Mainstreaming Equality, Diversity and Human Rights: Outcomes 2025-2029
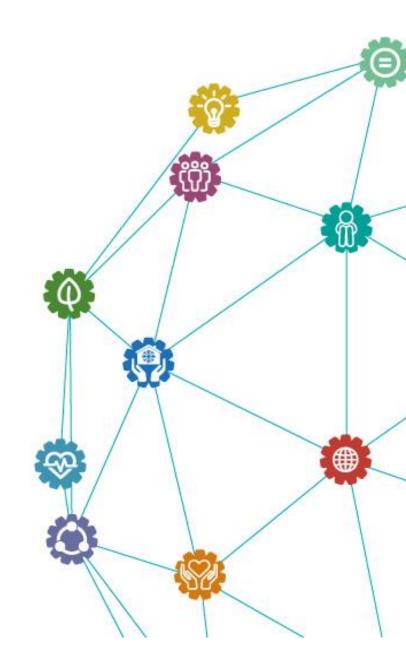
Clackmannanshire Council | Comhairle Siorrachd Chlach Mhanann

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Introduction

Clackmannanshire Council recognises the benefits of diversity in our workforce and communities and is committed to promoting equality, fairness and human rights in our work to deliver good outcomes and improve performance. This mainstreaming equality, diversity and human rights plan refreshes the outcomes through which we will advance equality of opportunity, promote fairness and work to tackle discrimination. This set of equality outcomes build on the equality outcomes set previously in 2013, 2017 and 2021.

We have reviewed the progress we have made on previous outcomes, and considered other key outcomes, priorities and plans in place across Council services and our partners too. By reviewing, revising and publishing equality outcomes on a regular basis, we not also ensure compliance with our equality duties, we also aim to make better and fairer decisions which benefit our communities and our employees. Through our work to integrate equality, diversity and human rights into the day-to-day work of the Council we can improve outcomes as an employer, service provider, decision maker, through our licensing board, and education service and as a buyer of goods and services.

The Equality Act 2010 and the General Duty

Under the Public Sector Equalities duties Clackmannanshire Council is required to publish new Mainstreaming Equalities Outcomes every 4 years.

All public authorities in Scotland must comply with the public sector equality duty, also known as the general equality duty, set out in the Equality Act 2010. This means that all public authorities, as part of their day-to-day business, must show how they will:

The Equality Act 2010 protects people from unfair treatment because of nine protected characteristics and requires public bodies to show how they make a positive difference to different groups of people. The legislation aims to protect all citizens from unlawful discrimination. The nine protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity

- Race
- Religion and Belief
- Sex
- Sexual Orientation

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The **Equality Act 2010** requires all public bodies to take account of the need to:

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

The **Public Sector Equalities Duties (PSED) 2012** requires 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
- Publish an equal pay statement
- Report on Equality Impact Assessments; and
- Consider award criteria and conditions in relation to public procurement.

Mainstreaming Equalities in Clackmannanshire

National guidance on setting equality outcomes notes that these should be proportionate and relevant to the functions and strategic priorities of the organisations setting them, and they should achieve one the key requirements set out in the general Equality Duty. These outcomes, by design, align with existing Council policies and strategies, to ensure that our mainstreaming Equality and Diversity work is integral to the work of the Council and drives a more focused effort on areas for improvement.

Clackmannanshire Council has a clear focus on reducing inequality through the Local Outcomes Improvement Plan 2024/34; Community Wellbeing One Plan One Report; and Be the Future Transformation Plan. Whilst our Equality and Diversity outcomes are designed to complement the ambitions in these plans, we have deliberately designed and focussed our outcomes for 2024/29 on continued organisational and service delivery improvement. In designing our equality and diversity outcomes we have:

- Undertaken a refreshed desk-based research and evidence review including evidence collected from previous engagement and consultation exercises as well as the wider national policy context.
- Reviewed employee data trends, recruitment data and employee feedback through surveys.
- Undertaken a desk-based review of national and regional good practice through information sharing and existing networks.
- Reviewed equality and fairer Scotland impact assessments to best understand gaps in knowledge and information, as well as feedback from consultation with protected groups.
- Engaged with key internal stakeholders including the senior leadership team.
- Engaged with communities to seek views from our communities on our outcomes for 24/29.

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Our Equality and Diversity Outcomes 2024/29

Good progress has been made by Clackmannanshire Council over the past 4 years with promoting equality and addressing inequality at the centre of our strategic planning landscape and at the heart of the outcomes we are seeking to achieve. As an employer we have also made significant strides forward through our Workforce Strategy and a range of new policies seeking fairness and equality for employees across all services. Significant work has also been progressed in collaboration with partners to implement strategies and plans which progress our commitments to equality, diversity and inclusion across Clackmannanshire.

We recognise however, that there are still improvements we can make. We are seeking to demonstrate our commitment to continuous improvement through delivery of our Equality Outcomes and associated actions set out below. Alignment with key strategies and plans with an equality, diversity and inclusion focus, embeds our mainstreaming commitments, without duplicating agreed outcomes and actions already contained within those plans. These key related plans are:

- Wellbeing Local Outcome Improvement Plan 2024/34
- Community Wellbeing One Plan One Report
- National Improvement Framework
- Be the Future
- Community Wealth building Action Plan
- British Sign Language Action Plan
- Workforce Strategy/Employee Policies
- Gaelic Language Plan
- Sport and Active Living Framework

Along with our work with 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. It is important therefore that our Mainstreaming Equalities outcomes and actions complement those agreed by the Council, whilst at the same time ensuring a focus on continuous improvement of equality, diversity, human rights and inclusion.

