I were in any other field of employment, I very much feel that my age and my sex would be factors, as they have been in the past.

Eight participants (all European Scottish or British) stated or implied that workplace discrimination does not exist, or described a kind of ‘reverse discrimination’ (see Appendix D for more on this type of response). For example:

My chances of finding another job are based on my abilities and nothing else.

As a public sector worker there is positive discrimination towards having a certain percentage of females in promoted posts. In my opinion this has sometimes seen a position being filled by the person who is not the strongest. This limits promotion opportunities for males.

As more and more companies are looking to show they are being diverse, I feel that a non white Scot would be employed before a white Scot regardless of who's better for the job.

Something here about research showing the extent of workplace discrimination, and that 'reverse discrimination' is not a major issue.

Future Prospects

Among participants, no demographic group was positive about their prospects for employment, should they need to find a new job. Less than half were confident that they could get a new job if they wanted to, including less than a quarter of disabled participants and less than a third of ethnic minority participants.

While the current mood of economic uncertainty surely does not help, an awareness of discrimination likely plays a key role. For example:

Because jobs and opportunities are scarce preference will not be given to someone of my profile. [*female, ethnic minority*] It is harder to compete in the job market.

At present, even people who have no health problems are finding it difficult to find alternative employment if they become redundant [...] Anyone who isn't cheap to take on or who employers feel might be less reliable because of health concerns is at a disadvantage.

When it comes to looking for another job, there is the lingering fear that my interviewer may hold the same prejudices [as former colleagues] against ethnic minorities.

^{##} There were two participants who felt excluded because they belonged to majority groups. One was a heterosexual Christian who felt uncomfortable with LGBT+ events. The other, who had a developmental disability but otherwise majority

Cultural Activities

Almost all participants (160) had taken part in at least one of the listed cultural activities. The most popular was the cinema, with 78% of all participants and at least three-quarters of each demographic group, followed by museums or galleries (75%), live performances (69%) and open-air events (61%).

The least popular activity was attending a sporting event as a spectator, where only a third of participants had taken part, including around a quarter of disabled, older, ethnic minority and LGB+ participants. Unsurprisingly, the main difference was along gender lines: among participants as a whole, 61% of men had attended a sporting event, versus 32% of women. The figure was 41% vs. 21% for ethnic minorities, while for white British/Scottish participants, it was 41% for both genders. For disabled participants, the proportion was slightly larger for women (32%) than men (26%).

At least two-thirds of most groups had attended live performance events (e.g. theatre, music, dance, comedy, circus, etc), with the exception of ethnic minority participants, where the figure was just under half. Similarly, a slightly lower proportion of ethnic minority participants had attended open-air events like parades, local galas, Nuart or Spectra (53% vs. 61% overall).

Sense of Exclusion

Around a quarter of participants (23%) felt they had been excluded from cultural activities because of protected characteristics,^{##} and they were generally part of minority groups. Among those who felt they had been excluded because of ethnicity (15), six were African, Caribbean or Black, and this represented half of participants from this background. Two

characteristics, had ticked all the boxes except disability and transgender identity. In a comment, they explained that they disliked activities relating to 'categories.'

others were Asian, two were Eastern European, one was Latin American and one had a mixed background. Two felt excluded because they were from England.

Among those who felt excluded because of disabilities (13), ten had physical disabilities, four had mental health issues, and three had developmental disabilities (this includes four people with combinations). For religion (5), two were Muslim and one was a Jew. For gender identity (2) and sexual orientation (4), three were LGB+, two were trans and one was non-binary. For those who felt excluded because of age, three were over 60; the others in their 20s, 40s and 50s.

Other Reasons for Not Taking Part

Apart from not being interested (20%), the main other reasons for not taking part were lack of time (21%), the activities' expense (19%), discomfort with going alone (16%), and inconvenient location or lack of transport (16%). Significantly, around half of disabled participants noted expense and transport as key issues.

These themes were continued in the comments, specifically noting unreliable or frequently-changing bus timetables; expensive buses, taxis, parking and event tickets; venues being a long distance from transport links or car parks; and a lack of seating or wheelchair-friendly areas within venues. Lack of subtitles for films was also mentioned, along with generally poor levels of advertising events ('there is a lot going on but you've got to know where to look').

Alongside practical issues, several participants felt uncomfortable in certain venues, especially at night, or at cultural activities in general. For example:

I do not always feel safe as a woman at live music events and would never attend these alone. Some venues are very male dominated and sexual assault happens far too frequently. Bouncers usually don't care very much.

Not feel welcome, not good vibes especially during Brexit climate.

Cultural expectations can be a barrier, as well. Two ethnic minority participants discussed problems with 'family-friendly,' entertainment, complaining about elements that many white Scottish families would take for granted (daytime alcohol consumption, pantomime humour with sexual innuendo, etc).

More broadly, both LGBT+ and ethnic minority participants noted a lack of appealing or inclusive cultural activities. At the same time, three white Scottish participants felt they could not participate in activities 'targeted towards' minority groups, or that were 'not aimed at me.' Others preferred to frame the issue in terms of choice:

I don't feel excluded from anything – I choose whether to go or not based on my own abilities, preferences and finances.

All events I attended were open to all.

If I'm excluded, it would be because I didn't wish to take part.

Negative Experiences

Most groups felt they had largely positive experiences with the cultural activities they did take part in (81% overall), though more than a quarter of disabled and trans or non-binary participants felt there were issues. Indicative comments from those reporting issues or negative experiences:

A lot of art activities are 99% white, think I was only at one that had one other POC. Would like to not be the only one in the room sometimes.

Clearly racism is increasing. There is no other reason [for a negative experience] except my appearance that shows my religion.

I wasn't actively excluded, I just felt concerned for my safety. In the past few years I've been spat at a couple of times so I was a little bit nervous.

Sport and Fitness

Around two-thirds of participants reported taking part in collective sport or fitness activity, including at least half of each demographic group. Overall, the most popular activity was exercising at a gym, sports centre or swimming pool, which 48% of all participants reported doing (including only a quarter of older participants). It was the most popular activity for ethnic minority (47%) and trans/non-binary participants (57%).

Almost a third of participants (31%) reported attending fitness classes (yoga, dance, chair-based exercise, etc), and this was the most popular category among disabled participants (44%).

Finally, a quarter of participants had taken part in a group activity like football, running/walking club, golf or walking football. This was the least popular category among disabled participants (20%) but the most popular among older (44%) participants and both men (52%) and women (55%).

Sense of Exclusion

Just over a fifth (21%) of participants felt they were excluded from sport and fitness activities^{§§} because of protected characteristics,^{***} including more than a third (36%) of disabled participants, all but two of whom had physical disabilities, and half of trans/non-binary participants. Among the ten

participants who felt excluded because of their age, four were over 60, four were in their 50s, and one each were in their 30s and 40s (no further details provided in comments).

Additionally, five participants felt excluded because of their ethnicity (all ethnic minorities), four because of their religion (all Muslim), two because of gender (both female) and one because of sexual orientation. Indicative comments:^{†††}

The swimming facility for women once per month was after 6pm. This is second class treatment as the water and pool is dirty by that time, thus I never go there.

Unable to lip read in classes where instructors turn the lights down.

Tried to find an accessible local swimming pool. Ended up having to go to Bucksburn pool. But the disabled changing room was diabolical which put us off going back.

