
Equality Outcomes Update 2013-2017

In terms of The Equality Act (2010) (Specific Duties) (Scotland) Regulations 2012, Scottish Borders Council is required to produce a set of equality outcomes which are informed by engagement with different equality groups and stakeholders. The Council set its outcomes in 2013. These were designed to help it achieve its vision and meet the general equality duty; to eliminate discrimination and harassment; promote equality of opportunity and promote good relations. Since the setting of our Equality Outcomes, Scottish Borders Council has undertaken a considerable amount of work to progress in achieving them.

The tables below set out our equality outcomes and the indicators the Council uses to measure its progress towards achieving them.

Key Performance trend:

- ↑ - Positive increase ↓ - Negative decrease ↗ - Negative increase ↘ - Positive decrease → - Level Trend
- Where two arrows are shown, the first arrow compares 2012/13 against 2014/15; the second arrow compares 2014/15 against 2015/16

Outcome 1: We are seen as an inclusive equal opportunities employer where all staff feel valued and respected and our workforce reflects our community.

Performance information.

PI Code	PI Description	Performance Trend	2012/13	2014/15	2015/16	Data Source
1_1	% of our workforce aged 16 to 29	↓↑	10.38%	9.04%	9.42%	Human Resources (HR) Data Collection
1_2	% of our workforce who have declared a disability	↑↓	1.31%	2.58%	2.37%	Human Resources (HR) Data Collection
1_3	% of our workforce who have stated they are LGBT	↑	0.52%	0.73%	0.88%	Human Resources (HR) Data Collection
1_4	Highest paid 2% who are women	↑	36.60%	38.40%	52.94%	Human Resources (HR) Data Collection
1_5	Highest paid 5% who are women	↑	37.70%	41.00%	45.14%	Human Resources (HR) Data Collection
1_6	% of our workforce who are from an ethnic minority	↓	2.80%	0.44%	0.39%	HR Data Collection
1_7	No. of employees who engaged in the Work opportunities Scheme	↑	No Baseline	53	62	Work Opportunities Scheme Recording
1_9	SBC: Investors in people Attainment	→	100%	100%	100%	HR Data Collection

To tackle this Outcome a lot of work is being undertaken by Scottish Borders Council, through training and awareness sessions with staff; the development of a 'people' planning process; improvements in workforce equalities and diversity data which has involved the commissioning of a new HR system as part of the Council's Digital Transformation Programme; and the launch in 2014 of a Work Opportunities Scheme.

Highlights in relation to our performance against this Outcome include: in general, an increase in Council employees who identify as disabled and who identify as LGBT; 62 people engaged in the Work Opportunity Scheme across the Council in 2015/16 (38.71% male, 61.29% female).

Outcome 2: Our services meet the needs of, and are accessible to; all members of our community and our staff treat all services users, clients and colleagues with dignity and respect.

Performance information.

PI Code	PI Description	Performance Trend	2012/13	2014/15	2015/16	Data Source
2_1	% Of Disabled People who rate SBC as good or excellent	↓	None (2013 survey)	64% (2013)	60% (2015)	Scottish Borders Household Survey
2_2	% of Females who rate SBC as good or excellent	↓	None (2013 survey)	67% (2013)	65% (2015)	Scottish Borders Household Survey
2_3	% of Males who rate SBC as good or excellent	↓	None (2013 survey)	70% (2013)	60% (2015)	Scottish Borders Household Survey
2_4	% of People aged 50+ who rate SBC as good or excellent	↓	None (2013 survey)	67% (2013)	62% (2015)	Scottish Borders Household Survey
2_5	% of People under 50 who rate SBC as good or excellent	→	None (2013 survey)	68% (2013)	68% (2015)	Scottish Borders Household Survey

To make progress in this Outcome work has included making services more accessible by the launch of a new Council web site which has been designed to work on more devices e.g. smart phones and tablets; developing community engagement and co-production toolkits which give the local population a more active role in the development of policy and are actively being used in consultations and the development of new services; the inclusion of an equality clause in the Council's procurement process; surveying service users across many areas of Council services; carrying out the Scottish Borders Household Survey in 2015 (and preparing for another Survey in 2017) and acted upon the main issues raised; establishing a process to support Council services with interpretation and translation; and further developing our customer portal offering more services on line for example housing benefits.

Highlights in relation to our performance against this Outcome include: better engagement with members of the public in the Council's surveys and consultations (over 1400 responded to the waste survey in 2016 and health and social care events held in 2016 were well attended across the Scottish Borders); the increased reach and use of social media with over 12,500 Facebook and over 9000 Twitter followers at the end of September 2016; engagement by specific services : 80% of surveyed users of Social Work Services stated that they were satisfied with the design of their care in September 2015 and 96% of Welfare Benefits Service clients saying they would use the service again, and 88% stating that the service had made a positive difference in their life.