The Councils agreed vision, priorities and outcomes can be found here Performance along with other key plans and strategies which seek to address inequality in Clackmannanshire.

Clackmannanshire Council Equality **Outcomes for 2025/29** are:

1) **Clackmannanshire Council is an inclusive employer and all employees who have a protected characteristic are, and feel valued, safe and included.**

2) **Clackmannanshire Council has increased knowledge and capacity about equality, diversity and human rights and meets its responsibilities and duties under the Equality Act 2010.**

3) **Clackmannanshire Council has embedded a human rights ethos to eliminating discrimination and advancing equality of opportunity.**

4) **People with protected characteristics can access Council services and information without barriers.**

More information on these outcomes, the actions we will take to deliver these outcomes over the next 4 years and links to relevant plans and strategies is shown at table 1.

Reporting on Progress and Further Information

Clackmannanshire Council publishes information relating to mainstreaming Equality and Diversity on our website, including previous outcomes, progress reports, data and equality and fairer Scotland impact assessments. More information can be found here [Mainstreaming Equality and Diversity](#)

If you require this document in an alternative language or format please contact Clackmannanshire Council on 450000 or email customerservice@clacks.gov.uk

Table 1:	Clackmannanshire Council Mainstreaming Equality, Diversity & Human Rights Outcomes 2024-2029		
Our Vision: 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 Outcomes			
Clackmannanshire Council is an inclusive employer and all employees who have a protected characteristic are, and feel valued, safe and included.	Clackmannanshire Council has increased knowledge and capacity about equality, diversity and human rights and meets its responsibilities and duties under the Equality Act 2010.	Clackmannanshire Council has embedded a human rights ethos to eliminating discrimination and advancing equality of opportunity.	People with protected characteristics can access Council services and information without barriers.
Our Actions			
We will continue to ensure that equality and diversity training is part of the Councils agreed mandatory training programme for employees.

We will provide specialist training to key staff who prepare equality and fairer Scotland impact assessments as part of their roles.

We will continue to improve the data we hold for our employees to better inform our decision making and engagement processes.

We will continue to work towards reaccreditation of our disability confident employer status. | We will refresh our Equality and Fairer Scotland impact assessment process and develop our workforce in using these tools to ensure transparency when making decisions.

We will refresh, publish and implement our British Sign Language plan for 2025/29.

We will refresh, publish and implement our Gaelic Language Plan for 2025/29.

We will publish the Councils licensing equality and diversity policy.

We will publish all other information, as required under the Public Sector Equalities Duties 2012. | All schools in Clackmannanshire will adopt a Children's rights ethos, embedding the UN Convention on the Rights of a Child (UNCRC).

We will ensure that Council strategic plans include a commitment to children's human rights including the participation of children and young people in decision making.

We will continue to work towards implementing UNCRC across Clackmannanshire and raise awareness of this work across our workforce and communities.

We will publish key strategies and plans in a child friendly and easy read format | We will continue to celebrate and raise awareness in support of national equality and diversity campaigns.

We will ensure our website, and the information provided on our website, meets accessibility standards.

We will provide information in an accessible format for our customers.

We will improve the way that we publish key equalities data information such as demographic data and employee data relating to equality and diversity.

We will improve the information that we publish on our equality and diversity commitments including equality and fairer Scotland completed impact assessments. |

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We will continue to support the health and wellbeing of employees, particularly those who have a protected characteristic. We will promote equality and diversity through our employee policies, reviewing and updating as required. We will provide our employees and elected members with a sound understanding of the equality act and associated legislation as part of the council's induction processes.	As an employer we will actively raise awareness and encourage reporting to address discrimination and prejudice. We will review capacity, resources and knowledge relating to all existing and new equalities and public sector reporting duties to ensure the Council is compliant. We will identify performance metrics and measures to enable effective reporting on progress of mainstreaming equalities.	to make them as accessible as possible to our audiences. We will implement processes to ensure that consideration of human rights is embedded as part of our equality impact assessment approaches. We will implement a child friendly complaints procedure and keep under review. We will review relevant plans and strategies to ensure that children and young people are treated fairly and protected from discrimination.	We will promote the Councils progress and work in meeting our equality and diversity commitments using a range of approaches and channels. We will ensure that our buildings and facilities are accessible for people who have a disability. We will improve our approaches to consultation and engagement with people who have a protected characteristic building on networks and relationships with the voluntary sector already in place.
Link to Strategies, Plans & Policies			
Workforce Development Plan Health and Safety Strategy and Action Plan Carer's Policy Managing Absence Policy Domestic Abuse Policy Recruitment Policy Wellbeing Strategy Flexible Working Policy Menopause Policy Good Employment Charter	Mainstreaming Equality and Diversity Clackmannanshire Equality and Fairer Scotland Impact Assessment guidance and templates Licensing Policy British Sign Language Plan Gaelic Language Plan Equal Pay Statement Procurement Data	Wellbeing Local Outcomes Improvement Plan Clackmannanshire Community Wellbeing One Plan One Report incorporating: Children's Services Plan Education Improvement Framework Violence Against Women and Girls Strategy Digital Learning Strategy UNCRC Delivery Plan	Customer Charter Customer Contact Policy Digital Strategy Corporate Communications and Engagement Consultation Guidance and Toolkit Sport and Active Living Framework

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Appendix 1

Mainstreaming Equality, Diversity and Human Rights: High Level Profile for Clackmannanshire 2025

This profile provides key high-level data available on our population and communities relating to the protected characteristics set out in the Equality Act 2010. This data is public source and is available from [Home | Scotland's Census](#) and [National Records of Scotland (NRS)](#).

