

Scottish Borders Council Equality Outcomes

Under the new Equality Act in Scotland, Scottish Borders Council has a specific duty to produce a set of equality outcomes which are informed by engagement with different equality groups and stakeholders. Our outcomes are designed to help us achieve our vision and meet our general duty to eliminate discrimination and harassment; promote equality of opportunity and promote good relations.

The table below sets out our equality outcomes and the indicators we will use to measure our progress towards achieving them.

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

PI Code	PI Description	Performance Trend	Base Line	Performance Indicators	Developing	Achieving	Excelling	Update Freq'	Data Source
1_1	% of our workforce aged 16 to 25		10.38%	Retain and improve upon the current baseline as well as monitor number who start in employment	<input checked="" type="checkbox"/>			Annual	HR Data Collection
1_2	% of our workforce who have declared a disability		1.31%	Increase the percentage of people who self declare a disability	<input checked="" type="checkbox"/>			Annual	HR Data Collection

1_3	% of our workforce who have stated they are LGBT		0.52%	Increase the percentage of people who self declare they are LGBT	<input checked="" type="checkbox"/>			Annual	HR Data Collection
1_4	Highest paid 2% who are women		36.6%	Retain and improve the current baseline and continue to monitor	<input checked="" type="checkbox"/>			Annual	HR Data Collection
1_5	Highest paid 5% who are women		37.7%	Retain and improve the current baseline and continue to monitor	<input checked="" type="checkbox"/>			Annual	HR Data Collection
1_6	% of our workforce who are from an ethnic minority		2.8%	Increase the percentage of people who self declare they are from an ethnic minority background	<input checked="" type="checkbox"/>			Annual	HR Data Collection
1_7	No. of supported employment positions offered		No Baseline	Monitor numbers of supported				Annual	HR Data collection

	in the Council			employment positions offered within the council					
1_8	No. of work experience placements given in the council		No Baseline	Monitor numbers of work experience placements offered within the council				Annual	HR Data Collection
1_9	SBC: Investors in people Attainment	→	100%	100%		<input checked="" type="checkbox"/>		Annual	Resources

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.

PI Code	PI Description	Performance Trend	Base Line	Performance Indicator	Developing	Achieving	Excelling	Update Freq'	Data Source
2_1	% Of Disabled People who rate SBC as good or excellent		None (2013 survey)					Bi - Annually	Household Survey
2_2	% of Females who rate SBC as good or excellent		None (2013 survey)					Bi - Annually	Household Survey
2_3	% of Males who rate SBC as good or excellent		None (2013 survey)					Bi - Annually	Household Survey
2_4	% of People aged		None					Bi -	Household

	50+ who rate SBC as good or excellent		(2013 survey)					Annually	Survey
2_5	% of People under 25 who rate SBC as good or excellent		None (2013 survey)					Bi – Annually	Household Survey
2_6	% of BME people who rate SBC as good or excellent		None (2013 survey)					Bi – Annually	Household Survey
2_7	% of LGB people who rate SBC as good or excellent		None (2013 survey)					Bi – Annually	Household Survey
2_8	% of Heterosexual people who rate SBC as good or excellent		None (2013 survey)					Bi – Annually	Household Survey
2_9	% of people from Minority Regions who rate SBC as good or excellent		None (2013 survey)					Bi – Annually	Household Survey
2_10	% of Christians who rate SBC as good or excellent		None (2013 survey)					Bi – Annually	Household Survey
2_11	% of those with no religious belief who rate SBC as good or excellent		None (2013 survey)					Bi – Annually	Household Survey
2_15	% of Council Buildings Accessible to the Public		94.6%					Annual	Property & Facilities Management

