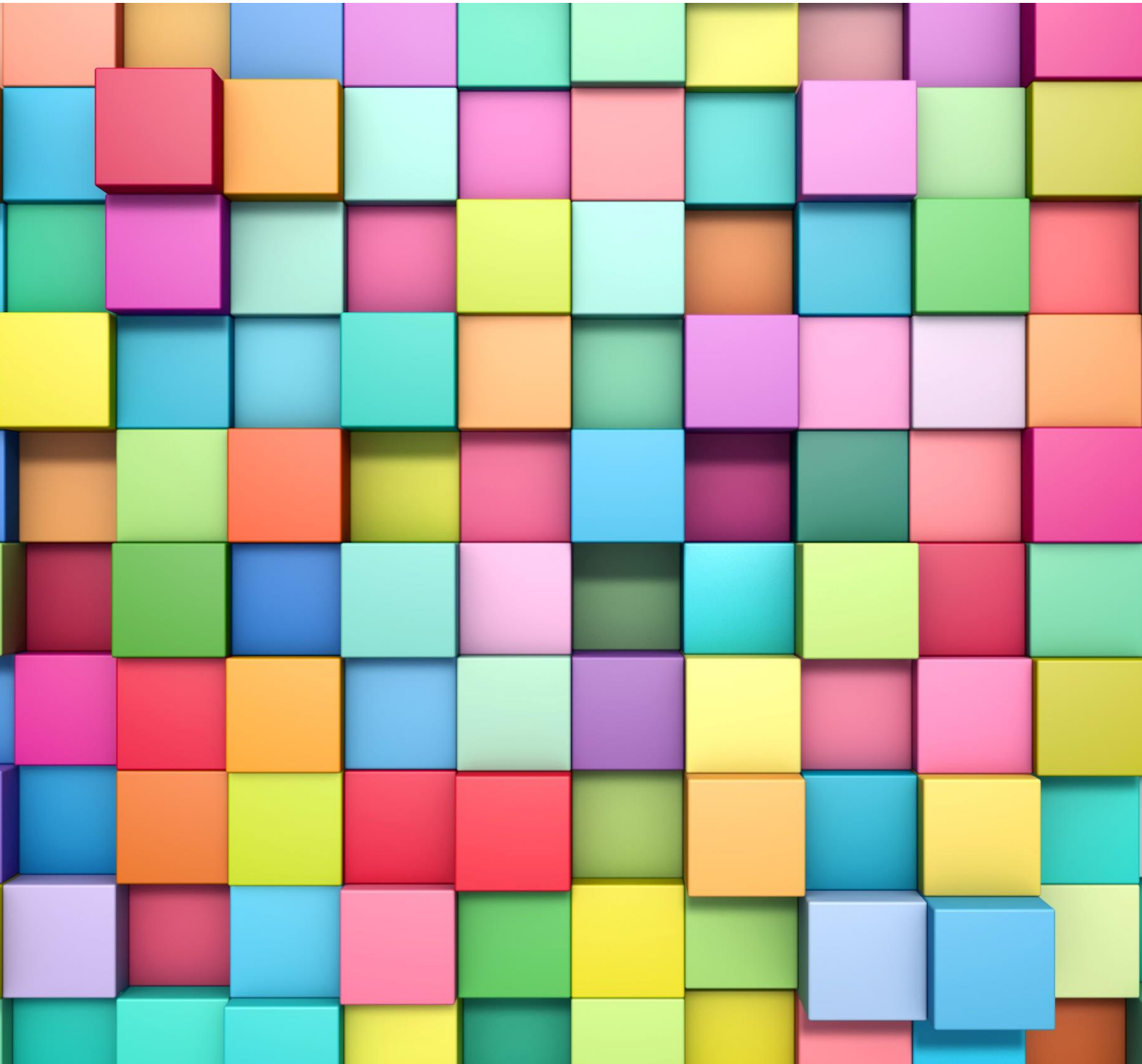


Mainstreaming Equality and Diversity in Clackmannanshire 2023



**Clackmannanshire
Council**

www.clacks.gov.uk

Comhairle Siorrachd
Chlach Mhanann

Introduction

Clackmannanshire Council believes that equality of opportunity should be a guiding principle in all of its activities and is actively working towards the elimination of policies and practices that discriminate unfairly.

The Equality Act 2010¹ requires public authorities to actively consider how they can positively contribute to a more equal society through advancing equality and good relations in their day-to-day business, and in so doing, mainstream equality into public sector culture in practical and demonstrable ways (the Public Sector Equality Duty). The Fairer Scotland Duty, came into force on a three-year implementation basis in April 2018. This places a legal responsibility on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.

Additional specific duties introduced under the Equality Act 2010 require listed public bodies to:

- Publish a set of equality outcomes every 4 years (Mainstreaming Report)
- Report on progress towards those outcomes every 2 years
- Report on employment data including; workforce profile, gender pay gap, occupational segregation

This report presents progress made by the Council on mainstreaming equality and on the Council’s equality outcomes, set out in its Mainstreaming Equality & Diversity 2021-25 report, approved by Council in 2021. This report also presents data relating to our workforce and the gender pay gap, demonstrating trends in our data since 2017.

In 2021 Clackmannanshire Council agreed the following Mainstreaming Equalities outcomes on which it would seek to make progress over the 4 years of the Mainstreaming Equalities plan:

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| We will work alongside our partners to reduce socio-economic disadvantage faced by families and communities in Clackmannanshire. |
| We will have strong, vibrant and inclusive communities where citizens have a sense of belonging and identity. |
| We will reduce the attainment and achievement gap for pupils and young people with protected characteristics and those living in poverty. |
| Clackmannanshire Council has increased knowledge and capacity about equality, diversity and poverty and meets its responsibilities and duties under the Equality Act 2010. |
| In Clackmannanshire people will feel equally safe from harm. |
| Clackmannanshire Council is inclusive and values and respects all employees equally. |

¹ Further information on the Equality Act 2010, Public Sector Duties and guidance on the protected characteristics can be accessed here: <https://www.equalityhumanrights.com/>

Access to Council services will be improved for citizens with a protected characteristic in Clackmannanshire.

Strategic Landscape 2023

Clackmannanshire Council seeks to ensure that promoting equality and addressing inequality sits at the centre of our strategic planning landscape and at the heart of the outcomes we are seeking to achieve. We are seeking to achieve that through delivery of our Equality Outcomes and Priority Actions, but also through the following key strategies, all of which have a specific equality focus. The latest versions of these plans can be accessed on the Council's website.