Population & Age[1]

Table 1 Population by age group and gender

Age	All people	Female	Male
All	51778	26385	25393
0 - 4	2349	1095	1250
5 - 9	2713	1286	1427
10 - 14	3066	1508	1558
15 - 16	585	282	303
16 - 17	1200	592	611
18 - 19	906	418	488
20 - 24	2641	1332	1306
25 - 29	2941	1485	1458
30 - 34	3147	1608	1540
35 - 39	3037	1523	1514
40 - 44	3067	1588	1476
45 - 49	3315	1682	1630
50 - 54	4149	2103	2046
55 - 59	4224	2171	2053
60 - 64	3671	1894	1777
65 - 69	3153	1656	1497
70 - 74	3021	1569	1450
75 - 79	2280	1241	1035
80 - 84	1290	729	561
85 and over	1021	620	401

Population Trends[2]
Population trends over time and projections

The latest mid-year estimates gives a population for Clackmannanshire at 51, 940 with a 8.1% growth since 2001, compared with an overall Scotland growth rate of 8.4%. The population of 65+ group has grown by over 57% showing that

Clackmannanshire, reflecting national trends, has an ageing population. The 0-15 group has fallen since 2001, however the working age group remains the highest population grouping in Clackmannanshire. 2018 population projections up to 2028 are shown below at table 4.

Table 2 Population change

Population Change over time			
2001	2011	2021	2023
48, 070	51, 500	51, 640	51, 940

Table 3 Population Change & Age

Population Changes 2001 and 2003				
Age group	2001	2023	% change	Scotland % change
All people	48,070	51,940	8.1	8.4
0 to 15	9,973	8,719	-12.6	-7.8
16 to 64	31,138	32,274	3.6	5.9
65 and over	6,959	10,947	57.3	38.3

Table 4 Population Projections 2018-28

Age group	2018	2028	% change	Scotland % change
All people	51,400	51,194	-0.4	1.8
0 to 15	8,980	8,331	-7.2	-6
16 to 64	32,193	30,511	-5.2	-1.3
65 and over	10,227	12,352	20.8	19.3

Household Composition[3]

Household composition based on the lates available information from Census is provided below. Further information is available on the breakdown of family households by the number of children. Census data tells us that 6722 households in Clackmannanshire are lone parent households which is just over 13% of all people in households.

Table 5 Household Composition

All people in households	One person household	One family household	Other Household Types
50700	8772	39176	2752

Table 6 Lone Parent Households

All lone parent household	Lone parent households 1 dependent child	Lone parent households 2 or more dependent children	Lone parent household no dependent children
6722	2235	2393	2094

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[1] Source: Census 2022 Output
[2] Source: Population estimates NRS

[3] Source Census: 2022

Language[4]

Data on languages used in Clackmannanshire is available from the latest Census output. This question in the Census survey focussed on use of English, Scots, Gaelic and British Sign Language, and the % population who speak, read, understand and use these languages.

Table 7 Language (over 3 years)

Language	All people aged 3 and over	English	Scots	Gaelic	Sign Language	Other language
Number	50404	48821	148	5	24	1401
%		96.8%	0.29%	0.009%	0.04%	2.7%

Table 8 Gaelic Usage (over 3 years)

Gaelic language skills	All people aged 3 and over	Understands but does not speak, read or write Gaelic	Speaks, reads and writes Gaelic	Speaks but does not read or write Gaelic	Speaks and reads but does not write Gaelic	Reads but does not speak or write Gaelic	Other combination of skills in Gaelic	No skills in Gaelic
	50404	330	269	98	36	79	38	49552
		0.60%	0.53%	0.19%	0.07%	0.15%	0.07%	98.3%

Table 9 British Sign Language usage (over 3 years)

BSL user indicator	All people aged 3 and over	BSL User	Not a BSL user
Number	50404	1209	49192
		2.39%	97.5%

Ethnicity[5]

Data on ethnicity in Clackmannanshire is provided through the latest Census output, with the ethnic groups shown below used in the Census survey. Data on the number and % of population by ethnicity is shown below.