There is very little information [...] to reassure a trans person who wishes to use sporting facilities, especially when it comes to changing areas.^{†††} Having to email or ask is embarrassing and also means you have to continually 'out' yourself in order to ask some basic questions.

Being a wheelchair user makes sport difficult.

^{§§} 35 in total, including 8 who felt excluded from both cultural and sport/fitness activities.

^{***} Two participants complained that social class or income were not included on the list of characteristics. One wrote, 'financial disadvantage can be greater amongst BAME people and these structural inequalities may be deeper than the more obvious answers listed.'

^{†††} One participant was keen to avoid the sense of grievance implied by the word 'excluded' here. In comments, they clarified that they did not feel 'excluded by others,' but were unable to take part in certain activities because of a health condition. Three other participants wrote similar comments in

this section, but had not ticked any boxes for exclusion.

^{†††} This can be a difficult area, as policies can have differing effects on different groups. For example, some women and religious minorities may feel uncomfortable in a mixed changing room, while this would be the best option for trans and non-binary people. One solution might be following the example of Aberdeen Sports Village Aquatic Centre: it provides a large mixed changing area comprising private cubicles for individuals and families, private shower cubicles, gender-specific toilets, and private areas for people with complex disabilities and their carers.

Other Reasons for Not Taking Part

Around a third of participants (35%) were not interested in sport, or preferred to exercise alone. Expense (26%), lack of time (17%), and discomfort with going alone (21%) were the other main reasons.

Some groups were more uncomfortable than others going alone to sport and fitness activities, including 71% of trans participants, 38% of LGB+ participants, and 30% of disabled participants. In comments, they explained differing reasons for their discomfort:

Felt silly as physically less able than the younger attendees.

Uncomfortable wearing scarf and going to gym indoor with men.

It's kind of odd when you know you are not welcome or don't fit in based on race or nationality.

More practical considerations included the timing and availability of classes, location of facilities, consistency of timetables, content of classes, and lack of advertising. For example:

Sometimes activities clash with school time or with other kids activities, kids are not always welcome to the activities I would like to attend.

I would like more older age focused and appropriate classes – but not patronising chair based exercises!

There are not the activities I would like to participate in at convenient times. [...] If they do exist how do you find out?

The class I enjoyed became permanently full during term time and so I could no longer participate.

There is only one swimming class in Aberdeen where the instructor knows sign language and there is an age limit that excludes me.

Negative Experiences

Participants' experience with sport and fitness was mostly positive (77%). Four participants indicated they had negative experiences, and 19 had positive experiences, with some issues. Of these 23, 17 were female, nine were ethnic minorities, nine were disabled, six were religious minorities, five were LGB+, four were trans/non-binary, and two were aged 60+. Indicative comments:

Could not keep up with the younger age bracket at the class.

Casually transphobic attitudes.

[Sessions at] the swimming pool at ASV seemed to change regularly [sometimes] set up for swimming breadths which I can manage, but other times it was 50m length lane swimming, and that was beyond my ability. The programme on the website did not seem to be clear to me.

Some racist comments at the gym, have not kept me away.

Civic Participation

The vast majority of participants (85%) had taken part in some form of civic activity, most commonly voting in an election (76%). Alongside voting, almost two-thirds (65%) had engaged in another civic activity: half had signed a petition or taken part in a consultation, 38% had written or spoken to elected representatives, 17% had been involved with a trade union, political party, or campaign group, and 10% had been involved in their local Community Council.

Older (60+), LGB+ and disabled participants had the highest levels of voting (93%, 85% and 80%, respectively), and these groups took part in other civic activities at average or higher rates. Ethnic minority participants had lower rates of both voting (60%) and other forms of civic activity (53%).

Sense of Exclusion

19% of participants felt they had been excluded from civic activities because of protected characteristics.^{§§§}

Of the 17 participants who felt excluded because of their ethnicity or nationality, seven were from central or eastern Europe, three were Latin American, two were Asian, and one each were Arab and African, Caribbean or Black. Additionally, two felt excluded because they were from England, and another from the USA.^{****}

Among the eight participants who felt excluded because of their age, four were aged 60+, two were in their 20s, and one each in their 40s and 50s. Additionally, eight participants felt excluded because of a disability (of whom seven were disabled), and three female participants felt excluded because of their gender. Of the three who felt excluded because of religion, two were Muslim, and one was Christian. The latter wrote, 'Faith is important to me and often I hear God's name and that of Jesus used for evil purposes.'

Notably, none of the LGBT+ participants felt excluded because of their sexual orientation or gender identity.

In comments, some participants explained that they did not feel excluded as such, but rather ignored because of specific characteristics. For example:

People hear my accent [...] and dismiss because of that.

I wrote to my previous MP [...] and was completely brushed off. I feel that if I was

older and a man he would have taken me more seriously.

I've been to talk with [my local MP] and it was just a waste of time [...] He ignored everything [I said], because I am black I am ignorant. For this reason I try to avoid all of them.

Probably if I were a young lady with curves the MPs can [help] very quick, but because I am an older foreign lady they treat me like I am rude.

In a very practical example of exclusion, eight participants mentioned that they were not allowed to vote,⁺⁺⁺⁺ and this discouraged several from getting involved in other forms of civic activity. Language issues were also mentioned. Additionally, two participants were hesitant to get involved because of insecurity around their status:

It's hard to join a trades union if you don't even have full worker's rights and sometimes it can be scary to be active politically when you feel your right to be here is somehow fragile.

Don't have the right to vote or claim benefits. I'm afraid my status here is in danger if I get politically involved.

At the same time, a more general sense of futility presented a subtler barrier. As one participant wrote, 'what is the point?' Others wrote:

Didn't feel I was treated differently for any of the above. More that I, and everybody else who took part, were ignored.

^{§§§} 32 in total, including 15 who felt excluded from both cultural and civic activities, 11 from sport/fitness and civic activities, and 8 who felt excluded from all three.

^{****} One participant had ticked all the boxes except 'transgender identity' here, with the comment: 'Not aimed at me. A white, middle aged british born, christian, able bodied, straight male.' This person put the same comment throughout the survey, but

this was the only section where they indicated they felt excluded because of specific characteristics. In other sections, they ticked 'none of these.'

⁺⁺⁺⁺ Six additional participants did not have British, EU or Commonwealth nationality, so would be unable to vote in any elections. 38 participants would have been unable to vote in the last General Election.

Answers are given but nothing changes and representatives are more interested in their own concerns rather than representing the voters.

MSPs do not listen, instead fobbing people off with platitudes.

Other Reasons for Not Taking Part

Beyond a sense of exclusion (explicit or implicit), the top reason for not engaging with (more) civic activities was lack of knowledge. 20% of participants said they did not know how to get involved, including a third of ethnic minority participants and almost a quarter (23%) of female participants. This was followed up in comments:

I think that most civic participation is for people over 30 and there is not enough information for young people to understand how to take part.

The political system is not easy to understand for a foreigner.

I would love to be more engaged however I simply did not know how [...] I think this is something that should be explained to people as they stay in the city.

17% of participants were simply not interested in further civic activities, 14% did not have time, and 7% felt uncomfortable going to events alone. These figures were higher for disabled participants (40%, 26% and 16%, respectively), and comments highlighted the kinds of access issues covered in other sections.

Negative Experiences

The majority of participants (68%) had positive experiences with civic activity, and this was also reflected in comments. 22% had mostly positive experiences with some issues, and 10% had negative experiences. In the latter two groups, 70% were female, 40% were ethnic minorities, and 37% were disabled.