- Community Wealth building Action Plan
- British Sign Language Action Plan
- National Improvement Framework
- Wellbeing Economy Local Outcome Improvement Plan (being refreshed)
- Be the Future Transformation Programme and Target Operating Model
- Local Child Poverty Action Plan
- Community Justice Action Plan
- Children's Services Plan
- Violence Against Women and Girls Strategy
- The Promise
- Workforce Strategy and Employee Policies
- Gaelic Language Plan
- Sport and Active Living Framework
- Stirling and Clackmannanshire City Region Deal Skills and Inclusion Programme

Along with our partners, Clackmannanshire is seeking to better integrate our strategic plans to ensure a consistent focus on key priorities where we want to make a real change. We want to streamline our plans to develop one clear strategic plan for Clackmannanshire underpinned by clear delivery plans and transformational priorities. It has been important therefore that our Mainstreaming Equalities outcomes and priorities reflect those set out in our key corporate strategies, and reflect our work on a wellbeing economy in Clackmannanshire. Whilst these are currently under review, our current Strategic aims are set out here:

Our Vision - Be the Future

Where we will be a valued, responsive, creative organisation, through collaboration, inclusive growth and innovation, to improve the quality of life for every person in Clackmannanshire

Our Priorities

We will achieve our vision through prioritising:

- Inclusive Growth, Jobs & Employability
- Reducing Child Poverty
- Raising Attainment

- Sustainable Health & Social Care
- Empowering Families & Communities
- Organisational Transformation

Our Outcomes

These priorities are aimed at realising our vision; however, they also are the Council's contribution to delivering on better outcomes for Clackmannanshire in our Local Outcomes Improvement Plan (LOIP) 2017-27:

- Clackmannanshire will be attractive to businesses and people and ensure fair opportunities for all;
- Our families; children and young people will have the best possible start in life;
- Women and girls will be confident and aspirational, and achieve their full potential;
- Our communities will be resilient and empowered so that they can thrive and flourish.

Strategic Performance Framework

This mainstreaming equalities report is a key part of the Council's Strategic Performance Framework and aligns with our Corporate Plan which sets out the key performance measures which we report on annually. Information on the Council's performance reports can be found here <https://www.clacks.gov.uk/council/performance/>

Key Developments and Achievements 2021-23

The following pages set out our progress on the actions agreed by Council in 2021, and builds on the progress reports published in 2019 and 2021, copies of which can be found on our website.

Employee Data and Gender Pay Gap

Updated information is provided on employee data and gender pay data, including gender pay gap information for 2021 and 2022. This information is provided in the tables at appendix A.

Mainstreaming Equality and Diversity in Clackmannanshire: Report on Progress 2021-2023.

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| Outcome 1 - We will work alongside our partners to reduce socio-economic disadvantage faced by families and communities in Clackmannanshire. | |
| Equalities Duties: Advance Equality; Foster good relations between different groups. | |
| Linked Strategies: Local Outcome Improvement Plan; Community Wealth building Action Plan; Local Child Poverty Action Reports; Children's Services Plan; Stirling and Clackmannanshire CRD Skills and Inclusion Programme. | |
| Priority Action: | Latest Note |
| We will deliver a wellbeing economy for Clackmannanshire with inclusive growth and community wealth building at its heart. This will include the development of a good employment charter for Clackmannanshire and specific work to target gender justice across the County. | The Council, alongside our strategic and Community Planning Partners remain committed to delivering a wellbeing economy for Clackmannanshire. A pilot with the Scottish Government has been successfully completed and work is well underway to develop a Wellbeing Economy Local Outcome Improvement Plan for Clackmannanshire which will be completed in 2023. The Council also approved a 2 year annual report in March 2023 on the progress made to date on implementation of the Community Wealth building Action Plan. Progress has included the development of a Good Employment Charter for Clackmannanshire and progress made on the Women into Business targeted programme. This work is led by the Clackmannanshire anchor partnership and the Clackmannanshire Alliance. |
| Working alongside our Community Planning Partners and through the Tackling Poverty Partnership we will deliver our commitments to reduce Child Poverty in Clackmannanshire. This will include specific work to develop the newly formed Clackmannanshire Food Partnership and a food resilience action plan for Clackmannanshire. | The Tackling Poverty Partnership continues to work with a wide range of partners to deliver our commitments to reduce Child Poverty in Clackmannanshire. This includes specific work around families through the Family Wellbeing Partnership; linkages with employability programmes; work with the established Forth Valley Food Partnership; targeted work on Cost of Living and ongoing work to raise awareness of poverty and inequality through Challenge Poverty Week campaigns. Further information on progress against this action can be found in the Local Child Poverty Action Reports which are published annually. These reports can be accessed here: https://www.clacks.gov.uk/site/documents/deprivation/clackmannanshirelocalchildpovertyactionreport/ In addition, the Council alongside our Community Planning Partners undertook some specific focussed work on Cost of Living. This work resulted in the development of an action plan and a number of additional supports including increased advice and information. |
| We will continue to provide support services for people disproportionately impacted by the Covid pandemic including on welfare and financial assistance; food; advice and support on employment, redundancy and | The Council, alongside a wide range of partners, provided significant support to those people most impacted by the Covid pandemic. This included provision of welfare and financial assistance; support accessing services, food and information; provision of grants and financial support and working with a range of partners to signpost people to the most appropriate places for support. The Council published a debrief report on our response to Covid which provides more detail on the range of services provided. This report can be accessed here: |

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| money. | https://www.clacks.gov.uk/document/meeting/289/1126/7278.pdf |
| We will build on the achievements made in 2021 to reduce digital exclusion across protected groups and will publish a Digital Inclusion Strategy for Clackmannanshire by 2023. | Good progress has made by the Council on digital inclusion, including roll out of the Connecting Communities programme; work with partners on Digital through the Tackling Poverty Programme; creation of a Digital Champions network for employees and the roll out of the Digital Devices for Learning programme and work on digital inclusion is planned aligned with a refresh of the Digital Transformation Strategy. Digital inclusion has also been included as a specific discussion theme through Challenge Poverty week. Work with partners to develop a digital inclusion strategy will be progressed in 2023/24. |
| We will implement actions to tackle period poverty for all women and girls across Clackmannanshire. | Monitoring of the work in Clackmannanshire to tackle period poverty for women and girls is taken forward through the Tackling Poverty Partnership and Local Child Poverty Action Reporting. Developments in the reporting period include engagement with communities and young people to identify needs and gaps; specific work in educational establishments and launch of the my period live app which shows where access to free period products can be found in Clackmannanshire. Further information on work that partners in Clackmannanshire are taking forward to address period poverty can found here https://www.clacks.gov.uk/community/sanitaryprov/ |
| We will deliver our Skills and Inclusion programme as part of the Stirling and Clackmannanshire City Region Deal. This programme will support people with protected characteristic into skills and support programme for employment. | A Flexible Skills & Inclusion Programme comprising the development and delivery of a community benefits programme, skills, a barrier free fund and Fair Work Incentive is underway with partners including Forth Valley College and FEL. A Deliver Stirling and Clackmannanshire City Region Deal (CRD) Inclusion Support Worker programme is also ongoing which supports access to a range of barrier removal programmes including adult literacy and numeracy, confidence building, wellbeing activities, self-esteem programmes and basic computing all designed to help people progress to next steps programmes where they can take full advantage of pre employability support programmes and then progress in to work. |