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

PI Code	PI Description	Performance Trend	Base Line	Performance Indicator	Developing	Achieving	Excelling	Update Freq'	Data Source
3_1	% turn out at local elections		56% (2012)					4 Years	Legal & Democratic Data collection
3_2	% of Councillors who are female		18% (2012)					4 Years	Legal & Democratic Data collection
3_3	Number of Councillors who are male		82% (2012)					4 Years	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		30.9% (2011)					Bi – Annually	Household Survey
3_5	% of male residents who were Fairly or Very satisfied with the opportunities for		36.3% (2011)					Bi – Annually	Household Survey

	participating in the local decision making process provided by Scottish Borders Council								
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)					Bi – Annually	Household Survey
3_7	% of BME residents who were Fairly or Very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council		31.7% (2011)					Bi – Annually	Household Survey
3_8	% 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		None (2013 Survey)					Bi – Annually	Household Survey
3_9	% of Younger Work Age (under 25) residents who were satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council		None (2013 Survey)					Bi – Annually	Household Survey
3_10	% of LGB residents who were satisfied with the		None (2013					Bi – Annually	Household Survey

	opportunities for participating in the local decision making process provided by Scottish Borders Council		Survey)						
3_11	% of Heterosexual residents who were satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council		None (2013 Survey)					Bi – Annually	Household Survey
3_12	% of Christian residents who were Fairly or Very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council		None (2013 Survey)					Bi – Annually	Household Survey
3_13	% of Minority Religious Residents who were Fairly or Very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council		None (2013 Survey)					Bi – Annually	Household Survey
3_14	% of Residents with no religion or belief who were Fairly or Very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council		None (2013 Survey)					Bi – Annually	Household Survey

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.

PI Code	PI Description	Performance Trend	Base Line	Performance Indicator	Developing	Achieving	Excelling	Update Freq'	Data Source
4_1	There are fewer people living in financial exclusion and experiencing multiple deprivation relative to the Scottish population		12% (2012)					Bi – Annually	Income deprivation, Scottish Neighbourhood Statistics
4_2	% Of Residents who rate tackling Poverty and Inequality in their top 5 most important issues		None (2013 Survey)					Bi – Annually	Household Survey
4_2	% of females who feel safe to walk in their local area after dark		21.5% (2011)					Bi – Annually	Household Survey
4_3	% of males who feel safe to walk in their local area after dark		38.2% (2011)					Bi – Annually	Household survey
4_4	% of disabled people who feel safe to walk in their local area after dark		20.5% (2011)					Bi – Annually	Household survey
4_5	% of BME people who feel safe to walk in their local area after dark		36.5% (2011)					Bi – Annually	Household survey
4_6	% of Older (50+) people		None					Bi –	Household

	who feel safe to walk in their local area after dark		(2013 Survey)					Annual	survey
4_7	% of Younger (under 25) people who feel safe to walk in their local area after dark		None (2013 Survey)					Bi – Annual	Household survey
4_8	% of LGB people who feel safe to walk in their local area after dark		None (2013 Survey)					Bi – Annual	Household survey
4_9	% of Heterosexual people who feel safe to walk in their local area after dark		None (2013 Survey)					Bi – Annual	Household survey
4_10	% of residents with no religion or belief people who feel safe to walk in their local area after dark		None (2013 Survey)					Bi – Annual	Household survey
4_11	% of Christians people who feel safe to walk in their local area after dark		None (2013 Survey)					Bi – Annual	Household survey
4_12	% of minority religious residents who feel safe to walk in their local area after dark		None (2013 Survey)					Bi – Annual	Household survey
4_13	No. Race related hate crimes		34 (2011/12)					Annual	LB Police Data
4_14	No. Sexual orientation related hate crimes		12 (2011/12)					Annual	LB Police Data
4_15	No. Disability related hate crimes		6 (2011/12)					Annual	LB Police Data
4_16	No. Religion related hate crimes		5 (2011/12)					Annual	LB Police Data
4_17	No. Gender related hate crimes		1 (2011/12)					Annual	LB Police Data

4_18	No. Age related hate crimes		0 (2011/12)					Annual	LB Police Data
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Outcome 5: Our citizens have the freedom to make their own choices and are able to lead independent, healthy lives as responsible citizens