Outcome 3: Everyone has the opportunity to participate in public life and the democratic process.

Performance Information

PI Code	PI Description	Performance Trend	2012/13	2014/15	2015/16	Data Source
3_1	% turn out at local elections	N/A	56% (2012)	N/A	N/A	Legal & Democratic Data Collection
3_2	% of Councillors who are female	↓	18% (2012)	15% (2015)	N/A	Legal & Democratic Data Collection
3_3	Number of Councillors who are male	↑	82% (2012)	85% (2015)	N/A	Legal & Democratic Data Collection
3_4	% of Female residents who were Fairly or Very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council	↑↓	31% (2011)	42% (2013)	39% (2015)	Scottish Borders Household Survey
3_5	% of male residents who were Fairly or Very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council	↑↓	36% (2011)	49% (2013)	38% (2015)	Scottish Borders Household Survey
3_6	% of disabled residents who were Fairly or Very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council	↑→	32% (2011)	36% (2013)	36% (2015)	Scottish Borders Household Survey
3_7	% of Older (50+) residents who were Fairly or Very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council	↓	Not Available	46% (2013)	41% (2015)	Scottish Borders Household Survey
3_8	% of Younger Work Age (under 50) residents who were satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council	↓	Not Available	46% (2013)	34% (2015)	Scottish Borders Household Survey

To support this Outcome our work has included: Working with Youth Borders and our primary and secondary schools we have carried out a range of young people's participation initiatives including the Scottish Youth Parliament; Supporting engagement with the public and community involvement through the five Local Area Forums; and engaging with equality groups such as Disability groups, the Borders Equality Forum, Scottish Borders LGBT Equality, Gypsy/Travellers, the Polish community through the Saturday Polish School in Hawick, employment and community engagement events, and support for International days held in various towns including Galashiels, Eyemouth and Hawick.

Performance highlights include the youth engagement work undertaken by Youth Borders being recognised as 'very good' within the recent inspection of Children and Young People's Services undertaken by the Care Inspectorate in 2016; the success of the Community Resilience Initiative with 37 community councils now having a Resilient Communities Plan; and the localities work being undertaken to engage communities as demonstrated by the draft plan for the Cheviot area (Jedburgh and Kelso).

Outcome 4: We work in partnership with other agencies and stakeholders to ensure that our communities are cohesive and there are fewer people living in poverty.

Performance Information

PI Code	PI Description	Performance Trend	2012/13	2014/15	2015/16	Data Source
4_1	% of total population who are income deprived	→	10.1% (2011)	10.1% (2013)	10.1% (2014)	ScotPho Profiles
4_2	% of working age population who are employment deprived	↑→	9.1% (2011)	9.3% (2013)	9.3% (2014)	ScotPho Profiles
4_3*	% of Children in Low Income Families	↑	12.2% (2012)	12.3% (2013)	14.0% (2014)	HMRC
4_4	% of population aged 60 and over claiming pension credits.	↓	8.6% (2010)	5.8% (2013)	4.5% (2015)	ScotPho Profiles
4_5	Neighbourhood priority rate ranking: tackling Poverty and Inequality is most important issue	↑→	12 th (2010)	3 rd (2013)	3 rd (2015)	Scottish Borders Household Survey
4_6	% of females who feel safe to walk in their local area after dark	→		73% (2013)	73% (2015)	Scottish Borders Household Survey
4_7	% of males who feel safe to walk in their local area after dark	↑		85% (2013)	87% (2015)	Scottish Borders Household Survey
4_11	No. Race related hate crimes	↑	27 (2012/13)	35 (2014/15)	45 (2015/16)	Crown Office and Procurator Fiscal Service
4_12	No. Sexual orientation related hate crimes	↑	8 (2012/13)	16 (2014/15)	18 (2015/16)	Crown Office and Procurator Fiscal Service
4_13	No. Disability related hate crimes	↑↓	4 (2012/13)	5 (2014/15)	4 (2015/16)	Crown Office and Procurator Fiscal Service
4_14	No. Religion related hate crimes	↑	0 (2012/13)	5 (2014/15)	7 (2015/16)	Crown Office and Procurator Fiscal Service
4_15	No. Trans Gender related hate crimes	→↑	0 (2012/13)	0 (2014/15)	1 (2015/16)	Crown Office and Procurator Fiscal Service

* Changed wording from % Children in Poverty

To address this Outcome the work of Scottish Borders Council has included the development with Community Planning partners of a Scottish Borders Reducing Inequalities Strategy which provides the framework for improving economic and social inclusion in the region. Other areas of progress include the support for the development of Early Years centres in primary schools in disadvantaged areas; the major efforts made with partners to maximise the uptake of welfare benefits; the development of the Scottish Borders Child Minders Scheme; and the establishment of a Family Information web-site.