Table 10 Ethnic Group (all population)

All People	White: Total	White: White Scottish	White: Other White British	White: White Irish	White: Gypsy/ Traveller	White: White Polish	Other White	Mixed or multiple ethnic group
51778	50168	43548	4617	337	56	673	937	322
	96.8%	84.1%	8.9%	0.65%	0.10%	1.2%	1.8%	0.62%

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[4] Source Census: 2022
[5] Source Census: 2019

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Asian, Asian Scottish or Asian British: Total	Asian, Asian Scottish or Asian British: Pakistani, Pakistani Scottish or Pakistani British	Asian, Asian Scottish or Asian British: Indian, Indian Scottish or Indian British	Asian, Asian Scottish or Asian British: Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian, Asian Scottish or Asian British: Chinese, Chinese Scottish or Chinese British	Asian, Asian Scottish or Asian British: Other Asian	African: Total	African: African, African Scottish or African British
778	389	135	4	115	135	179	7
1.5%	0.75%	0.26%	0.007%	0.22%	0.26%	0.34%	0.01%

African: Other African	Caribbean or Black: Total	Caribbean or Black: Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black: Black, Black Scottish or Black British	Caribbean or Black: Other Caribbean or Black	Other ethnic groups: Total	Other ethnic groups: Arab, Arab Scottish or Arab British	Other ethnic groups: Other ethnic group
172	23	4	6	17	308	189	119
0.33%	0.04%	0.007%	0.011%	0.03%	0.59%	0.36%	0.22%

Religion and Identity[6]

Data shown below from Census outputs shows the national identity of Clackmannanshire residents and the religion beliefs of residents. These groupings were used in the latest Census survey.

Table 11 National Identity (total population)

National identity	All people	Scottish identity only	British identity only	Scottish and British identities only	Scottish and any other identities	English identity only	Any other combination of UK identities (UK only)	Other identity only	Other identity and at least one UK identity
	51778	36428	6947	4048	766	1108	577	1824	85
		70.3%	13.4%	7.8%	1.4%	2.1%	1.11%	3.5%	0.16%

Table 12 Religion (total population)

Religion	All people	Church of Scotland	Roman Catholic	Other Christian	Buddhist	Hindu
	51778	11246	4191	2183	82	49
		21.71%	8.09%	4.2%	0.15%	0.09%

Jewish	Muslim	Sikh	Pagan	Other religion	No religion	Religion not stated
15	626	41	228	97	30204	2819
0.02%	1.2%	0.07%	0.44%	0.18%	58.3%	5.4%

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[6] Source Census: 2022

Health and Disability[7]

Data on health, disability, long-term conditions and unpaid caring responsibilities is shown below. These groupings were included in the latest Census survey. This data shows that 13, 452 residents or 25.8% of the Clackmannanshire population are impacted by disability which affects day to day activities. 11.6% of the population is affected by disability which affects day to day activities a lot of the time. In terms of general health 76.9% of the population report they are in very good or good general health, and 7.5% of the population report their general health is bad or very bad.

Table 13 Disability

Disability	All People	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited
	51778	6049	7403	38325
		11.6%	14.2%	74.01%

Table 14 General Health

General Health	All people	Very good	Good	Fair	Bad	Very bad
	51778	23233	16642	7951	3049	899
		44.8%	32.1%	15.3%	5.8%	1.73%

Data on long term health conditions is provided for the total population and by gender (tables 15-17), with the groupings included in the most recent Census survey. This shows that 22.2% of the total population have a long-term illness, disease or condition, and prevalence is higher in males than in females. Females, however, are more likely to have a physical disability or mental health condition when compared with Males in Clackmannanshire.

Table 15 Long-term Health Condition (all population)

Long Term Health Condition	All people	Deaf or partially hearing impaired	Blind or partially vision impaired	Full/partial loss of voice or difficulty speaking	Learning disorder	Physical disability	Mental health condition	Long-term illness, disease or condition
Total	51778	4007	1331	150	2794	5491	6427	11533
		7.7%	2.5%	0.28%	5.3%	10.6%	12.4%	22.2%

Table 16 Long-term Health Condition (females)

Long Term Health Condition	All people	Deaf or partially hearing impaired	Blind or partially vision impaired	Full/partial loss of voice or difficulty speaking	Learning disorder	Physical disability	Mental health condition	Long-term illness, disease or condition
Females	26385	1810	695	60	1093	3102	3780	6192
		6.85%	2.6%	0.22%	4.14%	11.75%	14.3%	12.09%

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[7] Source Census: 2019

Table 17 Long-term Health Condition (males)

Long Term Health Condition	All people	Deaf or partially hearing impaired	Blind or partially vision impaired	Full/partial loss of voice or difficulty speaking	Learning disorder	Physical disability	Mental health condition	Long-term illness, disease or condition
Males	25393	2197	635	90	1701	2389	2647	5341
		8.65%	2.5%	0.35%	6.69%	9.40%	10.4%	21.0%

Data on unpaid carers in Clackmannanshire is provided at table 18 and again was included in the most recent Census survey. This shows that 12.7% of the population (over 3 years of age) have unpaid caring responsibilities.

Table 18 Unpaid Carers (over 3 years)

Unpaid Carers	All people aged 3 and over	No	All unpaid carers	Yes, 1 to 19 hours a week	Yes, 20 to 34 hours a week	Yes, 35 to 49 hours a week	Yes, 50 or more hours a week
	50404	44000	6402	3464	645	650	1638
		87.2%	12.7%	6.8%	1.27%	1.28%	3.2%

Marital Status[8]

The data below shows information relating to marital status for Clackmannanshire residents which was included in the most recent Census Output for all residents 16 years and over.