The kinds of negative experiences described in comments were mostly general and similar to those above, with some also giving specific examples:

Fanatical Aberdeen Football supporters aggression towards me because I did not wish the new stadium to be built.

When I put myself forward to be a candidate in a local election my trans identity was discussed by the selection committee. I can't get anyone to let me know what was said but something was.

I've had an unknown person ask me about "where I'm really from" and upon finding out Eastern Europe patting his pockets 'as a joke' (checking for his wallet and phone as if he was worried I'd stolen them).

I think some of the discourse around Scottish independence is toxic. [...] I might have lost friends because of this.

Digital Participation

Nearly all participants (91%) had accessed one or more of Aberdeen City Council's online services. Three-quarters had checked the Council website for information, and 60% had used ACC online services to pay Council Tax, rent, parking fines, etc. A third used online library services; 28% used the Council website to report problems; 19% to access help with advice or benefits; and 13% to sign a child up for school.

LGBT+ participants had the highest level of digital participation across all activities except school registration, which was used by 22% of ethnic minority participants. Library services were more popular among women (39%) than men (26%), while the reverse was the case for reporting problems (24% and 37%, respectively). Ethnic minority participants had the lowest rate of reporting problems online (14%) but an average level of accessing help (19%).

The group least likely to use digital services was participants over age 60 – though 85% still used at least one online service, and the figure was 80% for participants over age 70. Across both groups, two thirds checked information online, for example, half made online payments, and a third used online library services and a quarter used the website to report problems). However, as the survey was online, this is unlikely to be a representative sample.

Exclusion and Negative Experiences

Only five participants felt they were excluded from digital services: one each for age (70+) and ethnicity (the person’s main language was not English), and three for developmental disabilities. One commented, ‘difficult to get my needs understood over internet.’

Most participants who used ACC digital services had a positive experience (71%). For 18%, there were some issues, and 11% reported negative experiences. However, almost two-thirds^{****} of comments were complaints. Many participants struggled to find relevant information on the ACC website, and described it as ‘clunky,’ ‘poorly designed,’ and ‘a nightmare.’ One wrote, ‘the payment system looks like it’s a scam website.’ Several also expressed concerns about the accessibility of online services for those without internet access or IT skills.

Beyond general comments like these, many gave specific examples like receiving no response to a complaint, a payment not working, or waiting ‘ages’ for repairs to be carried out. Other examples included:

I keep requesting a new password for rent payment account, but am never sent one. So I cannot view my online account. Website is

not laid out well and often lacks the information I am seeking.

The search facility is worse than useless as it throws up all sorts of minutes of meetings when all you wanted to do was apply for the garden waste to be collected.

It is not always easy to find the information I require, and if it CAN be found, it does not always explain how to go about doing things (for example, finding support).

I fully support pedestrianisation in the city centre, but recently it has been difficult to find out which roads are accessible to cars and which aren't. Planning a route through town using information on the website has been hard.

You have to sign in and I can't remember details I entered.

The website requires you to sign up to a third party organisation to use parts of it. I have no idea who they are.

The online service is limited and I can't find the information I am looking for. I signed up to a waiting list for an allotment and could not sign up again to try to change my preferences. Also we had issues with bin collection and I could not find out what was the matter.

Other Reasons for Not Using Digital Services

Despite the comments above, only 10% of participants indicated that confusion or frustration with the ACC website had prevented them accessing online services. A much larger proportion (30%) said they did not need to use the Council’s online services, and this figure was broadly similar across all demographic groups. 13% of participants preferred to speak to someone (in person or

wrote, ‘Libraries are a dream. All my family are very happy with this service. Also with school breakfast club.’

^{****} Out of 31 comments in this section, six were positive, 19 were negative and eight were neutral (for example, ‘I use online services when I need them’). Praise included calling the online services ‘excellent’ and ‘very helpful.’ One participant

by telephone), including 22% of participants age 60+.

As noted above, participation in this survey indicates a reasonable level of IT and English language skill, along with internet access. While we have not claimed to provide a representative sample on any of the issues discussed here, this is perhaps even more relevant to highlight in relation to digital participation.

Discussion?

Prejudice and Hate Crime

Between 2017-2020, 43% of participants (71) had experienced prejudice or hate crime, and 8% (14) were unsure if they had. More than half the incidents (45) were related to ethnicity, with 13-19% related to disability (16), gender (15), religion (13), sexual orientation (11) or age (11).^{§§§§} Overall, this reflects broader trends in prejudice and hate crime across Scotland.⁷

Notably, five of the six trans participants had experienced prejudice or hate crime relating to their gender identity, along with half (51%) of ethnic minority participants,^{****} 38% of LGB+ participants, 36% of religious minorities, 26% of disabled participants, and 13% of women.⁺⁺⁺⁺

Incident Types

In line with research on prejudice and hate crime,⁸ two-thirds of incidents involved verbal abuse, and half involved inappropriate 'jokes.' 15 participants were subjected to threats or

^{§§§§} Of the 11 participants who experienced age-related incidents, six were in their 50s, three in their 60s, one in their 30s, and one was over 70.

^{****} Of the 45 participants who experienced ethnicity-related incidents, 37 were ethnic minorities, one was European from an Anglophone country (targeted because of their foreign accent), and seven were European/British. Of the latter group, two indicated that they were targeted because of their English accents, and

threatening behaviour, ten were targeted online or on social media, eight were refused a service, two were targets of graffiti or vandalism, and five were physically assaulted. Thirteen participants added other types of incidents, including being spat at, robbed, intimidated, ignored, accused of lying, and being subjected to subtle forms of prejudice. For example:

Glares for daring to exist while trans. People refusing to sit near me. Just minor shit that adds up to make you feel bad.

As well as outright 'you don't belong' comments, you should factor in microaggressions. Small, frequent interactions that other you.

Reporting

Also in line with wider trends,⁹ only around a quarter (26%) of incidents were reported (22 in total). Around a third of these (8 incidents) were reported to police, with the rest being reported to charities or Council staff (5 each), employers (4), medical workers (3), or management at the site where the incident took place (3).

Three participants were satisfied with the response they received when reporting incidents, with one commenting 'police were excellent.' These seemed to be the exception, however. The rest of the comments (7) described responses including being 'undermined' and discouraged, or cases being taken on but not solved. For example:

three said they were the target of 'reverse discrimination' (see Appendix D).

⁺⁺⁺⁺ Of the 16 participants who experienced disability-related incidents, 13 were disabled. Of the 15 who experienced gender-related incidents, 14 were women. Of the 13 who experienced religion-related incidents, nine belonged to religious minorities. Of the 11 who experienced sexual orientation-related incidents, ten were LGB+. Of the six who experienced transgender-related incidents, five were trans.

One robbery incident reported to police [several years ago]. Nothing happened so far. Police couldn't find the robbers.

Upon going to the police we were told it is unlikely the [perpetrators] would be found.

I am not satisfied about the result, we keep reporting and mentioning what we are facing and for some time the problem may stop but it is like painkiller and not sorted from the roots. Later we face another problem and so on

Reasons for Not Reporting

The responses above highlight why so many prejudice incidents and hate crimes go unreported. In addition to the 61 participants above who did not report any incidents, another 13 did not report all the incidents they went through – totalling 88% of those who had experienced prejudice or hate crime.

