



SCOTTISH BORDERS COUNCIL'S
**EQUALITY MAINSTREAMING
REPORT AND EQUALITY
OUTCOMES PROGRESS
REPORT**
2017-2019





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SCOTTISH BORDERS COUNCIL EQUALITY MAINSTREAMING REPORT AND EQUALITY OUTCOMES PROGRESS REPORT 2017-2019

FOREWORD



This document presents Scottish Borders Council's Equality Mainstreaming Report and Equality Outcomes Progress Report for the period 2017- 2019.

The Council is committed to tackling discrimination, advancing equality of opportunity and promoting good relations both within our workforce and the wider community.

Mainstreaming equality is the process by which we will work towards achieving this as an organisation. Mainstreaming equality is about integrating an equality perspective into the everyday work of the Council, involving managers and policy makers across all council services, in collaboration with Community Planning Partners.

Equality mainstreaming is a long term approach that aims to make sure that policy making within the Council is fully sensitive to the diverse needs and experiences of everyone affected. This approach will help to provide better information, transparency and openness in the way we make decisions about our services and resources.

Whilst successful implementation of the Outcomes contained within the Equality Mainstreaming Report will ensure compliance with current legislation and national policy, it also recognises both the moral and business case for eliminating discrimination, offering equality of opportunity and fostering good relations in relation to the provision of services and in employment practices, thus ensuring equality, diversity and human rights are at the heart of everything the Council does.

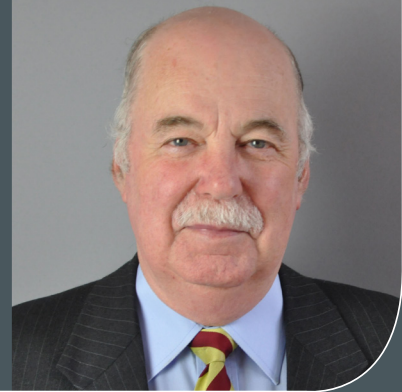
This report provides an update on the progress we have made as we continue to work to embed the Equality Duty within all our services.

Tracey Logan
Chief Executive
Scottish Borders Council



SCOTTISH BORDERS COUNCIL EQUALITY MAINSTREAMING REPORT AND EQUALITY OUTCOMES PROGRESS REPORT 2017-2019

FOREWORD



I took up my duties as Scottish Borders Council's Equality Champion in 2013. Since that time I have met and continue to meet with Equality Groups throughout the Scottish Borders.

It is clear that the Scottish Borders is becoming a much more diverse place and there is a growing understanding across Borders communities about the importance of equality matters in their daily lives and in the delivery of services.

The Equality Mainstreaming Report and Equality Outcomes Report 2017 – 2021 sets out the steps that Scottish Borders Council will be taking in its equalities journey.

In the last two years the Council has taken some significant steps forward to meeting the Equality Duty as highlighted within this report. It is important however that we continue to work together and show leadership to ensure we build upon this important work.

Councillor John Greenwell
Champion for Equality & Diversity
Scottish Borders Council

SCOTTISH BORDERS COUNCIL EQUALITY MAINSTREAMING REPORT AND EQUALITY OUTCOMES PROGRESS REPORT 2017-2019

INTRODUCTION

THE EQUALITY DUTY

The Equality Act 2010 places an equality duty on all public bodies in the United Kingdom. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

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

These are sometimes referred to as the three aims or arms of the general equality duty. The Act details that having due regard to the need to advance equality involves:

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



MAINSTREAMING THE EQUALITY DUTY

In Scotland public bodies are required to perform a set of specific duties to assist them in meeting the general duty:

- Report on mainstreaming the Equality Duty.
- Publish Equality Outcomes and report progress.
- Assess and review policies and practices.
- Gather and use employee information.
- Publish gender pay gap information.
- Publish statements on equal pay.
- Consider award criteria and conditions in relation to public procurement.

Public bodies must publish Equality Mainstreaming Reports every four years, with update reports in the intervening two years.

SCOTTISH BORDERS COUNCIL'S APPROACH

Scottish Borders Council has published two Equality Mainstreaming reports covering the periods 2013 – 2017 and 2017 - 2021. These reports set out the approach we will take to mainstreaming the Equality Duty and also contain our Equality Outcomes.