Table 19 Marital Status (over 16 years)

Marital status	All people aged 16 and over	Never married and never registered in a civil partnership	Married or in a registered civil partnership	Separated, but still legally married or still legally in a civil partnership	Divorced or civil partnership dissolved	Widowed or surviving civil partnership partner
	43065	15038	19497	1187	4134	3209
		34.9%	45.2%	2.75%	9.59%	7.45%

Sexual Orientation & Gender[9]

The data below shows information on sexual orientation and trans status which was included in the most recent Census Output for all residents 16 years and over.

Table 20 Trans Status or History (over 16 years)

Trans status or history	All people aged 16 and over	No: Not trans and does not have a trans history	Yes: Trans or has a trans history	Not answered
	43065	40626	152	2288

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[8] Source Census: 2022
[9] Source Census: 2019

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		94.3%	0.35%	5.31%	

Table 21 Sexual Orientation (over 16 years)

Sexual orientation	All people aged 16 and over	Heterosexual/Straight	Gay or Lesbian	Bisexual	Other sexual orientation	Not answered
	43065	38520	625	547	177	3196
		89.4%	1.45%	1.27%	0.41%	7.42%

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Appendix 2

Clackmannanshire Council Employee Data and Gender Pay Gap

Employees Headcount and Age Groups

Table 1 Total Employees: 2017-2024							
2017	2018	2019	2020	2021	2022	2023	2024
2768	2664	2585	2650	2709	2753	2752	2700

Table 2 Total Teachers: 2017-2024							
2017	2018	2019	2020	2021	2022	2023	2024
699	641	649	664	666	701	-	-

Table 3a Age (all employees)								
	2017		**2018**		**2019**		**2020**	
	No.	%	No.	%	No	%	No	%
Under 21	81	3.9%	66	3.3%	55	2.8	45	2.2
21-30	259	12.5%	269	13.3%	241	12.4	266	13.3
31-40	349	16.9%	364	18.0%	366	18.9	384	19.3
41-50	551	26.6%	511	25.3%	461	23.8	442	22.2
51-60	660	31.9%	640	31.6%	631	32.5	640	32.2
61 and over	169	8.2%	173	8.6%	182	9.4	209	10.5
All	2069		2023		1936		1986	

Table 3b Age (all employees)								
	2021		**2022**		**2023**		**2024**	
	No.	%	No.	%	No	%	No	%
Under 21	44	1.62%	42	1.52%	36	1.3%	36	1.3%
21-30	426	15.7%	438	15.9%	408	14.8%	408	15.1%
31-40	584	21.5%	616	22.3%	624	22.6%	624	23.1%
41-50	664	24.5%	645	23.4%	653	23.7%	653	24.1%
51-60	749	27.6%	760	27.6%	741	26.9%	741	27.4%
61 and over	242	8.9%	252	9.15%	290	10.5%	290	10.7%
All	2709		2753		2752		2700	

Employees Data by Gender

Table 4a Gender Breakdown

	2017		2018		2019		2020	
	No.	%	No.	%	No	%	No	%
Female	1465	70.8%	1442	71.3%	1381	71.3	1416	71.2
Male	604	29.2%	581	28.7%	555	28.6	570	28.7
All	2069		2023		1936		1986	

Table 4b Gender Breakdown

	2021		2022		2023		2024	
	No.	%	No.	%	No	%	No	%
Female	2009	74.1%	2075	75.3%	2081	75.6%	2067	76.5%
Male	700	25.8%	678	24.6%	671	24.3%	633	23.4%
All	2709		2753		2752		2700	

Employees data by Directorate/Service area

Table 6a Employee Data by Directorate 2025
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 6b 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 6c Employee Data by Gender 2023 All Employees

	Male	Female	Total
Health and Social Care Partnership	22	233	255
People	255	1461	1716
Place	345	275	620
Partnerships and Performance	48	108	156

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Teachers			
Other	1	4	5
All employees	671	2081	2752

Table 6d Employee Data by Gender 2024 All Employees			
	Male	Female	Total
Health and Social Care Partnership	19	219	238
People	240	1460	1700
Place	329	276	605
Partnerships and Performance	44	108	152
Teachers			
Other	1	4	5
All employees	633	2067	2700

Table 7 Employee Data by length of Service						
2021	**HSCP**	**P&P**	**People**	**Place**		**Total**
< 5 years	52	19	501	127		699
5-10 years	70	36	520	130		756
11-15 years	51	17	206	95		369
16-20 years	35	28	206	107		376
21-25 years	11	16	142	59		228
26-30 years	11	17	48	35		111
31-35 years	9	21	29	42		101
35+ years	5	9	15	40		69
2024	**HSCP**	**P&P**	**People**	**Place**	**Transformation**	**Total**
< 5 years	82	39	777	206	2	1106
5-10 years	55	19	385	92	1	552
11-15 years	27	19	156	75	1	278
16-20 years	34	21	188	94	1	338
21-25 years	18	20	104	48		190
26-30 years	8	8	61	29		106
31-35 years	8	14	18	29		69
35+ years	6	12	11	32		61

Employee Data on Gender Pay and Gender Pay Gap

Table 8 Employee Data by Hourly Pay all Employees				
	2021	2022	2023	2024
Females	£16.40	£16.52	£19.31	£20.30
Males	£16.58	£16.85	£19.60	£20.61
Gender Pay Gap[10]	1.08%	1.90%	1.47%	1.50%

[10] Gender pay gap: difference between women's average hourly pay and men's average hourly pay.