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| Outcome 2 - We will have strong, vibrant and inclusive communities where citizens have a sense of belonging and identity. | |
| Equalities Duties: Advance Equality; Foster good relations between different groups. | |
| Linked Strategies: Be the Future; Mainstreaming Equalities; Gaelic Language Plan; | |
| Priority Action: | Latest Note |
| We will work with local organisations to help raise awareness of local cultural heritage in Clackmannanshire. | Clackmannanshire Council works with a number of partners to raise awareness and promote local cultural heritage including through our local archives and museum collection. In this reporting period a number of local campaigns have been led by the Council's archivist. These have included doors open days; a digital tour of Clackmannanshire as well as information on the local history service and the clackspast online catalogue of archives. Further information on the |

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| | <p>Council's archive and genealogy services can be found here https://www.clacks.gov.uk/culture/archives/</p> |
| <p>We will deliver our Gaelic language plan to promote the heritage and history of language and place in Clackmannanshire.</p> | <p>Progress on implementation of the Council's Gaelic Language Plan 2020/25 is monitored through annual reports to the Bord na Gadligh. The plan is published on the Council's website and can be found here https://www.clacks.gov.uk/learning/gaeliclanguageplan/</p> <p>Progress has been made in the reporting year on promoting Gaelic identity through signage at public buildings and vehicle fleet as well as through a review of Gaelic education provision in Clackmannanshire.</p> |
| <p>We will develop awareness raising activities in support of national campaigns such as International Women's Day, Challenge Poverty Week, LGBT + History, World Mental Health Day amongst others to raise awareness and support across Clackmannanshire.</p> | <p>In both 2021 and 2022 the Council, alongside Alliance partners supported events in support of Challenge Poverty Week which included hosting a conference; provision of training and learning events, community based events and social media awareness raising activities. Social media campaigns were also supported for national events including International Women's Day and World Mental Health Day. The Council alongside our partners also hosts events each year as part of 16 days of action against gender based violence.</p> |
| <p>We will use place based approaches to develop a transformation zone as part of a long term masterplan for Alloa. This will contribute to inclusive growth approaches by creating new health. Wellbeing and educational facilities along side increasing its attractiveness as a place to live and creating skills and employment opportunities.</p> | <p>Work is ongoing to develop a town centre masterplan for Alloa which meets the Council's wellbeing economy ambitions. This plan will include development of the wellbeing hub; learning estate; town centre regeneration; optimising use of green space and active travel developments. The Council, alongside our partners is also taking part in the national Shaping Places for Wellbeing programme with Public Health Scotland. Living Alloa, an award winning project between the Council and a range of partners including Clackmannanshire Third Sector Interface, completed a number of innovative projects in Alloa including an active travel hub and dementia friendly housing. More information on these projects can be found here https://www.clacks.gov.uk/property/livingalloaproject/</p> |
| <p>Deliver a transformation zone in an SIMD area which centres around sustainable food growing (including community food growing) and renewable energy generation which contributes to helping families living in poverty.</p> | <p>Clacks Good Food (CGF) is a cross-sector partnership that uses the Sustainable Food Places (SFP) national framework to use food to tackle multiple key issues. Since its official launch in May 2022, it has come together to outline five visions which it has set out in a Good Food Charter. More information on this can be found here https://forthvalleyfoodfutures.org/download/22/sitedownloads/757/clacks_good_food_charter.pdf</p> <p>The vision was developed from local priorities identified during a series of Food Conversations held in 2021, as part of research into a <i>Food System Needs Assessment</i> completed in 2021. This work, which is being led through the Community Planning Partnership in Clackmannanshire also ties in with work looking at local food growing and embedding principles of dignified food access across the county. Further work on food poverty and sustainable access to food has also been led through the Family Wellbeing Partnership and as part of partnership work with schools.</p> |

More information on this can be found in the Local Child Poverty Action Reports on www.clacks.gov.uk

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| Outcome 3 - We will reduce the attainment and achievement gap for pupils and young people with protected characteristics and those living in poverty. | |
| Equalities Duties: Eliminate discrimination, harassment and victimisation; Advance Equality | |
| Linked Strategies: Children's Services Plan; Be the Future; Sport and Active Living Framework | |
| Priority Action: | Latest Note |
| We will deliver targeted support to young mothers in Clackmannanshire to help them achieve their full potential in learning and employment. | A range of support is helping pregnant and young mothers across Clackmannanshire, including specific help with financial security and benefits through the new baby financial health service partnership; best start grants and best start food and family nurse partnership which seeks to improve the rate of young mothers accessing ante natal care and post natal maternity services. The service provides support to teenage mothers to support them to engage with services early and throughout their pregnancy with positive results. 83.9% of eligible teenage parents from Clackmannanshire enrolled with the Family Nurse Partnership programme in 2022/23, with 50% of clients receiving the recommended programme delivery of at least 11 visits during pregnancy. Work to embed the Young Parents Project in the Family Wellbeing Partnership has also been completed and links are in place with the family nurse partnership. The Parental Employability Support programme is also in place to provide personalised and tailored help to meet needs on gaining employment or a better job. This support includes confidence building, IT skills, financial advice, job search skills (job applications, CVs, interview techniques), access to volunteering and work taster opportunities, industry specific training, help with travel and childcare costs and clothes for interview/starting work. |
| We will develop integrated Promise and Child Poverty action plans as part of our overall approach to Children's Services Planning in Clackmannanshire. | Clackmannanshire's Children's Services Plan 2021/24 was approved by Council in 2021. The plan has adopted The Promise outcomes to ensure the closest possible strategic alignment. The Children and Young People Strategic Partnership Group leads the delivery of the plan, monitors its progress and publishes annual reports on implementation of the plan. More information on this plan and annual reports can be found here https://www.clacks.gov.uk/children/childrenservicesplanning/ More information on Keeping the Promise in Clackmannanshire can be found here https://www.clacks.gov.uk/social/thepromisecics/ |
| We will roll out the Cost of the School Day Toolkit to all Education establishments | The Cost of the School Day toolkit has been implemented in all Education establishments in Clackmannanshire. The Education Week of Action (3 rd -7 th October 2022) celebrated the positive |