You can find our mainstreaming reports here:

https://www.scotborders.gov.uk/info/20062/strategies_plans_and_policies/318/equality_and_diversity/3

We are required to provide an update on the progress we have made over the last two years. This forms the basis of this report.

STATISTICS

EQUALITY AND DIVERSITY IN THE SCOTTISH BORDERS

POPULATION

115,020 2017 population
of Scottish Borders

Source: NRS 2017 (National Records of Scotland)

POPULATION BY AGE

16.5% of the Scottish Borders population
was **under the age of 16**
(**16.9% Scotland**)

59.4% of the Scottish Borders population
was **aged 16 to 64**
(**64.4% Scotland**)

24.1% of the Scottish Borders population
was **aged 65 or older**
(**18.7% Scotland**)

Within Scottish Borders:

- **17.3%** of males and 15.9% of females were aged 0-15
(**Scotland – 17.8% and 16.1% respectively**)
- **59.8%** of males and 59% of females were aged 16 to 64
(**Scotland – 65.1% and 63.8% respectively**)
- **23.0%** of males and 25.1% of females were aged 65 plus
(**Scotland – 17.1% and 20.1% respectively**)



Source: NRS 2017

HEALTH

INDICATOR	BORDERS	SCOTLAND
% with good/v good health	76.9	73.3
% with limiting long-term health condition	22.8	24.3
% providing unpaid care	16.1	17

Source: SSCQ 2016 (Scottish Survey Core Questions)

LGBT

(SCOTTISH BORDERS COUNCIL – PEOPLE DEPT)

67% of young people in the Borders said they
know someone who is either **Lesbian, Gay, Bisexual or Transgender**

94.6% of Scottish Borders people (**Scotland 95.3%**)
identified as **heterosexual**

2.8% (**2.2% Scotland**) identified as **LGB/Other**

Source: SSCQ 2016

LIFE EXPECTANCY 2014-2016

	SCOTTISH BORDERS		SCOTLAND	
	MALE	FEMALE	MALE	FEMALE
At Birth (LEB)	78.6	82.6	77.1	81.1
At Age 65	18.2	20.4	17.4	19.7

LEB (Life Expectancy at Birth) by Deprivation Quintile, 2012-2016 (aggregated 5-year average)
 Quintile 1 = neighbourhoods in Scottish Borders / Scotland that are among the most deprived 20% in Scotland.
 Quintile 5 = 20% least-deprived.

Source: NRS 2016/SIMD 2016 (Scottish Index of multiple deprivation)

AREA	SCOTTISH BORDERS		SCOTLAND	
	MALE	FEMALE	MALE	FEMALE
LEB	78.6	82.6	77.1	81.1
Q1	75.8	80.3	71.4	76.9
Q2	78.2	81.8	75.3	79.6
Q3	79.9	82.6	77.6	81.4
Q4	80.7	84.0	79.6	82.7
Q5	80.3	82.6	81.8	84.3

ETHNICITY

ETHNICITY	SCOTTISH BORDERS	SCOTLAND
White: Scottish	70.1%	78.1%
White: Other British	24.7%	12.2%
White: Other	3.8%	5.4%
Asian	0.5%	2.5%
Other Ethnic Group	0.9%	1.7%

Source: SSCQ 2016

RELIGION

RELIGION	SCOTTISH BORDERS	SCOTLAND
None	44.9%	48.7%
Church of Scotland	35.5%	25.5%
Roman Catholic	6.1%	13.8%
Other Christian	9.6%	8%
Other Religion	3.2%	3.4%

Source: SSCQ 2016



STATISTICS

EQUALITY AND DIVERSITY IN THE SCOTTISH BORDERS

LANGUAGES IN SCHOOLS

36 different languages were spoken at home by children from Scottish Borders schools (most in very small numbers)

TOP 5 LANGUAGES SPOKEN AT HOME BY SBC PUPILS 2017-18

MAIN LANGUAGE SPOKEN AT HOME	NUMBER OF PUPILS	% OF SCHOOL ROLL
English/ Scots	13,299	94.6%
Polish	315	2.2%
Lithuanian	44	0.3%
Portuguese	30	0.2%
Russian	21	0.1%

Source: SEEMIS, 2017-18 (SBC Information System for Education)

GENDER PAY GAP

In 2018, the median (average) gross weekly wage for male full-time workers working in Scottish Borders was **£511.50 (Scotland £598.90)**. For females it was **£442 (Scotland £516.20)**, a gender pay gap of **£69.50** a week (**Scotland £82.70**).