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Table and Charts 9 Employee Data: Gender Pay

	Female Pay	Male Pay	% Gap
2017	£14.01	£14.38	2.6%
2018	£14.26	£14.74	3.3%
2019	£15.47	£15.70	1.5%
2020	£15.99	£16.25	-1%
2021	£16.40	£16.58	1.08%
2022	£16.52	£16.85	1.90%
2023	£19.31	£19.60	1.47%
2024	£20.31	£20.61	1.50%

Table 10 Employee Data by Gender Pay and Grade (% of employees in each grade/defined role)

	2019			2020			2021	
Grade	Male	Female	Grade	Male	Female	Grade	Male	Female
Grade 01	0.6%	3.1%	Grade 01	0.5%	3.0%	Grade 01		
Grade 02	0.0%	4.5%	Grade 02	0.0%	4.2%	Grade 02		
Grade 03	11.1%	10.4%	Grade 03	10.6%	10.4%	Grade 03		
Grade 04	16.2%	19.4%	Grade 04	16.3%	18.9%	Grade 04		
Grade 05	16.0%	7.3%	Grade 05	15.6%	7.1%	Grade 05		
Grade 06	22.5%	19.7%	Grade 06	22.1%	20.3%	Grade 06		
Grade 07	3.4%	2.6%	Grade 07	3.1%	2.7%	Grade 07		
Grade 08	4.6%	4.4%	Grade 08	4.2%	4.8%	Grade 08		
Grade 09	4.1%	1.3%	Grade 09	3.8%	1.2%	Grade 09		
Grade 10	2.8%	1.4%	Grade 10	3.0%	1.6%	Grade 10		
Grade 11	0.3%	0.2%	Grade 11	0.3%	0.1%	Grade 11		
Grade 12	0.4%	0.0%	Grade 12	1.6%	0.1%	Grade 12		
Chartered Teachers	0.3%	0.6%	Chartered Teachers	0.3%	0.5%	Chartered Teachers		
Chief Officers	0.3%	0.3%	Chief Officers	0.3%	0.3%	Chief Officers		
Depty Head and Head Teachers	1.8%	1.5%	Depty Head and Head Teachers	1.8%	1.7%	Depty Head and Head Teachers		
Education Psychologist	0.0%	0.2%	Education Psychologist	0.0%	0.3%	Education Psychologist		
Main Grade Teachers	10.4%	19.2%	Main Grade Teachers	11.2%	18.9%	Main Grade Teachers		
Music Instructors	0.6%	0.2%	Music Instructors	0.5%	0.2%	Music Instructors		
Principle Teachers	3.5%	3.1%	Principle Teachers	3.2%	3.0%	Principle Teachers		
Quality Improvement	0.0%	0.2%	Quality Improvement	0.1%	0.3%	Quality Improvement		
Skillseekers	0.1%	0.2%	Skillseekers	0.3%	0.1%	Skillseekers		
Craft	1.0%	0.0%	Craft	1.2%	0.0%	Craft		

	2022			2023			2024	
Grade	Male	Female	Grade	Male	Female	Grade	Male	Female
Grade 01	0.6%	3.1%	Grade 01	0.5%	3.0%	Grade 01		
Grade 02	0.0%	4.5%	Grade 02	0.0%	4.2%	Grade 02		
Grade 03	11.1%	10.4%	Grade 03	10.6%	10.4%	Grade 03		
Grade 04	16.2%	19.4%	Grade 04	16.3%	18.9%	Grade 04		

Grade 05	16.0%	7.3%	**Grade 05**	15.6%	7.1%	**Grade 05**		
Grade 06	22.5%	19.7%	**Grade 06**	22.1%	20.3%	**Grade 06**		
Grade 07	3.4%	2.6%	**Grade 07**	3.1%	2.7%	**Grade 07**		
Grade 08	4.6%	4.4%	**Grade 08**	4.2%	4.8%	**Grade 08**		
Grade 09	4.1%	1.3%	**Grade 09**	3.8%	1.2%	**Grade 09**		
Grade 10	2.8%	1.4%	**Grade 10**	3.0%	1.6%	**Grade 10**		
Grade 11	0.3%	0.2%	**Grade 11**	0.3%	0.1%	**Grade 11**		
Grade 12	0.4%	0.0%	**Grade 12**	1.6%	0.1%	**Grade 12**		
Chartered Teachers	0.3%	0.6%	**Chartered Teachers**	0.3%	0.5%	**Chartered Teachers**		
Chief Officers	0.3%	0.3%	**Chief Officers**	0.3%	0.3%	**Chief Officers**		
Depty Head and Head Teachers	1.8%	1.5%	**Depty Head and Head Teachers**	1.8%	1.7%	**Depty Head and Head Teachers**		
Education Psychologist	0.0%	0.2%	**Education Psychologist**	0.0%	0.3%	**Education Psychologist**		
Main Grade Teachers	10.4%	19.2%	**Main Grade Teachers**	11.2%	18.9%	**Main Grade Teachers**		
Music Instructors	0.6%	0.2%	**Music Instructors**	0.5%	0.2%	**Music Instructors**		
Principle Teachers	3.5%	3.1%	**Principle Teachers**	3.2%	3.0%	**Principle Teachers**		
Quality Improvement	0.0%	0.2%	**Quality Improvement**	0.1%	0.3%	**Quality Improvement**		
Skillseekers	0.1%	0.2%	**Skillseekers**	0.3%	0.1%	**Skillseekers**		
Craft	1.0%	0.0%	**Craft**	1.2%	0.0%	**Craft**		