Key performance examples are: over£8.6 million of benefit gains that have been secured for service users in 2015/16 including £1.7 million secured for people affected by cancer; fewer children in poverty in the Scottish Borders (10.9%) than the national rate of 15.3%

In the Scottish Borders, it is estimated that 22% of households live in fuel poverty and 12% live in extreme fuel poverty, compared with 20% in Scotland living in fuel poverty and 7% living in extreme fuel poverty (Fuel Poverty Activity Annual Update 2013-2014).

The rural nature of the area, the type of housing and the high proportion of elderly households, contributes to higher levels of fuel poverty than the Scottish average.

In relation to tackling fuel poverty the aims of the Council and its partners are to:

- Improve the understanding of fuel poverty in the Scottish Borders in order that the Council can improve targeting of services.
- Provide ongoing fuel poverty advice and information to households in all tenures.
- Increase energy and fuel efficiency of housing in all tenures.
- Reduce the number of low income households living in fuel poverty.

To meet these aims the Council has a Home Energy Advice Service which has been operational since January 2005. This provides energy advice to households through telephone enquiries, home visits and presentations.

The Council and its partners have also been heavily involved in supporting the delivery of the Scottish Borders Energy Efficiency Schemes which between 2011 and 2015 have resulted in 8,422 installed measures across 5842 households according to a report on the Schemes by Changeworks in 2015.

Outcome 5: Our citizens have the freedom to make their own choices and are able to lead independent, healthy lives as responsible citizens

Performance Information

PI Code	PI Description	Performance Trend	2012/13	2014/15	2015/16	Data Source
5_1	% of disabled people satisfied with the local bus service	↓		80% (2013)	77% (2015)	Scottish Borders Household Survey
5_2	% of older (50+) residents who are satisfied with the local bus service	↑		81% (2013)	85% (2015)	Scottish Borders Household Survey
5_3	% of younger (under 50) residents who are satisfied with the local bus service	↓		70% (2013)	65% (2015)	Scottish Borders Household Survey
5_4	% of female residents who are satisfied with the local bus service	↓		82% (2013)	81% (2015)	Scottish Borders Household Survey
5_5	% of male residents who are satisfied with the local bus service	→		81% (2013)	81% (2015)	Scottish Borders Household Survey
5_6	% of Female residents who take part in physical activity 2 to 3 times a week or more often	↑		61% (2013)	68% (2015)	Scottish Borders Household Survey
5_7	% of Male residents who take part in physical activity 2 to 3 times a week or more often	↑		64% (2013)	74% (2015)	Scottish Borders Household Survey
5_11	% of Disabled residents who take part in physical activity 2 to 3 times a week or more often	↑		39% (2013)	55% (2015)	Scottish Borders Household Survey
5_12	% of older (50+) residents who have internet access	↑		77% (2013)	81% (2015)	Scottish Borders Household Survey
5_13	% of younger (under 50) residents who have internet access	↑		95% (2013)	98% (2015)	Scottish Borders Household Survey
5_14	% of Adults claiming health related benefit	↓↑	4.7% (2010)	4.4% (2013)	4.6% (2015)	ScotPho Profiles

5_15	% of adults with learning disabilities living in mainstream accommodation	↓	42% (2012)	40% (2014)	38% (2015)	Scottish Commission for Learning Disability
5_16	% of people aged 65+, receiving long-term care, who receive an intensive homecare service (10+ hours per week)	↓	32.3% (2012)	26.2% (2014)	25.3% (2015)	Local Government Benchmarking Framework
5_17	Rates of domestic abuse incidents reported to police (per 100,000 population)	↓↑	818 (2012/13)	759 (2013/14)	799 (2014/15)	Scottish Government publish annual data

To aspire towards this Outcome a range of initiatives have been undertaken by the Council, most prominently the work with NHS Borders to establish the Borders Health and Social Care Partnership and the production of the Scottish Borders Health and Social Care Strategic Plan 2016-17.

Other initiatives include:

- A Community Capacity Building Team has been set up to improve the health and well-being of older people.
- A project to promote a self-directed support approach for younger people;
- Engagement with disability groups.
- Support for young people through Drugs and Alcohol Services to address substance misuse.