The median gross weekly wage for male full-time workers living in Scottish Borders was **£569.30 (Scotland £599)**. For females it was **£456.80 (Scotland £515.40)**, a gender pay gap of **£112.50** a week. (**Scotland £83.60**)

Source: NOMIS/ ASHE 2018 (Office of National Official Statistics Labour Market/Annual Survey of Hours and Earnings)

FREE SCHOOL MEALS

Out of all 14,055 pupils in Scottish Borders Schools in 2017-18:

11.1% were in **P4-S6** and **entitled to free school meals** due to **low household income**

21.4% were **universally entitled to free school meals** as they were in **P1-3**

67.3% were in **P4-S6** and **not entitled to free school meals** on the **grounds of income**

P4-S6 Pupils in Scottish Borders and Free School Meal Entitlement By Scottish Index of multiple deprivation (SIMD) Deprivation Quintile Of Pupil (Quintile 1 = Most-deprived; Q5 = Least-Deprived)

ALL P4-S6 PUPILS	% of Q1	% of Q2	% of Q3	% of Q4	% of Q5
Receiving Free School Meals	29.9	16.8	11.5	7.3	4.1
Not Receiving Free School Meals	50.2	60.1	67.3	70.1	76.1

Source: SEEMIS

ATTAINMENT IN NUMERACY AND LITERACY

Percentage of Pupils Achieving Expected Levels in Numeracy and Literacy Competencies, by SIMD16 Deprivation Quintile (Q1 = Most Deprived in Scotland; Q5 = Least Deprived)

STAGE & COMPETENCY	PERCENTAGE OF PUPILS ACHIEVING BY SIMD DEPRIVATION QUINTILE				
	QUINTILE 1	QUINTILE 2	QUINTILE 3	QUINTILE 4	QUINTILE 5
P1 Literacy	52	70	78	79	84
P1 Numeracy	56	73	82	86	91
P4 Literacy	52	58	73	77	81
P4 Numeracy	44	68	82	87	86
P7 Literacy	39	66	75	76	81
P7 Numeracy	40	67	77	78	85
S3 Literacy Level 3+	86	89	93	94	98
S3 Numeracy Level 3+	85	88	94	96	98
S3 Literacy Level 4	37	49	56	60	70
S3 Numeracy Level 4	39	49	65	71	81

Source: SEEMIS, All Pupils, 2017-18

SCOTTISH BORDERS COUNCIL EQUALITY MAINSTREAMING REPORT AND EQUALITY OUTCOMES PROGRESS REPORT 2017-2019

MAINSTREAMING EQUALITY

Our 2017 – 2021 Equality Mainstreaming report contained a high level action plan that when implemented would help us mainstream equality within the Council and across the Scottish Borders. Whilst work continues on the action plan the following are examples of how equality is being mainstreamed in our service provision and working practices.

EQUALITY IMPACT ASSESSMENTS (EIA)

Equality Impact Assessments continue to be undertaken within the Council and published as required on the Council's external web pages.

The process is currently under review to incorporate the requirements of the Fairer Scotland Duty. This new duty places a legal responsibility on public bodies in Scotland to actively consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socioeconomic disadvantage, when making strategic decisions. Strategic decisions are "high level" decisions. This would normally include decisions such as setting priorities, allocating resources and commissioning services.

In addition, in line with Council policy it is intended that the process becomes electronic as in doing so, this will provide much more detailed supporting information that will assist officers when completing the assessment.

Finally the EIA training package will be reviewed and the updated version made available to relevant staff including Council Members.

PLAY #yourpart IN DELIVERING OUR NEW CUSTOMER STRATEGY

A new customer strategy was agreed at the end of September. The new customer strategy puts customers at the heart of our decision-making, service design, and service delivery, and focuses on our vision for the future, taking into account the rapid changes in the way customers interact and do business with public and private sector organisations, and customers' changing expectations.