PI Code	PI Description	Performance Trend	Base Line	Performance Indicator	Developing	Achieving	Excelling	Update Freq'	Data Source
5_1	Increase the number of adults with self-directed care arrangements per 1,000 population		3.69					Annual	Social Work Services internal performance measure
5_2	% of disabled people satisfied with the local bus service		None (2013 Survey)					Bi –Annually	Household survey
5_3	% of older (50+) residents who are satisfied with the local bus service		None (2013 Survey)					Bi –Annually	Household survey
5_4	% of younger (under 25) residents who are satisfied with the		None (2013 Survey)					Bi –Annually	Household survey

	local bus service								
5_5	% of residents who are satisfied with the local bus service		None (2013 Survey)					Bi –Annually	Household survey
5_6	% of BME residents who are satisfied with the local bus service		None (2013 Survey)					Bi –Annually	Household survey
5_7	% of female residents who are satisfied with the local bus service		None (2013 Survey)					Bi –Annually	Household survey
5_8	% of male residents who are satisfied with the local bus service		None (2013 Survey)					Bi –Annually	Household survey
5_9	% of LGB residents who are satisfied with the local bus service		None (2013 Survey)					Bi –Annually	Household survey
5_10	% of Heterosexual residents who are satisfied with the local bus service		None (2013 Survey)					Bi –Annually	Household survey
5_11	% of Minority Religious residents		None (2013					Bi –Annually	Household survey

	who are satisfied with the local bus service		Survey)						
5_12	% of Female residents who take part in physical activity 2 to 3 times a week or more often		41.7% (2011)					Bi –Annually	Household survey
5_13	% of Male residents who take part in physical activity 2 to 3 times a week or more often		48.6% (2011)					Bi –Annually	Household survey
5_14	% of Disabled residents who take part in physical activity 2 to 3 times a week or more often		36.3% (2011)					Bi –Annually	Household survey
5_15	% of BME residents who take part in physical activity 2 to 3 times a week or more often		46.3% (2011)					Bi –Annually	Household survey
5_16	% of Younger (under 25) who take part in physical activity 2 to 3 times a week or more often		None					Bi –Annually	Household survey
5_17	% of Older (50+) who take part in physical activity 2 to 3 times a week or more often		None					Bi –Annually	Household survey
5_18	% of disabled							Bi –Annually	Household survey

	residents who have internet access		53.3% (2011)						
5_19	% of female residents who have internet access		63.5% (2011)					Bi –Annually	Household survey
5_20	% of male residents who have internet access		68.2% (2011)					Bi –Annually	Household survey
5_21	% of older (50+) residents who have internet access		None					Bi –Annually	Household survey
5_22	% of younger (under 25) residents who have internet access		None					Bi –Annually	Household survey
5_23	% of BME residents who have internet access		75%					Bi –Annually	Household survey
5_24	% of LGB residents who have internet access		None					Bi –Annually	Household survey
5_25	% of Minority Religious residents who have internet access		None					Bi –Annually	Household survey
5_26	Number of health related benefit claimants		13,205 (2011)					Annual	DWP
5_27	Number of adults with learning disabilities living independently in their own tenancies		302					Annual	Scottish Government 'Same As You' return
5_28	% of people aged		28.5%					Annual	Community Care

	65+, receiving long-term care, who receive an intensive homecare service (10+ hours per week)								National Outcome Measure OC8a
5_39	Rates of domestic abuse incidents reported to police (per 10,000 population)		69 (2012)					Annual	Scottish Government publish annual data

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

PI Code	PI Description	Performance Trend	Base Line	Performance Indicator	Developing	Achieving	Excelling	Update Freq'	Data Source
6_1	% difference pay gap between men and women who are resident in the Scottish Borders		9.4% (2011)					Bi Annual	Scottish Neighbourhood Statistics
6_2	% difference pay gap between men and women who work in the Scottish Borders		15% (2011)					Bi Annual	Scottish Neighbourhood Statistics
6_3	% of Disabled work age people in the Borders who are in work		64% (2008)					4 Yearly	Population Survey