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| <p>across Clackmannanshire.</p> | <p>initiatives undertaken by educational establishments as part of the local and national Challenge Poverty Week Awareness Raising Campaign. A survey was undertaken to capture the planned focus for each establishment, with 100% of schools raising awareness of a key poverty issue as part of the themed days of the Challenge Poverty Week. This work is ongoing in 2023.</p> |
| <p>We will implement action plans on delivering change in mental health and wellbeing for children and young people.</p> | <p>The Mental Health and Wellbeing in Clackmannanshire Transformation Project aims to develop a whole systems approach to supporting the mental health and wellbeing of children, young people and their families within Clackmannanshire. We have developed a Continuum of Support, which offers a range of services across different age groups, some of which offer 24/7 availability, delivered either virtually or face-to-face. This enables children, young people and their families to create packages of support that most suit their needs.</p> |
| <p>We will implement MCR pathways to address outcome gaps between care experienced young people and their peers.</p> | <p>MCR Pathways continue to work across all Secondary Establishments to address the outcome gap between care-experienced young people and their peers. This work aims to enhance established support for young people, who have experienced disadvantage, to realise their full potential through education by increasing the number of school-based mentors and partnership engagements. Over the last academic year more than 150 young people have been supported by the MCR programme in Clackmannanshire. Young people looked after at home, looked after away from home, those with informal social work supervision and those previously looked after were targeted for support with MCR mentored care-experienced young people demonstrating positive results across attainment performance measures.</p> |
| <p>We will improve access to sport and leisure activities for young people with protected characteristics.</p> | <p>The Sport and Active Living Framework (SALF) sets out the commitment from the Council along with our partners to improve access to sport and active living opportunities in Clackmannanshire. This includes a commitment to improve access to sport and active living for people with protected characteristics. Information on the activities provided can be found here. http://www.clacks.gov.uk/leisure/wellbeing The SALF is being refreshed in 2023 to align with the Wellbeing Hub and Lochies programme as well as the refresh of the Local Outcomes Improvement Plan.</p> |

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| Outcome 4 - Clackmannanshire Council has increased knowledge and capacity about equality, diversity and poverty and meets its responsibilities and duties under the Equality Act 2010. | |
| Equalities Duties: Advance Equality | |
| Linked Strategies: Mainstreaming Equalities | |
| Priority Action: | Latest Note |
| We will take into account equality, diversity and poverty when planning and developing services and making decisions and we will clearly publish information on our processes for doing so. | The Council reviewed and updated its Equality Impact Assessment process and guidance in 2021. The Council's Fairer Scotland duties were integrated as part of one assessment and approach. This approach is published on our website. As part of this process all policies and significant decisions are screened, and where appropriate equality and fairer Scotland impact assessments are prepared as part of decision making by Council. Impact assessments are published on the Council's website which can be found here https://www.clacks.gov.uk/council/eqia/ Our approach and the information that we publish on equalities will be further reviewed in 2023/24 to ensure a focus on continuous improvement in complying with our duties. |
| The Council will publish and promote its Licensing Board Equality and Diversity Policy. | The Licensing Board Equality and Diversity Policy is published on the Council's website and can be accessed here https://www.clacks.gov.uk/site/documents/policies/licensingboardequalitiesscheme/ |
| We will provide staff and elected members with a sound understanding of the Equality Act and Public Sector Duties (and associated legislation) as part of induction and learning and development. | Information on the Equality Act and Public Sector Duties was provided to elected members as part of the induction process in May 2022. This included guidance prepared for elected members by COSLA and the Improvement Service on the Equality Act and Public Sector Duties and Fairer Scotland Duties. Equality and Diversity elearning is provided for employees through the Council's mandatory training programme. |
| We will identify and assess Equalities training needs of our workforce and provide refresher training on Equality and Fairer Scotland Impact Assessments. | Work is underway to identify training needs on equalities and fairer Scotland duties. We are working with specialist providers to design a bespoke training and awareness programme for elected members and staff to raise awareness of equalities issues, learn about specific barriers through lived experience case studies and preparing equality impact assessments as a key part of the public sector duties. This programme will be delivered in 2023/24. |
| We will review capacity and knowledge across the organisation to deliver our Equalities duties (and associated legislation) and agree an improvement plan. | This work will be progressed as part of the training needs analysis work outlined above. |
| We will take into account equality, diversity and poverty when planning and developing services and making decisions and we will | Equality and Fairer Scotland impact assessments are prepared for all policies which require a decision by Council. This includes all strategic documents, policies and procedures and budget setting and key financial decisions. Impact assessments are considered as part of our decision |

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| clearly publish information on our processes for doing so. | making processes and inform specific engagement activity where this is required. More information on the approach, along with published impact assessments can be found on the Council's website. |
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| Outcome 5 - In Clackmannanshire people will feel equally safe from harm. | |
| Equalities Duties: Eliminate discrimination, harassment and victimisation; Advance Equality; Foster good relations between different groups | |
| Linked Strategies: Equally Safe; Children's Services Plan; Community Justice Strategy and Delivery Plans; Mainstreaming Equalities. | |
| Priority Action: | Latest Note |
| We will work with our partners to deliver Equally Safe and ensure appropriate plans are in place to address domestic abuse. | Clackmannanshire's Violence against Women and Girls partnership leads work to deliver Equally Safe. This partnership sits as part of the wider Community Planning framework and reports on progress and developments to that partnership. The VAWG partnership has reviewed its priorities, in line with Equally Safe, and is currently developing a strategy for Clackmannanshire. The partnership supports each year a range of activities and events in support of the national 16 days of action campaign. Information on services and support for people affected by domestic abuse is published on the Council's website. |
| We will continue to implement Safe and Together across Clackmannanshire. | Training on Safe and Together has been rolled out across key Council services and has also included partners. |
| We will work with our Community Justice partners to deliver our Community Justice Improvement Plan 'Resilience in the face of Adversity'. | A Community Justice improvement plan 2018/23 was published in 2018 following a Community Justice Strategic Needs Assessment undertaken in 2016. Work to refresh these plans is underway. An annual report setting out progress against the plan was submitted to the Community Planning Partnership, which has oversight of the work in 2022. A Community Justice Partnership for Clackmannanshire leads the delivery of the improvement plan. Further information on the plans and reports can be found here https://www.clacks.gov.uk/community/ccjp/ |
| We will develop plans to implement appropriate actions from the newly passed Hate Crime (Scotland) Act 2021. | Information relating to support and services relating to hate crime, as well as details on third party reporting is provided on the Council's website. In March 2021 Council approved a new Equality, Diversity and Inclusion policy for employee's which includes hate crime legislation. Further work is required with partners to ensure that effective approaches are in place to record information on hate crimes in the community as well as in Council and education settings. This work will be taken forward in 2023/24 with relevant partners. |