The new strategy is not just about our frontline customer service, but also about changing things behind the scenes, from the design of services to improving our approach to work more effectively between services to deliver the very best outcomes for customers.

The key focus for staff is to help make sure the customer is at the heart of everything we do. Customer care is everybody's job, not just our Customer Advice and Support Service staff.

A number of high level actions have been identified as part of the customer strategy, including:

- the delivery of appropriate services online to maximise SBC investment in technology, and provide 24/7 flexible access for customers;
- building the digital skills of staff and customers;
- coordinating access to translation and interpretation services;
- rolling out customer care training to every member of staff;
- working with partners to deliver training for frontline staff to improve support for customers with more complex needs such as dementia or mental health issues;
- developing the locality approach so communities and partners can help shape local services.

Our aspiration is that this new approach will enable us to improve the outcomes and quality of life for those who use our services and keep the Scottish Borders thriving.

To support the implementation of the Strategy a dedicated training package is currently being formulated. The package covers aspects such as:

- Scottish Borders Council's HR associated Policies ie The Equality, Diversity and Human Rights Policy, Dignity and Respect Policy, Reasonable Adjustments Policy
- Scottish Borders Demographics presented by Race, Disability, Gender etc.
- Reducing barriers to access – both physical/buildings and service provision
- Etiquette and interacting with communities
- British Sign Language (BSL) Scotland Act and SBC's BSL 2018 – 2024 Plan
- Customer care and treating people with dignity and respect

THE IMPLEMENTATION OF THE NEW LOCAL HOUSING STRATEGY 2017-22

The Local Housing Strategy (LHS) sets the strategic direction to tackle housing need and demand in the Scottish Borders and informs future investment in housing and related services across the Scottish Borders. The LHS is regularly reviewed and updated every five years. The New Scottish Borders Local Housing Strategy 2017 – 2022 covers the five-year period from April 2017 to March 2022.

The strategy was developed with partners, and with a significant amount of stakeholder engagement (including equalities groups), throughout 2016 and 2017. The plan was formally approved in September 2017 and comes at an important time for housing. It addresses a number of the most significant and important challenges facing the Council, its partners and communities. The strategy defines ideas and solutions to deliver our shared vision for housing in the Scottish Borders.

The LHS is the Council's primary strategic document on housing. It sets out the vision for housing in the Scottish Borders that 'Every person in the Scottish Borders lives in a home that meets their needs'

The implementation of the LHS will impact on the whole population of the Scottish Borders in that housing and related services are used by the whole population. According to the UN Office for the High Commissioner for Human Rights, the right to adequate housing entails more than just having a roof over one's head. Housing must be affordable, habitable, accessible, safe, provide legal security of tenure and access to employment and important services, such as schools and healthcare.

Increasingly housing issues are being framed as a human rights matter, acknowledging the immense impact housing has on people's lives in terms of health, wellbeing, disabilities, education, employment and income. The implementation of the LHS will bring many positive aspects for all of the communities of the Scottish Borders. This is at the very heart of the strategy.

The LHS is a high level strategic document, and there are specific strategies that support the delivery of the LHS and cover the four priorities:

1. The Supply of Housing meets the Needs of our Communities.
2. More people live in good quality, energy efficient homes.
3. Fewer People are affected by Homelessness.
4. More People are supported to Live Independently in their own homes.

These specific strategies include the Strategic Housing Investment Plan (SHIP), Affordable Warmth and Energy Efficiency Strategy, Rapid Rehousing Transition Plan, Older People's Housing Strategy and the Housing Contribution Statement.

Many services are already in place to support this strategy (such as Housing Support, Adaptations, Energy Efficiency Advice, and affordable housing policy).



SCOTTISH BORDERS RAPID REHOUSING TRANSITION PLAN 2019/20 – 2023/24

The Homelessness & Rough Sleeping Action Group (HARSAG) was set up by the Scottish Government in October 2017 to produce short and long term solutions to end homelessness and rough sleeping.

The cornerstone of HARSAG's recommendations is a transition to a Rapid Rehousing approach.