6_4	% of Females who are in work		71.2% (2011)					Bi Annual	Scottish Neighbourhood Statistics
6_5	% of Males who are in work		75% (2011)					Bi Annual	Scottish Neighbourhood Statistics
6_6	Employment Rate of 16 to 24's		51% (2011)					Bi Annual	Scottish Neighbourhood Statistics
6_7	Employment Rate of Work Age population		86% (2011)					Bi Annual	Scottish Neighbourhood Statistics
6_8	Employment Rate of 50 to 64's		66% (2011)					Bi Annual	Scottish Neighbourhood Statistics
6_9	Percentage of Job Seeker Allowance claimants who are from an Ethnic Minority		0.7% (JULY 2012)					Annual	NOMIS
6_10	% of the local workforce who have no qualifications		10.7%						ONS Annual population survey Skills Development Scotland

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

PI Code	PI Description	Performance Trend	Base Line	Performance Indicator	Developing	Achieving	Excelling	Update Freq'	Data Source
7_1	% of Female S4 Pupils with 5 awards at SCQF level 3 and above		92.4 (2011/12)					Annual	Scottish Neighbourhood Statistics
7_2	% of Male S4		91.6					Annual	Scottish Neighbourhood

	Pupils with 5 awards at SCQF level 3 and above		(2011/12)						Statistics
7_3	% of S4 Pupils with Additional Support Needs with 5 awards at SCQF level 3 and above		74.1 (2011/12)					Annual	Scottish Neighbourhood Statistics
7_4	% of Female S6 Pupils with 3 awards at SCQF level 6 and above		66.2 (2011/12)					Annual	Scottish Neighbourhood Statistics
7_5	% of Male S6 Pupils with 3 awards at SCQF level 6 and above		43.8 (2011/12)					Annual	Scottish Neighbourhood Statistics
7_6	% of S6 Pupils with additional support needs with 3 awards at SCQF level 6 and above		20.0 (2011/12)					Annual	Scottish Neighbourhood Statistics
6_7	% of Female School Leavers who go on to a positive destination		91.7% (2010/11)					Annual	Scottish Neighbourhood Statistics
6_8	% of Male School Leavers who go on to a positive destination		93.1% (2010/11)					Annual	Scottish Neighbourhood Statistics
6_9	% of School Leavers with		89.2% (2010/11)					Annual	Scottish Neighbourhood Statistics

	Additional Support Needs who go on to a								
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Outcome 8: We have appropriate accommodation which meets the needs of our diverse community.

PI Code	PI Description	Performance Trend	Base Line	Performance Indicator	Developing	Achieving	Excelling	Update Freq'	Data Source
8_1	% of the Households receiving HB that are Social Renting		78% (2012)						Scottish Government
8_2	% of the Households receiving HB that are Private Renting		22% (2012)						Scottish Government
8_3	% of Households experiencing Fuel Poverty		22% (2009 – 2011)						Scottish House Condition Survey
8_4	% of Households experiencing extreme Fuel Poverty		15% (2009 – 2011)						Scottish House Condition Survey
8_5	% of Private Sector Residents Satisfied with Accommodation		97% (2009 – 2011)						Scottish House Condition Survey
8_6	% of Social Sector Residents Satisfied with Accommodation		89% (2009 – 2011)						Scottish House Condition Survey
8_7	% Dwellings where adaptations are required by householders		5% (2009 – 2011)						Scottish House Condition Survey
8_8	% Dwellings which		5%						Scottish House Condition

	have aspects that restrict activity of LTI/disabled household member		(2009 – 2011)						Survey
8_9	% of Households experiencing Fuel Poverty who are Families		14% (2009 – 2011)						Scottish House Condition Survey
8_10	% of Households experiencing Fuel Poverty who are Pensioners		62% (2009 – 2011)						Scottish House Condition Survey
8_11	Number of Households living in Temporary Accommodation		87 (Sep 12)						Operation of the Homeless Persons legislation in Scotland: Quarterly Update, January 2013, Scottish Government
8_12	Number of Households Assessed as Homeless		399 (2011-2012)						Operation of the Homeless Persons legislation in Scotland: 2011-12