Overall, reasons were similar across all demographic groups. For more than half (54%), the incident 'didn't seem worth reporting,' and around 40% (each) felt they would not be taken seriously, or did not want to 'make a fuss.' These three reasons covered 83% of responses.

20% of participants did not know how to report an incident, around a quarter were afraid of retribution, and 9% were uncomfortable speaking to police. For some, reporting was too complicated or difficult (17%), they did not have time (10%), or there were language issues (5%).

The main theme in the comments here (10) was that reporting multiple incidents would be impractical or demoralising – even if they were taken seriously. For example:

My experience of other 3 previously reported incidents was not good so thought no point of reporting it.

When small things happen so frequently you just accept it. Plus, racial gaslighting where

white people tell you you're too sensitive, it's not racism, if you don't like it leave etc.

Kids are stressed seeing us facing all these discriminations. It's not fair for them to see police always in our house as we face nearly daily issues.

Several participants also noted issues of power, where the perpetrator was in a more senior position in the organisation, or institutional culture frowned upon 'troublemakers.' Research shows that in this kind of situation, there is enormous pressure to 'keep your head down' and accept prejudice or bullying, rather than risking a fragile social position.¹⁰

Comments in other parts of the survey – and indeed, many items on the news – indicate that mistreatment from people in powerful positions is an ongoing issue.

Improving Reporting Rates

18 participants made suggestions of things that would have helped them report incidents – or explained why reporting still would not be useful. Practical suggestions included guidance on how to report incidents and what should be reported, better support from managers to report incidents, 'simpler and quicker' procedures, and the possibility of reporting incidents anonymously. Some basic suggestions, like ensuring the 101 non-emergency number is always answered, or that police officers receive additional training, show that small changes would make a big difference.

Other changes might take more effort – like convincing people that 'something will be done about' prejudice incidents and hate crimes, or demonstrating impartiality in handling incidents.

Research shows that even when incidents are reported, only around 20%^{****} are referred to the courts, with even fewer being convicted.¹¹

Accountability was key theme, and several participants suggested that data on complaints and responses should be made publicly available, along with what an organisation is doing to proactively combat discrimination. Similarly, two participants suggested expanding the channels for reporting incidents, to avoid conflicts of interest if the problem comes from the person or organisation handling complaints.

Futility

Among some participants, there was a strong sense that prejudice is so entrenched that reporting can seem pointless. For example:

“A man on the stairs glared at me.” “A woman refused to sit at the table next to me.” Like, yeah, it’s definitely trans-related, but none of their behaviour was illegal or actionable, it’s just low-level microaggressions grinding away at you all the time.

Police do not take claims of sexual harassment seriously, verbal or physical, so I don’t think there is anything to gain by reporting incidents.

I feel nothing could have helped because it’s more of protocol British first before any foreigners even when your needs are more important and necessary.

Backlash

One participant highlighted a pattern that often plays out when someone in a target group tries to discuss prejudice with someone in a non-target group. The hostility they describe is expressed writ large in backlash movements like ‘All Lives Matter,’ ‘Straight

Pride,’ etc, and affect even those in a position to help victims of prejudice.¹²

What would help? A better societal attitude and if white people were willing to actually listen, instead of getting defensive (especially if you’re commenting on a situation that doesn’t directly affect them – they’ll act like it’s a personal attack and make you feel like you’re the wrong one for experiencing racism).

Support After Incidents

Regardless of whether they reported incidents, most participants spoke with family or friends afterwards (59%), or dealt with the experience on their own (64%). A few also received support from a community group (5%), an online community (5%), a charity (3%) or a professional like a GP, counsellor or social worker (9%). Two participants (in separate incidents) were so affected that they felt forced to move away.

When asked whether they felt the support they received was successful, or whether there was anything else that might have helped, 40 participants wrote comments, of which 13 were broadly positive.

The Limits of Emotional Support

In other comments, there was a clear distinction between emotional support to deal with the impact of an incident, and practical or institutional support that would solve the underlying issue (which would also contribute to the healing process). Participants were often critical about the limits of emotional support. For example:

It was good to talk to friends about it, sharing the experience did help but that would have no impact on stopping it from happening again.

^{****} This figure is for England, Wales and Northern Ireland, because Scotland does not release figures on the proportion of reported hate crimes referred to the courts. According to the Procurator Fiscal,

between 80-85% of charges in Scotland result in court proceedings; of these, 83% of perpetrators in these cases admit wrongdoing or are found guilty by a judge.

Speaking with my family and friends was just a coping mechanism, but the people at work remain the same, for the most part.

I have discussed my problem with some of my friends and relatives and they tried to help me and make me calm but it is limited. We need extra support with an organisation that looks after our problem and considers our situation and [gives the] right advice.

Along these lines, some participants seemed resigned to the prejudice they faced. For example:

I have to just carry on with the consequences.

The low level abuse I get is mostly because I am slow and get in the way. There has never been anything serious so there is little point in making a song and dance about it.

We all have to go through it and it fucking sucks.

Culture Change

On the other hand, some participants highlighted that their personal experiences were part of wider cultural attitudes, which would need to be addressed in order to deal with the causes of prejudice. For example:

There is still a general hostility and lack of understanding [...] towards people with long term illness or disability. They are seen as lazy or scroungers. Need a cultural change.

An effort is needed to educate people, specifically men, on the effects of their words and actions towards women.

My community faces the same and just tells you to ignore racism and move on in your life. But how if your neighbours, your street, kids school... all racist?

Society needs to change to avoid incidents in the future.

Poverty

The section called 'home life' focused on markers of poverty, similar to questions used by the Joseph Rowntree Foundation and the Child Poverty Action Group.¹³ 44% of participants (74) had at least one of the indicators of poverty or overcrowding, or were unsure; more than half of these (39) had two or more indicators.

All but three participants with poverty indicators were either female (47), ethnic minorities (40), disabled (23), LGBT+ (14), or aged 60+ (8). Three-quarters (56) had two or more protected characteristics (e.g. LGBT+ women or disabled ethnic minorities), and half (38) were in work: 21 full-time, 15 part-time, and 2 self-employed.

Unsurprisingly for an online survey, nearly all participants (96%) could access the internet at home. Among the four who could not, three were ethnic minorities and two were disabled.

Most participants (91% each) also felt that there was enough space for all members of their households, and felt safe at home.

Among the 13 participants who felt their homes were overcrowded, or were unsure, eight were female, six were disabled, six were ethnic minorities, three were aged over 60, and two were LGBT+. Among the 13 who did not feel safe in their homes, or were unsure, all were either female (10), disabled (8), ethnic minorities (7), LGBT+ (3), or aged 60+ (2).

Note about how these measures compare with existing research.

Housing Issues

For 14% of participants, a household member had suffered a health problem because of housing-related issues (14), or were unsure (9). This included 18% of disabled (9), LGBT+ (6) and ethnic minority (13) participants, and 15% of female participants (16).

23% of participants felt their homes were sometimes too damp or too cold (36), or were unsure (3). This included 35% LGBT+ participants (12), 29% of ethnic minority participants (13), 22% of disabled participants (11), 19% of female participants (21), and 15% of participants aged 60+ (4). 80% of participants in this group (29) had two or more protected characteristics.

Research on housing issues among marginalised groups.

Poverty and Food Poverty

Nearly a third of participants (29%) said that they sometimes struggled to pay their bills (39), or were unsure (10). This included 40% of ethnic minority participants (29), 32% of LGBT+ participants (11), 31% of female participants (34) and 26% of disabled participants (13).