Key performance data includes: as at March 2016 72% of adults aged over 65 who receive care do so at home (as opposed to in a residential setting); 20.6% of adults are using Self-Directed Support to plan and manage their own care which is higher than the national rate; and survey results from September 2015 show 85% of Social Work service users saying that they feel safe.

Outcome 6: The difference in rates of employment between the general population and those from under-represented groups is improved.

Performance Information

PI Code	PI Description	Performance Trend	2012/13	2014/15	2015/16	Data Source
6_1	% difference pay gap between men and women who are resident in the Scottish Borders	↓↑	12.9% (2013)	8.0% (2014)	22.3% (2015)	NOMIS / APS
6_2	% difference pay gap between men and women who work in the Scottish Borders	↓	11.2% (2013)	9.1% (2014)	9.0% (2015)	NOMIS / APS
6_3	Economic activity rate aged 16-64 - EA core or work-limiting disabled	↓	Not available	58.2% (2014)	54.4% (2015)	NOMIS / APS
	Economic activity rate aged 16-64 - not EA core or work-limiting disabled	↓	Not available	85.9% (2014)	85.2% (2015)	
6_4	Employment Rate: Females 16-64	↑↓	73.5% (2013/14)	73.7% (2014/15)	73.5% (2015/16)	NOMIS / APS
6_5	Employment Rate: Males 16-64	↑	78.3% (2013/14)	80.2% (2014/15)	80.3% (2015/16)	NOMIS / APS
6_6	Employment Rate: All aged 16-24	↑↓	52.1% (2013)	63.7% (2014)	62.0% (2015)	NOMIS / APS
6_7	Employment Rate: All aged 16-64	↑→	75.8% (2013/14)	76.8% (2014/15)	76.8% (2015/16)	NOMIS / APS
6_7-5	Employment Rate: All aged 16-64 Ethnic Minority*	↑↓	48.6% (2013/14)	79.1% (2014/15)	64.5% (2015/16)	NOMIS / APS
6_8	Employment Rate: All aged 50-64	→↑	67.8% (2013)	67.8% (2014)	71.9% (2015)	NOMIS/APS
6_9	Percentage of JSA (Jobseeker's Allowance) claimants who are from an Ethnic Minority*	→	0.8% (2013)	1.0% (2014)	1.0% (2015)	NOMIS / APS
6_10	% of people with no qualifications	↓↑	8.7% (2013)	5.7% (2014)	7.0% (2015)	NOMIS / APS

* Includes Mixed, Asian, Black, Chinese, Other Ethnic Group and all White except White British. Also excludes Unknown and Prefer Not To Say.

To make progress on this Outcome Scottish Borders Council has taken forward a number of programmes and projects including the Council's Employment Support Service; the implementation of the Developing the Young Workforce Initiative which is improving links between schools and businesses; and the development of the Modern Apprenticeship Scheme within the Council which is providing training and vocational opportunities for young people.

Key performance data shows that: the employment rates of men (16-64 years) has increased while figures for women (16-64 years) have remained relatively stable since 2013/14 (a male employment rate of 80.3% compared to a female employment rate of 73.5% in 2015/16). The employment rate for ethnic minorities has increased from 48.6% in 2013/14 to 64.5% in 2015/16; and the employment rate amongst those who have a work-limiting disability was 54.4% in 2015/16 as against the overall rate of 76.8%.

Outcome 7: The difference in educational attainment between those who are from an equality group and those who are not is improved.