Employees Data by Protected Group

Table 11 Employees with a Disability[11]								
	2017		**2018**		**2019**		**2020**	
	No.	%	No.	%	No	%	No	%
Yes	75	2.71%	71	2.67%	66	2.6%	74	2.8%
Prefer not to say	49	1.77%	45	1.7%	76	2.9%	75	2.8%
Not known	2664	96.2%	2548	95.6%	2443	94.5%	1801	68.0%
Totals	2768		2664		2585		2650	
	2021		**2022**		**2023**		**2024**	
	No.	%	No.	%	No	%	No	%
Yes	88	3.24%	94	3.41%	122	4.43%	128	4.7%
No	2538	93.7%	2567	93.24%	2547	92.55%	2491	92.2%
Prefer not to say	83	3.06%	92	3.34%	83	3.01%	81	3%
Totals	2709		2753		2752		2700	

Table 12a Employee Ethnicity Breakdown								
	2017		**2018**		**2019**		**2020**	
	No.	%	No.	%	No	%	No	%
BME	63	2.3%	64	2.4%	0	0.0%	0	0.0%
White	1361	49.2%	1354	50.8%	1723	66.7%	1712	64.6%
Asian or Asian British					7	0.3%	7	0.3%

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[11] Tables 11 onwards do not include data which refers to fewer than 5 employees.
Equalities data on employees shown is collected via Irent and is provided on a voluntary basis.

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	No.	%	No.	%	No	%	No	%
Black or Black British					8	0.3%	5	0.2%
Mixed					-	-	-	-
Other Ethnic Group					36	1.4%	34	1.3%
Not known	1344	48.6%	1246	46.8%	809	31.3%	890	33.6%
Total	**2768**		**2664**		**2585**		**2650**	

Table 12b Employee Ethnicity Breakdown								
	2021		**2022**		**2023**		**2024**	
	No.	%	No.	%	No	%	No	%
White	1768	65.3%	1856	67.4%	1966	71.4%	1952	72.2%
Asian or British Asian	7	0.3%	11	0.4%	18	0.65%	20	0.74%
Black or British Black	5	0.2%	6	0.2%	9	0.32%	9	0.33%
Mixed					7	0.25%	5	0.18%
Other Ethnic Group	35	1.3%	31	1.1%	34	1.23%	32	1.18%
Prefer not to say	891	32.9%	845	30.7%	718	26%	682	25.2%
Total	**2709**		**2753**		**2752**		**2700**	

Table 13 Employee Religion and belief								
	2017		**2018**		**2019**		**2020**	
	No.	%	No.	%	No	%	No	%
Church of Scotland	469	16.9%	453	17.0%	552	21.4%	544	20.5%
None	573	20.7%	593	22.3%	762	29.5%	753	28.4%
Other	17	0.6%	18	0.7%	24	0.9%	23	0.9%
Other Christian	53	1.9%	54	2.0%	76	2.9%	73	2.8%
Preferred Not to Say	135	4.9%	123	4.6%	138	5.3%	133	5.0%
Roman Catholic	149	5.4%	148	5.6%	189	7.3%	199	7.5%
Buddhist								
Muslim								
Not known	1372	49.6%	1275	47.9%	838	32.4%	917	34.6%
Total	**2768**	**100.0%**	**2664**	**100.0%**	**2585**	**100.0%**	**2650**	**100.0%**
	2021		**2022**		**2023**		**2024**	
	No.	%	No.	%	No	%	No	%
Church of Scotland	550	20.3%	543	19.7%	523	19.0%	487	18.0%
None	803	29.6%	892	32.4%	1035	37.6%	1071	39.6%
Other			26	0.9%	6	0.2%	29	1.07%
Other Christian	78	2.9%	86	3.1%	88	3.19%	80	2.9%
Prefer Not to Say	1067	39.4%	998	36.3%	132	4.7%	132	4.8%
Jewish								
Roman Catholic	201	7.4%	198	7.2%	198	7.1%	196	7.2%
Buddhist			5	0.2%	7	0.2%	6	0.2%
Muslim					7	0.2%	9	0.3%
Pagan								
Hindu								
Sikh								
Not known					748	27.1%	682	25.2%
Total	**2709**		**2753**		**2752**		**2700**	