13% of participants said they sometimes ate less than they should because there was not enough money for food (17), or were unsure (5). This included 21% of LGBT+ participants (7), 17% of ethnic minority participants (13), 13% of female participants (14), and 12% of disabled participants (6).

More than two-thirds of participants who indicated food poverty (15), and almost two-thirds of those who indicated financial pressures (32) had two or more protected characteristics (e.g. disabled women or older ethnic minorities). Of the 51 participants with one or both indicators, more than half were in employment: 15 full-time, and 12 part-time.

Research on poverty and food poverty among marginalised groups.

Support

Of the participants with at least one of the indicators of poverty or overcrowding, only 15 had sought support, mostly from family or friends (11). Six participants sought support from medical professionals, four each from charities, religious groups or community groups, and three from Aberdeen City Council services. Eight participants wrote comments about the support they received. One

discussed still being afraid to sleep at night, but the other seven were positive. For example:

Inability to work due to [visa delay] caused a lot of problems for me and my husband not being able to support [our] children. We were evicted from the damp home [where] we were living. But thanks to Aberdeen children's social service for coming to our rescue with getting temporary accommodation and charities like Home Start who helped with food and toiletries.

Most Important Issues

There was broad consensus among participants that the key issues were employment (56%), poverty (48%), prejudice/discrimination (39%), community safety (36%), and housing (35%), and of course these issues are deeply intertwined.

Demographic groups differed slightly in the relative weight they gave to each issue. 71% of ethnic minority participants highlighted employment, which was the highest proportion of any group for a single issue, and also the top issue for both women (54%), men (57%), and older participants (59%). For disabled and LGB+ participants, the top issue was poverty (52% and 58%, respectively), and for trans/non-binary participants, it was prejudice/discrimination (57%).

Access to cultural activities, sport and fitness, and civic participation were all considered less important, ranked in the top three by 11-12% of participants. Other issues mentioned in comments included disabled parking (especially in the city centre), disabled and other forms of access, social isolation, education, climate change, making information accessible for people with limited English, and a 'general clean of the city.'

Ideas for Improvement

61 participants commented with ideas for how to improve things in Aberdeen (with an additional 11 responses like ‘no,’ ‘maybe,’ and ‘too many to list here’), and 31 of these wrote additional text for the ‘any other comments’ question. Rather than making suggestions, some participants elaborated on their reasons for choosing their top three issues. For example:

Employment. With jobs people can rent a flat or house and avoid poverty.

Proper civic participation would increase positive responses to all issues.

Tackle the poverty gap and other areas will improve.

Improved housing and a feeling of security reduces demands on health and social care.

And while a few participants took this as an opportunity to complain about the Council or make political points, most made genuine suggestions.

General Comments

Several participants highlighted the importance of community engagement, but there were few ideas about how best to improve this. However, practical suggestions for other issues included:

More diverse staff in hierarchical structures.

Plain English for information and even translated leaflets for the essential matters.

There should be more funding for overcoming language barriers and diverse inclusion.

English courses must be provided as an obligation for everyone [to access].

Some participants focused on Councillors and Council staff more broadly, highlighting the need for better communication,

responsiveness and accountability. For example:

City Council and elected members [should] be more accessible to the public, more approachable, with listening ears.

Elected representatives should actively seek to know the issues bothering their constituents.

Better, more specific responses to queries and more timeous responses.

Employment

The clearest theme on employment was the need to fund training, job placement and paid internship schemes, especially for people from marginalised groups, and to encourage or incentivise employers to hire people from those groups. Participants also wanted to see better support for people experiencing problems at work, including discrimination, occupational health issues, etc.

Another key theme was the importance of helping ethnic minorities find suitable employment. And while unemployment is likely to continue to rise due Covid-19 and other issues, a few participants made suggestions for job creation:

Employ more people to repair existing council residential properties (and do them properly!).

Support people with business ideas.

Revive industry, make it and transportation run on alternative energy for when the petrol runs out. Revive agriculture.

Poverty

As with community engagement above, many comments were very general here. For example:

Increase employment opportunities to help with poverty and related issues. Aberdeen is

an oil/energy capital - this should be evident in there being less poverty overall.

However, some participants made practical suggestions for reducing poverty:

Universal basic income, or at least better benefits. My benefits only cover rent.

Get more community growing groups to take over pieces of land that are overgrown/unused. By growing fruit and veg this would help overcome some food poverty, help with wellbeing, bring communities together and teach children how to grow and cook.

Minimum wage should increase in Aberdeen as it is a very expensive city and to buy a house very difficult. A lot of young people stuck in renting properties and cannot save on to deposit. Rent expenses are very high too.

Prejudice and Discrimination

Education was a key theme, both in schools and more widely, and several participants suggested campaigns to educate the public. For example:

Consistent campaigns and messaging, education and engage with LGBT+ communities and support groups to bring the LGBT+ conversation into everyday places.

Lots of positive information about how diversity helps our communities. Sharing of personal stories to help people understand why people are in poverty/homeless/how discrimination harms them etc.

Posters, billboards that are integrated into daily life to help challenge peoples subconscious perceptions.

Promote the value of older people as still having skills and value. Life and work need not stop at 60.

Offer training to tackle casual/everyday racism which is too accepted everywhere or not even acknowledged.

Integration and Support

Beyond education, several participants suggested a more proactive approach to integration:

Create more spaces of socialization for people with diverse background, not only charities.

Get keen older folk into schools and workplaces.

Differing groups in communities need to be brought together.

Communicate with local citizens how they can be involved as part of community councils - it would be good to see young folk engaged in this, and people from different ethnic backgrounds.

Please engage [with] individuals from minorities to make plans and actions, let them feel part of the solution.

Participants also highlighted ways to support specific groups. The need for more disable parking in the city centre was mentioned several times, along with the need for better language support. Other comments included:

I would like to see more support from the council for LGBT+ groups that really make a difference and not just a coffee corner. I would like to see an LGBT+ choir, mixed social dance classes, a council social page or magazine promoting LGBT+ activities, groups and centres.

The combined knowledge and experience of [DEP] members is not always put to best use by ACC. We often give advice and suggestions for improvement, but sadly, it's not always listened to or put into practice.

Many minority community activities depend too much on volunteers who are themselves struggling. Community groups need support

to bring Council services to the attention of their communities.

Structural Issues

And as with comments on prejudice and hate crime above, several participants pointed out that social problems cannot be addressed without dealing with underlying structural and institutional issues. For example:

If you are really interested in fighting racism, you must find ways to counter or change systemic racist laws, specially related to visas, police register, etc.

I think the recent publicity from the ‘Black Lives Matter’ Campaign has been really useful in helping me understand the nature of privilege and how we can address that more radically. I would like to see the council engage with the ‘Black Lives Matter’ campaign and use some of their ideas and publicity to more strongly challenge discrimination in our society.

Community Safety

Several participants advocated more patrols and a greater emphasis on local policing to improve community safety. Others suggested alternative approaches:

When mental health is being taken care of through people having access to basic care and support this will curb crime and community will be more safe as well.

More activities for children and teenagers to get them off the streets

Police [should have] better community relationships with young people.

Police lack BAME staff and thus they don’t understand what we go through. Maybe particular police hiring program from BAME not the normal route as difficult for BAME to satisfy 100% requirement due to English as second language. Police and Judicial system must include advisers from BAME to help

with understanding our culture. Not just say you are here and must obey by the law and culture here. This will not solve the problem. You need to listen to us and discuss with us then we come to common ground.