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| Outcome 6 - Clackmannanshire Council is inclusive and values and respects all employees equally. | |
| Equalities Duties: Eliminate discrimination, harassment and victimisation; Advance Equality. | |
| Linked Strategies: Mainstreaming Equalities; Community Wealthbuilding Action Plan; Workforce Strategy; Communications Strategy | |
| Priority Action: | Latest Note |
| We will build confidence in our staff to ensure disclosure of sensitive information in order to improve the data that we hold on our staff in order to better inform our decision making processes. | Efforts have continued to encourage employees to update equalities information though this remains voluntary to do so. Employee data is published every 2 years and this data is used to increase knowledge about our workforce and to aid workforce planning. Data on our employees also helps shape the development and improvement of workforce policies and approaches. |
| We will undertake a mapping and diversity exercise and seek to better understand and reflect the community in our workforce. | This work will be taken forward in 2023/24. The latest census results when published will provide updated information on equalities and diversity across Clackmannanshire and this data will be used to complete the diversity mapping exercise. |
| We will continue to support the health and wellbeing of our workforce through implementation of our action plan and implementation of our tool kit developed in 2021. | A wide range of support and advice for employees on Health and Wellbeing is provided by the Council. This includes a wellbeing toolkit for staff, signposting to support and advice, provision of a dedicated webpage for staff on health and wellbeing, training modules on Clacks Academy and in person training for all Council employees. Keepwell health assessments are offered to employees in partnership with NHS; mental health first aiders are in place to provide support for employees and an independent employee assistance programme (PAM Assist) is also in place to support staff. More information on this work is published on the Council's website and Keeping Staff Connected pages. https://www.clacks.gov.uk/coronavirus/wellbeing/ |
| We will evaluate hard to reach employee groups (with protected characteristics) to understand barriers and improve engagement and internal communications. | This work will be taken forward in 2023/24 as part of the Council's Workforce Strategy and Corporate Communications Strategy. |
| We will work towards Healthy Working Lives continued accreditation. | Clackmannanshire Council has achieved Healthy Working Lives accreditation at Silver level. |
| We will explore options to work with a relevant agency to develop an LGBTQ inclusive workforce across Clackmannanshire Council. | This work will be taken forward in 2023/24 as part of the work to develop an equalities and fairer Scotland training and awareness raising programme. |
| We will continue to demonstrate our Disability Confident Employer Status and continue to strive to make improvements | Clackmannanshire Council has retained its Disability Confident Employer status in 2022/23. |

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| where we can. | |
| We will review our workforce policies on a programmed basis to ensure that they promote equality for all employees at Clackmannanshire Council. | Workforce policies are reviewed and updated on a programmed basis. Over the reporting period a range of workforce policies have been agreed which contribute to promoting equalities for Council staff. These have included the Equality, Diversity and Inclusion policy; Mental Health, Stress and Wellbeing policy, Grievance policy, Dignity at Work policy, learning and Development, Recruitment and Organisational Change policies. |
| We will ensure that all our workforce complete mandatory Equality and Diversity training each year. | Equality and Diversity e-learning remains part of the Council's annual mandatory learning programme. Delivery of the mandatory training programme is monitored by the Senior Leadership Group. |

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| Outcome 7 - Access to Council services will be improved for citizens with a protected characteristic in Clackmannanshire | |
| Equalities Duties: Advance Equality; Foster good relations between different groups. | |
| Linked Strategies: Mainstreaming Equalities; BSL Strategy; Customer Charter; Customer Contact Policy (being refreshed). | |
| Priority Action: | Latest Note |
| We will further develop our knowledge of representative groups to ensure that our consultation on equality impacts is meaningful and can genuinely inform decision making. | The Council continues to work closely with a range of organisations and groups which represent the needs and views of equalities groups. This work will continue to be developed in 2023/24. As part of our approach on equality and fairer Scotland impact assessment, data and evidence is gathered from engagement and feedback which helps inform decision making and improving our understanding of equalities impacts. We continue to seek opportunities to work in partnership to improve our understanding of equalities and to further develop a robust evidence base on equalities groups. |
| We will implement our British Sign Language Plan 2018/24 and report and publish our progress. | The Council's British Sign Language Plan was published in 2018 and can be accessed here. https://www.clacks.gov.uk/site/documents/equalopportunities/britishsignlanguageplan201824/ A number of actions in the plan have been progressed including promoting BSL translation services through our customer contact channels; promoting BSL support and advise services, promoting BSL adult learning opportunities and supporting families with specialist support services. |
| We will work with local organisations to review our Council buildings to ensure that they are accessible for people with a disability. | We will progress this action in 2023/24. |
| We will improve access to services for | Council has agreed a programme of redevelopment of the Westhaugh travelling site in |

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| <p>gypsy travelling families in Clackmannanshire.</p> | <p>Clackmannanshire anticipated to take around 18 months. Following a period of engagement with residents, a significant programme of investment is committed to redeveloping and improving services at the site.</p> |
| <p>We will review our customer charter to reflect our commitment to improving services for customers with a protected characteristic and will ensure that our customers are informed about how to influence decisions and services that matter to them and how they can access Council services.</p> | <p>The Council's Customer Charter and Customer Contact Policy has been refreshed and is currently subject to a period of consultation with both customers and employees. The Charter and Customer Contact Policy will be published in 2023 subject to appropriate approvals.</p> |

Appendix A: Clackmannanshire Council Employee Data and Gender Pay Gap 2021 and 2022

Employee Headcount 2021 and 2022

Table 1

| Total Employees by Gender 2021 | | | |
|--------------------------------|--------|------|-------|
| | Female | Male | Total |
| All Staff | 2009 | 700 | 2709 |

Table 2

| Employee Data Gender by Directorate 2021 (teachers) | | | |
|---|--------|------|-------|
| | Female | Male | Total |
| Teachers | 542 | 124 | 666 |

Table 3

| Total Employees by Gender 2022 | | | |
|--------------------------------|--------|------|-------|
| | Female | Male | Total |
| All Staff | 2075 | 678 | 2753 |

Table 4

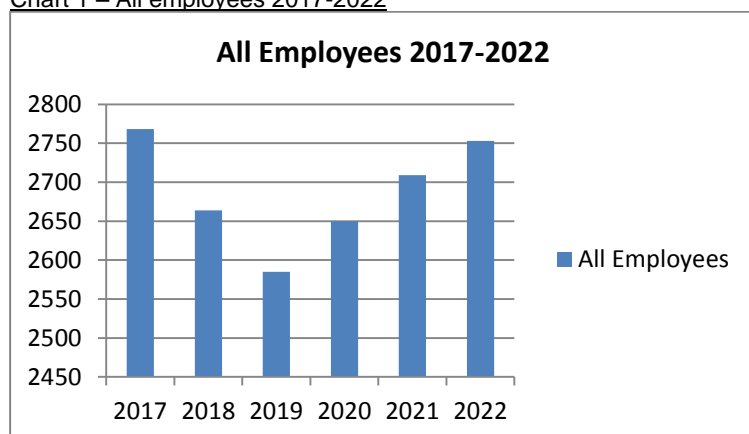
| Employee Data Gender by Directorate 2022 (teachers) | | | |
|---|--------|------|-------|
| | Female | Male | Total |
| Teachers | 575 | 126 | 701 |