Performance Information

PI Code	PI Description ^	Performance Trend	2012/13	2014/15	2015/16	Data Source
7_1	% of S5 Pupils Achieving Level 4 for Literacy and Numeracy - All	↑	88.1% (2014)	90.4% (2015)	91.5% (2016)	Source: Insight - SBC People Dept.
7_2	% of S5 Pupils Achieving Level 4 for Literacy and Numeracy - Males	↓	89.8% (2014)	89.7% (2015)	89.1% (2016)	Source: Insight - SBC People Dept.
7_3	% of S5 Pupils Achieving Level 4 for Literacy and Numeracy - Females	↑	86.6% (2014)	91.0% (2015)	93.5% (2016)	Source: Insight - SBC People Dept.
7_4	% of S5 Pupils Achieving Level 4 for Literacy and Numeracy - ASN	↑	66.7% (2014)	68.9% (2015)	74.9% (2016)	Source: Insight - SBC People Dept.
7_5	% of S5 Pupils Achieving Level 5 for Literacy and Numeracy - All	↑	56.9% (2014)	63.0% (2015)	69.4% (2016)	Source: Insight - SBC People Dept.
7_6	% of S5 Pupils Achieving Level 5 for Literacy and Numeracy - Males	↑	55.4% (2014)	61.1% (2015)	64.8% (2016)	Source: Insight - SBC People Dept.
7_7	% of S5 Pupils Achieving Level 5 for Literacy and Numeracy - Females	↑	58.1% (2014)	64.9% (2015)	73.2% (2016)	Source: Insight - SBC People Dept.
7_8	% of S5 Pupils Achieving Level 5 for Literacy and Numeracy - ASN	↓↑	37.1% (2014)	22.2% (2015)	31.3% (2016)	Source: Insight - SBC People Dept.
7_7	% of Female School Leavers who go on to a positive destination	↓↑	93.8% (2012/13)	93.6% (2013/14)	96.1% (2014/15)	Skills Development Scotland
7_8	% of Male School Leavers who go on to a positive destination	↑↓	90.5% (2012/13)	94.9% (2013/14)	94.5% (2014/15)	Skills Development Scotland

^ Changes in the Indicators from previous reports due to changes at a national level

In terms of general attainment, the Scottish Borders scores above the Scottish average and there has been a positive trend over the last three years for attainment results particularly in achievement levels for 6th year pupils. In terms of positive destinations, there are more young people in the Scottish Borders going on to a positive destination on leaving school compared with the average across Scotland and more school leavers remain in a positive destination when followed up at 6 months than the Scottish average.

The attainment levels of our most vulnerable young people are improving with the Scottish Borders moving from the fourth to the second quartile nationally. Improving attainment for all learners and particularly those from targeted areas is a key priority for the Education Service and a significant piece of work will be progressed over the next 3 years through the Closing the Gap programme to ensure all children and young people achieve their potential.

Over the last three years, 50% or more of the adult learners that completed a learning opportunity provided by Scottish Borders Council thought it had helped them increase their skills, confidence, health and well-being.

Outcome 8: We have appropriate accommodation which meets the needs of our diverse community.

Performance Information

PI Code	PI Description	Performance Trend	2012/13	2014/15	2015/16	Data Source
8_1	% of the Households receiving Housing Benefit that are Social Renting	→	78% (2012)	N/A	77.6% (2016)	Scottish Government / SBC
8_2	% of the Households receiving HB that are Private Renting	→	22% (2012)	N/A	22.4% (2016)	Scottish Government / SBC
8_3	% of Households experiencing Fuel Poverty	↑↓	22% (2009 – 2011)	43% (2011 – 2013)	39% (2012 - 2014)	Scottish House Condition Survey
8_4	% of Households experiencing extreme Fuel Poverty	↓↑	15% (2009 – 2011)	12% (2011 – 2013)	14% (2012 - 2014)	Scottish House Condition Survey
8_7	% Dwellings where adaptations are required by householders	↓	5% (2009 – 2011)	3% (2011 – 2013)	2% (2012 - 2014)	Scottish House Condition Survey
8_8	% Dwellings which have aspects that restrict activity of LTI/disabled household member	↑↓	5% (2009 – 2011)	6% (2011 – 2013)	5% (2012 - 2014)	Scottish House Condition Survey
8_9	% of Households experiencing Fuel Poverty who are Families	↑↓	14% (2009 – 2011)	23% (2011 – 2013)	20% (2012 - 2014)	Scottish House Condition Survey
8_10	% of Households experiencing Fuel Poverty who are Pensioners	↓	62% (2009 – 2011)	60% (2011 – 2013)	52% (2012 - 2014)	Scottish House Condition Survey
8_11	Number of Households living in Temporary Accommodation	↓→	89 (March 2013)	82 (March 2015)	82 (March 2016)	Scottish Government
8_12	Number of Households Assessed as Homeless	↑↓	495 (2012/13)	534 (2014/15)	483 (2015/16)	Scottish Government

To progress this Outcome, work undertaken by Scottish Borders Council and its partners has included the embedding of equalities in the development of a refreshed Local Housing Strategy; in 2015/16 220 affordable houses were built and 95 households were assisted with disabled adaptation.

We have also established Bridge Homes which is a Limited Liability Partnership wholly owned by the Council to address housing supply issues in the Scottish Borders.

We are assessing the need for extra care housing and developing a delivery framework to assist the housing needs of disabled and older people.

Registered Social Landlords have been successful in securing funding. During 2015/16 the Council used its Second Homes/Council Tax budget to assist the delivery of affordable housing by contributing to developments at Lilliesleaf, Peebles and Hawick.