Housing

Several comments mentioned the need for more council housing, accessible housing, and ‘genuinely affordable housing.’ However, one participant wrote:

The city council has houses available but too much bureaucracy to get one, instead [they] prefer [flats] to be empty.

Others were more concerned about maintenance or management issues:

Council too slow from reporting leaks to fixing and clerk works doesn’t show sometimes.

Checking the quality of houses (protect from damp).

Takes too long for improvements between areas, some had windows ten years ago.

I wish the council would be more responsible with our houses.

Please update the ACC housing portal, especially the housing application forms, they are really shockingly bad.

Other Areas

In addition to the topics covered above, several participants wrote comments or made suggestions worth mentioning here:

There is no early intervention work across the city. Services are stretched to breaking and ‘we’ are dealing with crisis management only - the threshold for intervention is too high to be effective as an early intervention.

It would be nice to see more actions from the council during the pandemic. Literally all the help to individuals you are promoting on your website are 3rd sector projects and actions. It’s amazing that so many people in Aberdeen are willing to volunteer and help

their community, but it would be even nicer to see our local government taking action instead of focusing all their effort to save some businesses.

Please improve the training of nursing and care staff to be able to recognise illness in residents in care homes and empower them to take appropriate action. Improve the medical supervision of residents in care homes.

Gypsy/Traveller Community Survey

National Information

The Scottish Government has acknowledged that more action must be taken to improve outcomes for Gypsy/Traveller groups.¹⁴ In reviewing progress against its 2013 report into Gypsy/Traveller accommodation, the Convener of the Equalities and Human Rights Committee voiced concerns that little or no progress had been made either in site provision or quality of facilities.¹⁵

Questions Discussed with Housing Officers

Status of upgrading facilities at Clinterty:
Clinterty is to be upgraded to meet Scottish Government site standards. Refurbishment to commence October 2020.

Plans for other site provision in the City:

See full text at 7.1.6 of the LHS – Only through the Local Development Plan.

The Local Development Plan 2017 has identified sites as part of the 25% affordable housing contribution offering opportunities to the north, west and south of the city. Grandhome, Newhills, and Loirston are considered most appropriate for on-site provision of smaller transit sites with a net area of approximately 0.5 hectares providing six pitches on each site. Provision at the remaining locations will take the form of a commuted sum (equivalent to 15 affordable units) as set out in the Local Development Plan Supplementary Guidance. There is a full

process of consultation undertaken prior to publication.

£1.3 million has been set aside, the option being considered is to demolish the existing chalets and to extend the site so that the plots are larger to meet fire regulations, a new playpark will be built along with improved drainage and a car parking area. Plans are currently being revised and may need to be adapted due to costs.

Questions Discussed with G/T Community Members

(total participants: 7)

Upgrading

- 1) *Are you aware of ACC plans for **upgrades** in services within the current site? Yes (7)*
- 2) *Have you seen any **progress** in services in current site? No (7)*
- 3) *What more do you think that ACC needs to do to ensure **quality standards** are met?*

Work was supposed to start last year and feel that it is taking too long but will make a difference when done.

New Provisions

- 1) *Are you aware of ACC plans for **new site provision**? Yes (2) No (5)*
- 2) *Have you seen any **progress** in new site provision? No (7) Advised that they were not aware of any new sites.*
- 3) *What more do you think ACC needs to do to ensure provision of new site is adequate and satisfactory? Site is ok but needs upgraded and facilities for kids.*

Education (4 families with children)

*Do you think that you and your family's **education needs** are currently being met? Yes (4)*

Can you give us examples of what you appreciated most? Local school is good with dealing with Traveller children. Prior to COVID there were groups in the community centre

that helped with kids' homework and helped them with different activities.

What more can the Council do to support you?

Feel that we have good support on the site from the different people that come to the centre and we call Amanda if she is not on site and we need help with anything.

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Aberdeen City Council Equality Outcomes

Summary of focus groups

Report prepared by GREC

The following is a summary of each of the focus groups (and phone interviews with older people) that were held during October and November. These were organised through a combination of existing groups, meetings and partnerships, as well as more general sessions that were publicised through email lists and social media. Given the challenges of delivering community engagement during lockdown, an extensive range of groups and communities have been involved in the process. Although each conversation was different, some of the common themes were: calls for the council to communicate better the work it's doing on equalities, including the equality outcomes (and the activities that go along with actions); greater visibility and inclusion (the council actively reaching out to groups and communities); and increased work around education and equality, particularly in schools.

There were 15 participants in the focus group with the **African community**, which was organised in partnership with the African Council. In terms of the community's experience of COVID-19 and lockdown, participants felt that many Africans had been disproportionately impacted given the closure of places of worship during much of the period, and the strong connection that many Africans in Aberdeen have with churches and mosques. Several participants spoke about how people's weeks are often strongly tied with events at the church, and one compared it to the role of the pub in the life of a typical Scottish person. The feedback from the group was that they were impressed with the NHS response to the pandemic, but in comparison they had heard very little from the City Council, e.g. no letters through the door with advice. Several participants also felt that the Council should have been more proactive during the lockdown, e.g. by reaching out to religious leaders with messages of support and sign-posting to support services that could have been circulated.

In terms of the existing equality outcome that was most relevant to the community (Aberdeen as a city of sanctuary...) the consensus of the group was that there was very little knowledge within the community of the existing equality outcomes, and so it was not possible to comment on whether progress had been made. In relation to the 2021-25 outcomes it was suggested that more effort goes into communicating these priorities, being clear about what work is going to be done alongside them, and regularly returning to the community with updates. A theme which featured highly in relation to the Equality Outcomes but also more broadly was a desire to see a shift in the relationship with the City Council, to have more frequent and more meaningful engagement from the council, and for there to be opportunities to hold the Council to account (e.g. on the new Equality Outcomes).

A further key issue raised through the African community focus group was the lack of representation of Africans in senior positions, including in the council leadership. One participant seemed to capture the sentiment well: they spoke of being held up as a positive example because they're African and an employee of X, but that this isn't enough, people need to be able to progress within organisations and reach the top. The issue of ACC/GREC Equalities Survey, Preliminary Report

representation in other settings was also raised, e.g. in the context of developing new strategies and plans. The point was strongly made that one size does not fit all, and without African people involved in decision making bodies, much of what is designed will not meet the needs of Africans. Several participants touched on the example of mental health in this context: they noted that this was a significant issue in the community (particularly given the isolation caused by COVID-19) and that many people would struggle to speak about it openly or seek help. There were differing perspectives of Black Lives Matter and the discussions it had prompted about institutional and systemic racism. There was agreement that there was on-going discrimination in relation to employment, but not agreement on whether this discrimination was personal, institutional or systemic.

The focus group with the **Muslim community** was organised in partnership with the Spital Mosque and Islamic Centre, who in turn invited representatives of other Aberdeen mosques. There were 7 participants during the session, including 2 imams and representatives of groups such as Aberdeen Muslim Women's Association. Participants spoke positively about the supportive nature of the local communities that they were living in during the COVID-19 pandemic. Although there wasn't a strong sense of the community being disproportionately impacted by COVID-19 and lockdown, multiple participants touched on the closure of mosques and the various ways that this had impacted on the community. Now that there are more opportunities to attend the mosque there remain additional barriers, usually for women, as childcare options have significantly diminished. Another negative impact on Muslim women has been the closure of women-only swimming sessions at the Beach Leisure Centre, which was a well-used facility.