Employee Headcount 2017-2022

Table 5

| Total Employees 2017-2022 | | | | | |
|---------------------------|------|------|------|------|------|
| 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
| 2768 | 2664 | 2585 | 2650 | 2709 | 2753 |

Chart 1 – All employees 2017-2022



Employee Data by Gender 2021 and 2022

Table 6

| Employee Data by Gender 2021 All Employees | | | |
|--|------|--------|-------|
| | Male | Female | Total |
| Health and Social Care Partnership | 32 | 212 | 244 |

| | | | |
|------------------------------|-----|------|------|
| People | 150 | 851 | 1001 |
| Place | 347 | 288 | 635 |
| Partnerships and Performance | 47 | 116 | 163 |
| Teachers | 124 | 542 | 666 |
| All employees | 700 | 2009 | 2709 |

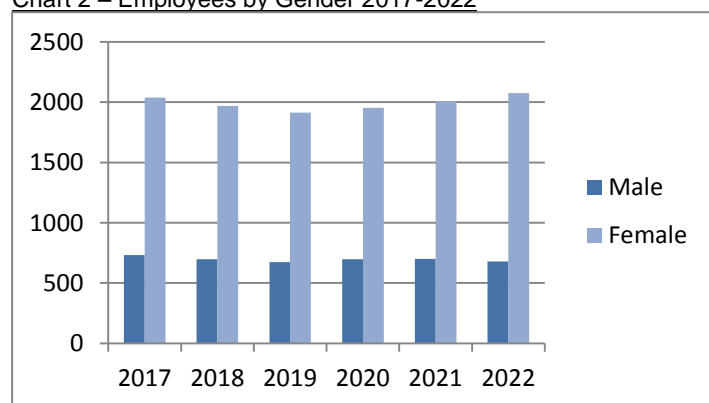
Table 7

| Employee Data by Gender 2022 All Employees | | | |
|---|------|--------|-------|
| | Male | Female | Total |
| Health and Social Care Partnership | 31 | 228 | 259 |
| People | 130 | 866 | 996 |
| Place | 338 | 294 | 632 |
| Partnerships and Performance | 52 | 106 | 158 |
| Teachers | 126 | 575 | 701 |
| Other | 1 | 6 | 7 |
| All employees | 678 | 2075 | 2753 |

Table 8

| Employees by Gender 2017-2022 | | |
|--------------------------------------|------|--------|
| Year | Male | Female |
| 2017 | 732 | 2036 |
| 2018 | 697 | 1967 |
| 2019 | 673 | 1912 |
| 2020 | 697 | 1953 |
| 2021 | 700 | 2009 |
| 2022 | 678 | 2075 |

Chart 2 – Employees by Gender 2017-2022



Employee Data by Age

Table 9

| Employee Data by Age Group 2021 (including teachers) | | Employee Data by Age Group 2022 (including teachers) | |
|--|------|--|------|
| Under 21 years | 44 | Under 21 years | 42 |
| 21-30 | 426 | 21-30 | 438 |
| 31-40 | 584 | 31-40 | 616 |
| 41-50 | 664 | 41-50 | 645 |
| 51-60 | 749 | 51-60 | 760 |
| 61+ | 242 | 61+ | 252 |
| Total | 2709 | Total | 2753 |

Table 10

| Employee Data by Age Group by Directorate 2021 (excluding teachers) | | | | | |
|---|------|-------|--------|------------------------------|-------|
| | HSCP | Place | People | Partnerships and Performance | Total |
| Under 21 years | 3 | 13 | 28 | 0 | 44 |
| 21-30 | 27 | 68 | 173 | 8 | 276 |
| 31-40 | 51 | 103 | 209 | 28 | 391 |
| 41-50 | 50 | 145 | 233 | 43 | 471 |
| 51-60 | 92 | 224 | 263 | 66 | 645 |
| 61+ | 21 | 84 | 95 | 16 | 216 |
| Total | 244 | 637 | 1001 | 161 | 2043 |

Table 11

| Employee Data by Age Group and Gender 2021 (excluding teachers) | | | |
|---|--------|------|-------|
| | Female | Male | Total |
| Under 21 years | 25 | 19 | 44 |
| 21-30 | 197 | 79 | 276 |
| 31-40 | 283 | 108 | 391 |
| 41-50 | 360 | 111 | 471 |
| 51-60 | 458 | 187 | 645 |
| 61+ | 144 | 72 | 216 |
| Total | 1467 | 576 | 2043 |

Table 12

| Employee Data by Age Group and Gender 2021 (teachers) | | | |
|---|--------|------|-------|
| | Female | Male | Total |
| Under 21 years | 0 | 0 | 0 |
| 21-30 | 128 | 22 | 150 |
| 31-40 | 151 | 42 | 193 |
| 41-50 | 162 | 31 | 193 |
| 51-60 | 80 | 24 | 104 |
| 61+ | 21 | 5 | 26 |
| Total | 542 | 124 | 666 |

Employee Data by pay and Gender Pay Gap 2021 and 2022

(Gender pay gap: difference between women's average hourly pay and men's average hourly pay).

Table 13

| Employee Data by Hourly Pay all Employees | | |
|---|--------|--------|
| | 2021 | 2022 |
| Females | £16.40 | £16.52 |
| Males | £16.58 | £16.85 |
| Gender Pay Gap | 1.08% | 1.90% |

Table 14

| Employee Data by Hourly Pay 2017-2022 all Employees | | | | | | | |
|---|--------|--------|--------|--------|--------|--------|----------------------|
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Change 2017-2022 (+) |
| Female | £14.01 | £14.26 | £15.47 | £15.99 | £16.40 | £16.52 | £2.51 |
| Men | £14.38 | £14.74 | £15.70 | £16.25 | £16.58 | £16.85 | £2.47 |

Table 15

| Employee Data on Gender Pay Gap 2017-2021 | | | | | | |
|---|------|------|------|------|------|------|
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
| Gender Pay Gap % | 2.6 | 3.3 | 1.5 | 1.6 | 1.1 | 1.9 |