Housing First is a key component of this. Housing First provides general settled housing as a first response for people with complex needs, recognising that a safe and secure home is the best base for recovery, and offers personalised, open-ended, flexible support for people to end their experience of homelessness and address wider needs. All 32 local authority areas in Scotland have been asked to produce Rapid Rehousing Transition Plans (RRTPs) by December 2018, for implementation over the 5 years from April 2019.

The Rapid Rehousing Transition Plan (RRTP) is a new planning framework for local authorities and their partners to transition to a rapid rehousing approach. The development of the Scottish Borders RRTP has been led by the Borders Homelessness and Health Strategic Partnership (BHHSPP). The first iteration of the Scottish Borders RRTP has been produced and is the start of our discussion about how to proceed with Rapid Rehousing in the Scottish Borders. The RRTP will be reviewed, updated and amended on an ongoing basis in order to ensure that it serves as a focused and practical tool to help us to achieve our vision for Rapid Rehousing in the Scottish Borders.

Our vision for Rapid Rehousing in the Scottish Borders is:

- Homelessness is prevented wherever possible but where homelessness cannot be prevented a settled, mainstream housing outcome is secured as quickly as possible.
- When temporary accommodation is needed it will be mainstream, furnished accommodation within a community, and time spent in it will be minimal, with as few transitions as possible.
- Housing First will be the first response for people with complex needs and facing multiple disadvantages. We will work in collaboration with the Health and Social Care Partnership, and other relevant services, to ensure tenancies are supported and sustained.

To achieve this vision over the period to March 2024 we aim to do the following:

- We will continue to improve the quality and integration of our housing, homelessness, social care and health and other support services to maximise housing sustainment, optimise housing options, and prevent homelessness occurring wherever possible.
- We will seek to do so in such a way that allows us to reduce our stock of temporary accommodation by 75% on a year by year basis to a maximum of 30 properties by 2024.
- When homelessness cannot be prevented our aim is to make time spent in temporary accommodation a maximum of 60 days by 2024
- Our temporary accommodation provision will continue to be high quality, mainstream, fully furnished accommodation within the community which meets the needs and choice of homeless households as far as is possible in a rural context.

- We will continue to make minimal use of Bed & Breakfast accommodation and, if possible, not use it at all.
- We will seek to develop and implement a Housing First model that meets the needs of people with multiple needs in the Scottish Borders and which, as far as is possible in a rural context, conforms with the 7 principles of Housing First.

The 7 principles are as follows:

- People have a right to a home.
- Flexible support is provided for as long as it is needed.
- Housing and support are separated (the choices that people make about their support do not affect their housing security).
- Individuals have choice and control.
- An active engagement approach is used.
- The service is based on people’s strengths, goals and aspirations.
- A harm reduction approach is used.

Preventing and responding to homelessness has a significant impact on individuals and communities. The RRTP for the Scottish Borders will ensure that the needs of all protected characteristics are addressed. A full Equality Impact Assessment will be undertaken and submitted to the Scottish Government with the plan.

TRANSLATION AND INTERPRETATION

We are soon to pilot an InSight Video/Audio Interpreting product. This on demand product offers secure, one touch video access to interpreters in 36 languages including British Sign Language via iPhone, iPad, PC and laptop.

DIVERSITY CALENDAR

Staff intranet pages include a diversity calendar. The calendar highlights important dates, including holy days, special events, festivals and bank holidays. The calendar is supplemented by an announcement on the home page of the intranet on the relevant day.

In addition events and small exhibitions are held within the Council Headquarters to commemorate and raise awareness of the dates. Examples include events for Holocaust Memorial Day (see below); Lesbian, Gay, Bisexual, Transgender (LGBT) History Month; and Stephen Lawrence Memorial Day.

The Calendar plays an important part in demonstrating inclusiveness within the wider society and ultimately in the workforce.



EMAGAZINE ARTICLE – HOLOCAUST MEMORIAL DAY - JANUARY 28TH 2019

The theme for this year's Holocaust Memorial Day was 'Torn away from home' and focused on the displacement of the millions of people who have survived genocide – whether the Holocaust itself or the subsequent genocides in Cambodia, Bosnia, Rwanda and Darfur. While the act of genocide has killed millions of people in the past 100 years, it has been responsible for creating even more refugees, who after the violence has ended, are still unable to return home. In some cases this is because their homes have been destroyed or in other cases because their homes have been 'claimed' by the perpetrators.