Table 14 Employee Sexual orientation

	2017		2018		2019		2020	
	No.	%	No.	%	No	%	No	%
Heterosexual/Straight	1230	44.4%	1227	46.1%	1538	59.5%	1534	57.9%
Not Heterosexual/Straight	18	0.65%	22	0.8%				
Bisexual			90	3.4%	7	0.3%	7	0.3%
Gay Man					9	0.3%	9	0.3%
Gay Woman/Lesbian					14	0.5%	13	0.5%
Other					5	0.2%	-	-
Preferred Not to Say	121	4.37%	114	4.3%	127	4.9%	122	4.6%
Not Known	1399	50.54%	1211	45.5%	885	34.2%	962	36.3%
Total	2768		2664		2585		2650	
	2021		2022		2023		2024	
	No.	%	No.	%	No	%	No	%
Heterosexual/Straight	1590	58.7%	1671	60.7%	1802	65.4%	1806	66.9%
Bisexual	8	0.3%	11	0.4%	14	0.5%	19	0.70%
Gay	22	0.8%	26	0.9%	31	1.12%	27	1%
Other					8	0.29%	8	0.29%
Not known					778	28.2%	727	26.9%
Preferred Not to Say	1085	40.1%	1042	37.8%	119	4.32%	113	4.2%
Total	**2709**		**2753**		**2752**		**2700**	

Table 15 Employee Marital status

	2017		2018		2019		2020	
	No.	%	No.	%	No	%	No	%
Civil Partnership	15	0.54%	17	0.64%	16	0.6%	15	0.6%
Married	923	33.35%	885	33.22%	1100	42.6%	1072	40.5%
Not Married	305	11.02%	326	12.24%	443	17.1%	427	16.1%
Other	90	3.25%	89	3.34%	95	3.7%	97	3.7%
Preferred Not to Say	54	1.95%	52	1.95%	56	2.2%	53	2.0%
Single	107	3.87%	103	3.87%	131	5.1%	159	6.0%
Not Known	1274	46.0%	1192	44.7%	744	28.8%	827	31.2%
Total	2768		2664		2585		2650	
	2021		2022		2023		2024	
	No.	%	No.	%	No	%	No	%
Civil Partnership	16	0.6%	19	39.9%				
Married	1107	40.9%	1098	15.7%				
Not Married	421	15.5%	432	10.0%				
Other	101	3.7%	106	3.9%				
Preferred Not to Say	877	32.4%	822	29.9%				
Single	187	6.9%	276	10.0%				
Total	2709		2753					

Appendix 3

Clackmannanshire Council Equal Pay Policy Statement 2025

1   General Introduction

The public sector duty to promote equality requires Clackmannanshire Council to develop and publish an Equal Pay Policy Statement on how it is meeting its duty, having due regard to the need to eliminate unlawful discrimination, particularly in relation to employment and pay.

Clackmannanshire Council is therefore committed to developing, maintaining and supporting a policy of equal opportunity in employment and will treat all staff irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Equal Pay Statement

Clackmannanshire Council's equal pay statement is:

"Clackmannanshire Council is committed to the principles of equal pay for all our employees and aims to eliminate any bias in our remuneration/reward packages"

Commitments and Objectives

Clackmannanshire Council will ensure that there are no unfair, unjust or unlawful practices that impact on reward. Where any inequality may arise, the Council will investigate promptly and ensure appropriate remedial action is taken if required. To achieve our equal pay objectives, the Council will:

- Ensure that all staff doing work of equal value receive the same level of pay, unless an objective reason exists for any difference.
- Reduce any identified pay gap.
- Review organisational pay structures to identify and remove barriers which may result in occupational segregation e.g. monitor our equality profile and encourage underrepresented groups to apply for posts.
- Ensure recruitment and employment practices promote equality and are free from discrimination.
- Review benefits to ensure all staff have equitable access e.g. pension, occupational sick pay, OH, Counselling.
- Ensure that all staff have fair and equal access to training and development opportunities.
- Work in partnership with Trade Unions.

To achieve our objectives, the Council will continue to/will undertake a range of activities:

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- Implement a revised pay, grading and benefits structure, which includes a new framework of job families and role profiles.
- Measure the role profiles using a recognised analytical job evaluation scheme and an analytical, systematic and objective mechanism to assess, assign, analyse and allocate current jobs to the new framework.
- Introduce arrangements for the ongoing governance and monitoring of the pay grading and benefits structure and take remedial action where appropriate.
- Gather information on protected characteristics including, but not limited to, race and disability and review to identify potential areas of occupational segregation and act as appropriate.
- Provide training and guidance for those involved in making decisions about the application of the pay, grading and benefits provisions.
- Inform employees of how these practices work and how their own pay is determined.
- Monitor the uptake of training and development opportunities and improve access to training programmes.
- Analyse complaints and grievances including, pay, harassment, recruitment and training.
- Conduct equality impact assessments on all employment policies.
- Examine the barriers to employees advancing to senior level posts and take positive action to remove them.
- Raise employee awareness of equalities duties for both employment and Service delivery requirements.
- Annually review our reward policy and practice so that trends and any anomalies are identified, investigated and resolved.
- Respond to grievances and other concerns on equal pay as a priority.

2   Complaints and Grievances

Any complaint about a breach of the equal pay policy should, in the first instance, be made to the relevant line manager. If these informal approaches do not satisfy the employee, the complaint may be dealt with through the Council's Grievance Procedure.

The Council will work in partnership with the recognised Trade Unions to find resolutions to any legitimate concerns regarding equal pay.

3   Monitoring

The Human Resources Leadership Team will review equal pay audit findings. Statistical information and trends (including the incidence and type of complaints) will be reviewed annually.