In terms of the relevant existing equality outcomes (Aberdeen as a city of sanctuary), one participant spoke about the specific City of Sanctuary initiative (rather than the broader outcome) but said that he wasn't aware of recent activity on this. The consensus in the group was that at an individual level Aberdeen is a very welcoming and friendly place to live. In this regard, several participants compared Aberdeen favourably to other towns and cities they'd previously lived in. However, when prompted to reflect on Islamophobia as an issue in Aberdeen, the consensus was that it was a significant problem, with the distinction being that although Muslims at an individual level tend to be treated with respect in the City, Muslims as a group are viewed negatively, aligned with stereotypes portrayed in the media, often relating to terrorism. In terms of addressing this issue and the focus of future equalities work/outcomes, the group emphasised the importance of education and engagement in schools. Several participants felt that other religions (other than Christianity) should be given more recognition within schools. Although sometimes other religions are briefly taught, Christianity is usually embedded via weekly assemblies and the marking of regular festivities. It was suggested that Muslim festivals like Eid could be given more attention across City schools.

Another issue relating to schools was also seen as important by most of the group. Many Muslim children end up eating cold and/or vegetarian food at schools because there is no provision of halal meat. It was noted that had been raised previously without resolution.

ACC/GREC Equalities Survey, Preliminary Report

There were 6 participants at the **EU Nationals** focus group, with Polish, Czech, Spanish and Italian nationalities represented. In terms of the impact of COVID-19 participants felt that EU nationals had been disproportionately impacted, given that most had come to Aberdeen for work, and many were now struggling in terms of employment and finances. The lack of face to face support available was also felt to be a factor, as those without good English proficiency were less likely to access the support on the phone. There was also feedback that there was less awareness or understanding of the support available, e.g. Universal Credit, and it was also felt that some communities may feel support from a food bank is not socially acceptable. Examples were shared of people who are now taking more risk due to being taken off furlough and then being given fewer hours. In relation to support provided by the council, responses were generally negative, with feedback including that more information should be translated, particularly where there are high numbers of other nationalities, and others said it was very difficult to make contact with anyone at the council during the pandemic.

In terms of the relevant Equality Outcome (Aberdeen as a city of sanctuary), participants felt there had been no or little progress in this area in the past 4 years. Feedback included a sense that promoting integration needed to be given a higher priority, and another participant felt that council services are not friendly or welcoming. In terms of moving forward with this priority it was felt important that more innovative and creative approaches were tried, and that there should be space for the collective voice of minorities to be heard.

Brexit was clearly a significant concern for participants, though one participant felt it had been largely overshadowed by COVID-19. Participants mentioned uncertainty about what the future holds, and several participants mentioned challenges or concerns about the process of achieving UK citizenship. There were also concerns raised that the whole process was leading to more animosity towards EU nationals, including increased levels of prejudice and discrimination. There were mixed responses about how safe and welcome people feel in Aberdeen, with some positive responses, and some detailing various document checks and others challenges accessing health services. In terms of moving forward participants suggested an increased focus on bringing people of different community & cultures together, increased understanding of diversity with a view to promoting positive community relations.

The focus group with members of the **Trans community** included 11 participants, and was organised in partnership with 4 Pillars. The feedback relating to unequal impact of COVID-19 tended to focus on health services, however participants suggested the council could have done more in terms of keeping libraries open for internet access (to tackle digital exclusion and prevent further inequality for unemployed people).

In terms of the Council's existing, relevant equality outcomes (Aberdeen as city of sanctuary and LGBT+ friendly) participants felt that the council hadn't done enough, and that although ACC/GREC Equalities Survey, Preliminary Report

there had been positive changes in society over the period, it wasn't down to the council. Two examples were prominent throughout the discussions: the council should be more supportive of Pride (e.g. by not charging the community for it) including a Trans Pride event, and that the council should support the development of gender-neutral toilets (in council spaces and more broadly), rather than making it harder. On the former point, participants expressed that Pride was an excellent initiative in terms of breaking down barriers between communities, and therefore the Council should be more supportive.

In relation to the more general questions of inclusion and safety within the City, there was a mixed picture. Although there were a few positive responses, most participants highlighted where they had negative experiences. Examples included facing prejudice or hostility in gyms, changing rooms and public parks, as well as difficulties with form filling when there is no appropriate box to tick. The distinction between those who can "pass" and those who were frequently identified as Trans was made by several participants, which leads to a difference in experiences. There were particular challenges faced by those facing multiple, inter-sectional barriers, with the example of being disabled and Trans mentioned.

In terms of other suggestions moving forward, participants highlighted the need for more visibility of LGBT+ people within Council materials, and also more of a voice of LGBT+ people in relevant Council spaces. In relation to hate crime, there was a suggestion to make the highlighting of this more centre-stage, and this should include promotion of Third Party Reporting sites. In addition, there were many relevant points made in relation to health services, and these will be shared with relevant partners at NHS Grampian and Aberdeen City Health & Social Care Partnership.

There were 12 participants at the **LGBT+** focus group. In terms of COVID-19 there was a sense that community support and engagement had become much harder, therefore having a negative impact on mental health. In terms of what more the council could have done, there was mention of increased communication and transparency, including on particular issues like bike lanes and changes to traffic systems.

Several participants noted the development of gender neutral toilets as being important and something that has not been good enough in the City so far. This was felt to be an important next step in terms of inclusion. Participants noted that COVID-19 and lockdown had had a negative impact in this regard, with more hatred and prejudice online.

Opinions were mixed on how welcoming and safe Aberdeen is as a city for LGBT+ people. Pride was noted as having had a positive impact in terms of the City feeling more inclusive.

In terms of progress against the relevant equality outcomes (Aberdeen as city of sanctuary and LGBT+ friendly) there was a feeling that the Council is not visible enough in terms of delivering this work. A range of participants also noted the lack of investment in LGBT+ charities, notably 4 Pillars, and this was therefore seen by some as a lack of support for LGBT+ communities. As in the Trans focus group, it was suggested that Aberdeen City Council should offer financial support for Pride, or waive the fees.

There were 5 participants at the **Jewish community** focus group, which took place before a committee meeting of the Aberdeen Synagogue and Jewish Community Centre. Participants felt that COVID-19 had a particular impact on the community in that communal worship is a particularly important part of Judaism. Attendees also spoke about the small size of the Jewish community, which is spread out across the North East of Scotland, and one participant noted that it has been difficult to maintain a sense of community. This has meant it's been hard for the community to support one another, e.g. in terms of food parcels or preventing loneliness; they have been reliant on online platforms.

In general participants felt that Aberdeen had been a welcoming and safe space for Jewish people. However, most participants' views had to varying degrees been negatively impacted by a political campaign which had targeted a business run by an Israeli-Jewish businessman in Aberdeen. This continues to have an impact for some of the community, and has altered perceptions around whether the authorities in the area understand anti-Semitism and are willing to tackle it.

Participants didn't say a lot about progress with the Council's most relevant current outcome (Aberdeen as a city of sanctuary) though one participant noted that Aberdeen is not a city of sanctuary or, if it is, it is only for those people who are not Israeli. Several individuals commented on the importance of education in schools for promoting inclusion and a society that understands and respects diversity.