Chart 3 – Gender Pay Gap 2017-2022

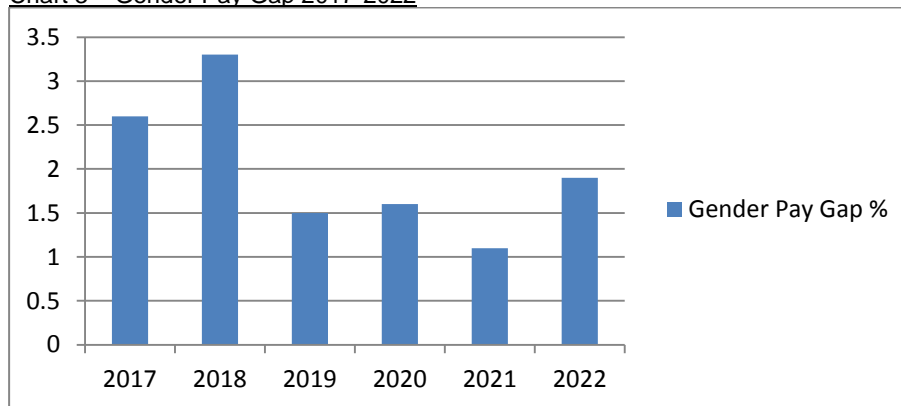


Table 16

| Employee Data by Grade and Gender 2022 | | |
|--|---------|----------|
| Grade | % Males | % Female |
| G1 | 5.2% | 94.8% |
| G2 | 2.2% | 97.8% |
| G3 | 26.4% | 73.6% |
| G4 | 21.0% | 79.0% |
| G5 | 32.9% | 67.1% |
| G6 | 28.3% | 71.7% |
| G7 | 30.6% | 69.4% |

| | | |
|--------------------------------|--------|--------|
| G8 | 23.0% | 77.0% |
| G9 | 51.9% | 48.1% |
| G10 | 33.3% | 66.7% |
| G11 | 66.7% | 33.3% |
| G12 | 41.7% | 58.3% |
| Chief Officer | 37.5% | 62.5% |
| Chartered Teacher | 10.0% | 90.0% |
| Deputy and Head Teachers | 27.7% | 72.3% |
| Main Grade Teachers | 15.8% | 84.2% |
| Music Instructors | 44.4% | 55.6% |
| Principle Teachers | 26.1% | 73.9% |
| Quality Improvement | 12.5% | 87.5% |
| Principle/Dep Psychology | 0.0% | 100.0% |
| Education Psychologist | 0.0% | 100.0% |
| Education Psychologist Trainee | 0.0% | 100.0% |
| Invigilators | 0.0% | 100.0% |
| Skillseekers | 100.0% | 0.0% |
| Craft | 100.0% | 0.0% |
| Former Ace Employees | 66.7% | 33.3% |

Chart 4

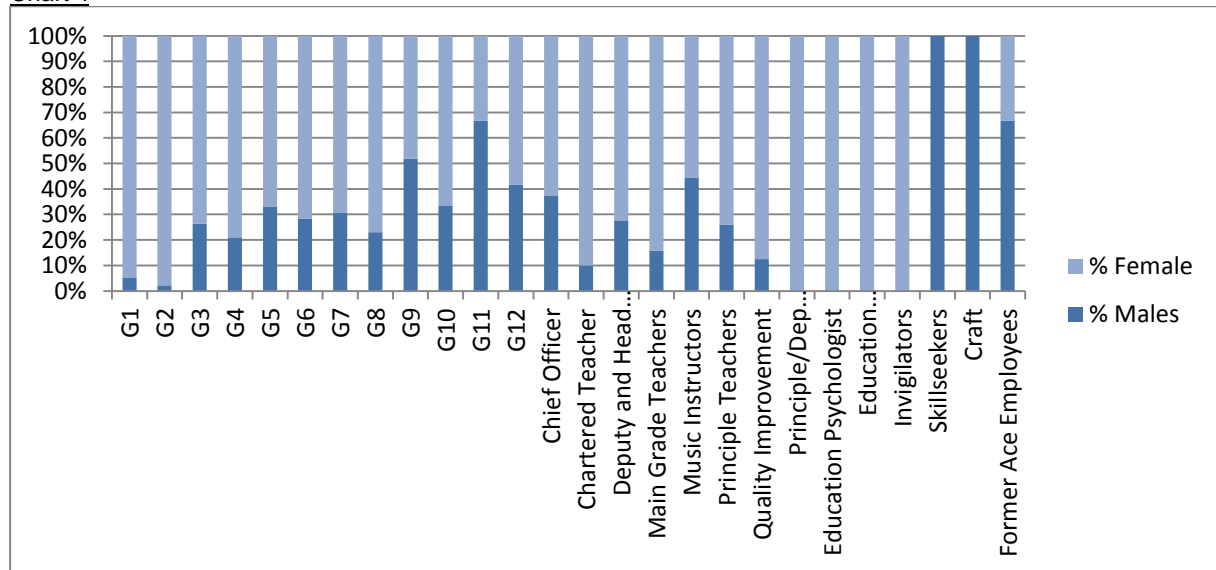


Table 17

| Employee Data by Grade and Directorate 2021 | | | | | |
|---|-------|-------|--------|--------|----------------|
| Males | HSCP | P&P | People | Place | Transformation |
| G1 | 20.0% | 0.0% | 40.0% | 40.0% | 0.0% |
| G2 | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| G3 | 6.9% | 0.0% | 51.4% | 41.7% | 0.0% |
| G4 | 4.1% | 3.3% | 21.3% | 71.3% | 0.0% |
| G5 | 7.9% | 5.3% | 38.2% | 48.7% | 0.0% |
| G6 | 3.7% | 8.4% | 21.1% | 66.8% | 0.0% |
| G7 | 4.5% | 31.8% | 9.1% | 50.0% | 4.5% |
| G8 | 9.4% | 9.4% | 37.5% | 43.8% | 0.0% |
| G9 | 3.6% | 46.4% | 17.9% | 32.1% | 0.0% |

| | | | | | |
|--------------------------------|-------|-------|--------|--------|------|
| G10 | 27.8% | 11.1% | 11.1% | 50.0% | 0.0% |
| G11 | 0.0% | 50.0% | 50.0% | 0.0% | 0.0% |
| G12 | 20.0% | 20.0% | 20.0% | 40.0% | 0.0% |
| Chief Officer | 0.0% | 33.3% | 33.3% | 33.3% | 0.0% |
| Chartered Teacher | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Deputy and Head Teachers | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Main Grade Teachers | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Music Instructors | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Principle Teachers | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Quality Improvement | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Principle/Dep Psychology | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Education Psychologist | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Education Psychologist Trainee | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Invigilators | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Skillseekers | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Craft | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |
| Former Ace Employees | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |

Table 18

| Employee Data by Grade and Directorate 2022 | | | | | |
|--|-------------|----------------|---------------|--------------|-----------------------|
| Females | HSCP | P&P | People | Place | Transformation |
| G1 | 1.1% | 0.0% | 1.1% | 96.7% | 0.0% |
| G2 | 0.0% | 0.0% | 0.0% | 89.8% | 0.0% |
| G3 | 2.5% | 1.5% | 69.2% | 15.4% | 0.0% |
| G4 | 1.1% | 3.7% | 74.2% | 5.7% | 0.0% |
| G5 | 3.9% | 16.8% | 25.8% | 8.4% | 0.6% |
| G6 | 1.5% | 5.2% | 69.2% | 11.2% | 0.0% |
| G7 | 2.0% | 10.0% | 50.0% | 8.0% | 0.0% |
| G8 | 2.8% | 10.3% | 56.1% | 11.2% | 1.9% |
| G9 | 3.8% | 46.2% | 15.4% | 23.1% | 0.0% |
| G10 | 13.9% | 13.9% | 58.3% | 5.6% | 0.0% |
| G11 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| G12 | 14.3% | 14.3% | 42.9% | 14.3% | 14.3% |
| Chief Officer | 0.0% | 40.0% | 40.0% | 0.0% | 20.0% |
| Chartered Teacher | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Deputy and Head Teachers | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Main Grade Teachers | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Music Instructors | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Principle Teachers | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Quality Improvement | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Principle/Dep Psychology | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Education Psychologist | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Education Psychologist Trainee | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Invigilators | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |

| | | | | | |
|----------------------|------|------|------|--------|------|
| Skillseekers | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Craft | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Former Ace Employees | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% |

Employee Data Disability 2021 and 2022

Table 19

| Employee Data by Disability all Employees (2021) | | |
|---|--------|-------|
| | Number | % |
| Yes | 88 | 3.2% |
| No | 2538 | 93.7% |
| Not known or Prefer not to say | 83 | 3.1% |
| Total | 2709 | |

Table 20

| Employee Data by Disability all Employees (2022) | | |
|---|--------|-------|
| | Number | % |
| Yes | 94 | 3.4% |
| No | 2567 | 93.2% |
| Not known or Prefer not to say | 92 | 3.3% |
| Total | 2753 | |

Employee Data by Ethnicity

Table 21

| Employee Data by Ethnic Group 2021 all Employees | | |
|---|---------------------|--------------------|
| | Number of employees | % of all employees |
| White | 1768 | 65.3% |
| Asian or British Asian | 7 | 0.3% |
| Black or British Black | 5 | 0.2% |
| Mixed | 3 | 0.1% |
| Other | 35 | 1.3% |
| Prefer not to say | 891 | 32.9% |
| Total | 2709 | - |

Table 22

| Employee Data by Ethnic Group 2022 all Employees | | |
|---|---------------------|--------------------|
| | Number of employees | % of all employees |
| White | 1856 | 67.4% |
| Asian or British Asian | 11 | 0.4% |
| Black or British Black | 6 | 0.2% |

| | | |
|-------------------|-------------|-------|
| Mixed | 4 | 0.1% |
| Other | 31 | 1.1% |
| Prefer not to say | 845 | 30.7% |
| Total | <u>2753</u> | |

Employee Data by Religion

Table 23

| Employee Data by Religion all Employees (2021) | | |
|---|-----------------|----------------|
| | No of employees | % of employees |
| Church of Scotland | 550 | 20.3% |
| Roman Catholic | 201 | 7.4% |
| Jewish | 1 | 0.0% |
| Muslim | 4 | 0.1% |
| Buddhist | 4 | 0.1% |
| Other Christian | 78 | 2.9% |
| Other | 1 | 0.0% |
| None | 803 | 29.6% |
| Prefer not to say | 1067 | 39.4% |
| Total | 2709 | |

Table 24

| Employee Data by Religion all Employees (2022) | | |
|---|-----------------|----------------|
| | No of employees | % of employees |
| Church of Scotland | 543 | 19.7% |
| Roman Catholic | 198 | 7.2% |
| Jewish | 2 | 0.1% |
| Muslim | 3 | 0.1% |
| Buddhist | 5 | 0.2% |
| Other Christian | 86 | 3.1% |
| Other | 26 | 0.9% |
| None | 892 | 32.4% |
| Prefer not to say | 998 | 36.3% |
| Total | 2753 | |

Employee Data by Sexual Orientation

Table 25

| Employee Data by Sexual Orientation all Employees (2021) | | |
|---|-----------------|----------------|
| | No of employees | % of employees |
| Heterosexual | 1590 | 58.7% |
| Gay | 22 | 0.8% |
| Bisexual | 8 | 0.3% |
| Other | 4 | 0.4% |

| | | |
|-------------------|------|-------|
| Prefer not to say | 1085 | 40.1% |
| Total | 2709 | |

Table 26

| Employee Data by Sexual Orientation all Employees (2022) | | |
|---|-----------------|----------------|
| | No of employees | % of employees |
| Heterosexual | 1671 | 60.7% |
| Gay | 26 | 0.9% |
| Bisexual | 11 | 0.4% |
| Other | 3 | 0.1% |
| Prefer not to say | 1042 | 37.8% |
| Total | 2753 | |

Employee Data Marital Status

Table 27

| Employee Data by Marital Status 2021 | | |
|---|--------|-------|
| Marital Status | Number | % |
| Married | 1107 | 40.9% |
| Not Married | 421 | 15.5% |
| Single | 187 | 6.9% |
| Other | 101 | 3.7% |
| Prefer not to say | 877 | 32.4% |
| Civil Partnership | 16 | 0.6% |
| Total | 2709 | |

Table 28

| Employee Data by Marital Status 2022 | | |
|---|--------|-------|
| Marital Status | Number | % |
| Married | 1098 | 39.9% |
| Not Married | 432 | 15.7% |
| Single | 276 | 10.0% |
| Other | 106 | 3.9% |
| Prefer not to say | 822 | 29.9% |
| Civil Partnership | 19 | 0.7% |
| Total | 2753 | |

Length of Service by Directorate 2021

Table 29

| 2021 | HSCP | P&P | People | Place |
|-------------|------|-----|--------|-------|
| < 5 years | 52 | 19 | 501 | 127 |
| 5-10 years | 70 | 36 | 520 | 130 |
| 11-15 years | 51 | 17 | 206 | 95 |
| 16-20 years | 35 | 28 | 206 | 107 |
| 21-25 years | 11 | 16 | 142 | 59 |
| 26-30 years | 11 | 17 | 48 | 35 |
| 31-35 years | 9 | 21 | 29 | 42 |
| 35+ years | 5 | 9 | 15 | 40 |

Chart 5