In terms of priorities for the council moving forward, those in attendance touched on trying to make Aberdeen a more inclusive and welcoming city, for example in terms of having good schools, good jobs and pedestrianized city centre areas, with COVID-19 having shown that change over a short period of time can happen. There was also a suggestion to learn from more or similarly diverse cities, like Leicester, to see the approach to integration and inclusion that is taken there. A further specific suggestion was for the council to do more to bring diverse groups together outdoors to enjoy and learn about nature.

Due to challenges with setting up a focus group, 5 **older people (over 60)** from Aberdeen Voice of Experience were phoned individually and asked the focus group questions. Generally, the response was that COVID-19 has not had a disproportionate impact on people over 60 as all communities regardless of age have been negatively affected in some way. However, the lack of socialising through face-to-face methods was noted, with some feelings of isolation. With the additional social distancing measures introduced on Union Street, some older people felt this has made Aberdeen city centre very inaccessible. Mostly, those asked agreed the council have done an adequate job in responding to the COVID-19 crisis. However, some participants mentioned they feel there has not been enough discipline and caution in pubs throughout the city.

The majority of those interviewed felt very welcome and included in Aberdeen, stating they have connections with many community groups and churches. Most mentioned having ACC/GREC Equalities Survey, Preliminary Report

connections with people in their area and that Aberdeen is generally a welcoming city. The participants all appeared to feel safe in and around Aberdeen, with only one participant mentioning she feels less safe at night due to there being no street lights where she lives.

In terms of the most relevant existing outcome for 2017-21 (older people have their voices heard) there were very mixed responses with some participants feeling they, along with other community members, have their voices and opinions heard by the council. However, others felt they are not listened to. Nevertheless, it was felt this should remain as a priority as residents and communities should be listened to more, with a particular emphasis on supporting older people.

Some participants feel there needs to be more support for homeless people, with foodbanks being more accessible. There was also a general feeling that Aberdeen City Centre, specifically Union Street, needs to be more accessible. Additionally, points were made around money being spent on unnecessary projects instead of issues that matter such as housing, employment and poverty.

The focus group with **young people** was delivered as part of a meeting of Aberdeen City Council; there were 8 participants. Participants noted some of the specific ways that young people had been impacted by COVID-19, including the closure of many school clubs which are an important part of many pupils' school life. Others noted the educational attainment gap and how that has been negatively impacted by lockdowns and the lack of access, particularly for those living in more deprived areas and more likely to have poorer internet. Participants noted the detrimental mental health impact of COVID-19, with many young people feeling anxious and/or isolated. One participant noted the particular challenges experienced by young disabled people. Several participants spoke in positive terms about the council's response.

In terms of the most relevant of the current Equality Outcomes (young people have their voices heard), participants were positive about how they have been included, both in the context of COVID-19 and previously. Participants, perhaps unsurprisingly, felt that the Youth Council was a good platform for engaging with young people, and that it could be a conduit for wider engagement. People spoke about challenges in engaging via schools, and how it can be difficult to attract involvement without people seeing something tangible that they will get out of that involvement.

The focus group with **women** was run with 4 members of the lead group of Aberdeen Women's Alliance. As well as speaking about the negative impacts COVID-19 had on everyone, some particular impacts on women were noted: an increase in domestic abuse; increased financial pressures, e.g. to work more hours, due to partners losing jobs; increasingly vulnerable due to being less likely to be able to work from home, and more likely to be carers for others, including outside their own home. In terms of the council's response, the work around domestic abuse and awareness was highlighted as positive, as well as the psychological support available. On the other hand participants felt that communications and leadership from the council hadn't been strong enough. The messaging to communities has not been clear enough, and the long-term animosity between the City Council and the ACC/GREC Equalities Survey, Preliminary Report

Scottish Government led to a feeling of distrust about what was being said or delivered. Participants suggested that an improvement would be putting out communications to the whole City, for example a short newsletter with relevant updates and information on how to access support. There were also suggestions about making more use of online platforms like Zoom, to allow access to customer services as well as councillors.

Those in attendance felt that the Black Lives Matter had been generally positive in shining a light on racism and discrimination, starting conversations, and hopefully getting beyond a point where it's possible to say "racism isn't an issue here". All participants shared first or second hand examples of experiences of racism in the city, including attitudes widely held within workplaces, as well as seeing explicitly racist graffiti at a bus stop during lockdown. In terms of safety, some participants noted that Aberdeen doesn't always feel like a safe space, with some areas being poorly lit, and therefore not ones that people would use after 6pm.

There were mixed opinions relating to the Council's current, most relevant equality outcome ("a culture in which women's lives, opportunities and confidence are improved"), with most of the examples around service provision and change relating to NHS Grampian. Individuals noted that although there has been some progress on addressing the gender pay gap, more work is still required, and concerns that COVID-19 will make things worse. Participants felt that this priority should remain a priority.

The equality issues that participants felt should be prioritised over the coming years included: better access to training and education; a zero tolerance approach to discrimination and making equality explicit across the council's functions; more safe spaces for women and families to socialise, where alcohol isn't served; safety improvements in terms of fixing street lights and improving grit provision. Those present felt that council needed to do more to be perceived as fair throughout everything it does, not one rule for some etc. This included mention of a lack of political leadership, and also the perceptions around licensing and bars during the COVID-19 crisis.

A group discussion with four members of the **Disability Equity Partnership (DEP)** took place on the 23rd of December 2020 and the following issues were identified:

- 1- People would like more (face to face) communication from Aberdeen City Council to make sure they understand the plans and strategies to make more meaningful consultation.
- 2- While some people stated that accessing ACC services became difficult due to digitalisation of services, other view was that they felt more included, since digitalisation permitted access to services from the comfort of their own homes.
- 3- One of the main impacts of COVID-19 on people is mental health issues due to increased loneliness and isolation
- 4- Some members were concerned that consultation and engagement with DEP during COVID-19 was reduced due to change in ways of communication and lockdown measures.
- 5- Other issue covered are: physical access, safety due to street lighting, barriers created by street furniture, and lack of accessible toilet in the City.

Another discussion with **BSL users** in December 2020 included the following issues:

- 1- Impact of COVID-19 on deaf community include, 'feelings of anxiety, confusion and isolation'. Members linked that to lack of information in BSL language and many times there are a lot of false information in English and BSL. The older generation is greatly affected as they do not have access to internet and they do not see their usual friends as often. They do not see their usual friends as often creating isolation for them. The only access they have is just the Daily Briefing on BBC Scotland channel with a signing language interpreter, also BDA do provide summarised information through Facebook on a weekly basis (a few months ago they used to do this on weekdays)
- 2- Members also expressed difficulty accessing information in the ACC website. People suggested: "would recommend to have clear identify BSL logo on the home page so it can be easily clicked to access to BSL page. There is "Select language" dropdown box on top of the page but "BSL" is not there. Also can you put BSL videos on Facebook to put on the council's website so the videos can be viewed again at a later date when a deaf person wants to see the video again."
 1. Another one suggested: "It would be needed to have BSL videos about council's services especially through COVID-19 times like applying for "Self-Isolating grant" (which I think is council's responsible?) and also applying for Emergency Funding, etc."
- 3- Members reiterated the importance of a more efficient engagement with D/deaf people especially during COVID-19 period decision and on themes like: alcohol licensing, trading licensing, change of road layouts, changes on Union Street, the Rosemount and the cycle lanes at the beach. "many cyclists ride very fast. On Union Street the cyclists cycle everywhere and fast. I myself had many near-misses." said one participant.