The small exhibition which took place in Scottish Borders Council Headquarters featured carefully selected images which helped to illustrate this year's theme. These, along with displacement statistics from the commemorated genocides, were well received and aided those who spent time looking at the exhibition to fully appreciate the scale of destruction caused by hatred towards groups in society and the long lasting impact that is felt even when the initial violence has ended and survivors liberated.

ACCESSIBILITY IN TOWNS AND SETTLEMENTS

We continue to review and monitor town centres' controlled pedestrian crossings, public toilets (incorporating accessible toilets), dropped kerbs and accessible parking to ensure that they are fit for purpose and are relevant. This work is often done in partnership with the relevant locality Access Panel.

Access Panels work to improve physical access and wider social inclusion in their local communities. They are made up of groups of local volunteers, including disabled people, who come together to improve access in their local communities.

COMPLAINTS AND FREEDOM OF INFORMATION REQUESTS

When we hear our services have fallen below the standards expected by our customers, it is disappointing to know that we may have let down the people who matter most - our customers and communities. However, it is this valuable feedback that enables us to continuously review and identify where we can do things better.

We are required to produce a Complaints Performance Report. The report shares our performance statistics and includes case studies that demonstrate what we have learned, and show how we have improved our services as a direct result of the feedback that we have received.

Analysis of all complaints received in the period between January 2017 and December 2018 showed that 31 complaints were received that directly related to bias or discrimination. All of these complaints have been resolved and lessons learnt.

Covering the same timespan we have analysed Freedom of Information requests in the context of equality, diversity and inclusion. The analysis revealed that 311 requests were received covering these matters. Of this number 166 responses were provided in full, a partial response was released to 104 and 30 requests were refused in full. The others were withdrawn by the applicant or the applicant failed to provide the Council with clarification. Some of the reasons for refusing partially or in full included the Council not holding the information requested, the information contained personal or commercially sensitive information and the request exceeding the cost threshold and would place a burden on the services concerned to comply.

MANAGING UNAUTHORISED ENCAMPMENTS – GYPSY/ TRAVELLERS

We are soon to publish our first policy and procedure on Managing Unauthorised Encampments for Gypsy/Travellers. The policy and procedure provides guidance to staff on the requirements as set out in Scottish Government guidance when an unauthorised encampment is established in the Scottish Borders. It specifically covers the liaison between the local authority, landowner (if applicable) and Gypsy/Traveller community.

Helping those involved in unauthorised encampments to understand the law will hopefully help any situation where the process has to be used.

The procedure sets out a framework to effectively manage issues relating to unauthorised encampments. It is designed to engage all other agencies at an early stage, including representatives of the travelling community, to properly assess and manage the impact of any eviction process.

The Procedure provides an audit trail of the decision making process, for example: completing an initial site assessment and an eviction rationale record. This will not only allow for responsibility and rationale for the various parts of the process to be seen but will also make it easy to identify and disseminate good practice.

Implementation of the policy and procedure should also protect the surrounding environment thus limiting impacts on the wider community.


All of this will ultimately have a positive effect on promoting good relations, eliminating discrimination, victimisation and harassment, as well as promoting equality of opportunity.

INCREASING MODERN APPRENTICE OPPORTUNITIES

The Council has now employed more than 120 modern apprentices over the past four years. and we are encouraging other employers in the region to investigate the benefits offered by modern apprenticeships.

Employment Support Worker Laura Mercer was previously a modern apprentice. She said: “I was successful in applying for a modern apprenticeship with the Council’s Employment Support Service which I completed in 15 months, before securing a full time permanent position with the team.





This opportunity has provided me with the skills, experience and confidence to now work with clients who require support to help them find sustainable employment of their own.

A recent analysis of more than 90 modern apprentices employed by the Council since 2014 showed that many have achieved positive outcomes and gone on to secure permanent employment with the Council or other employers. A number have also progressed to university or college places.

Councillor Simon Mountford, Executive Member for Transformation and HR, said: “As a local employer the Council is absolutely committed to the Developing the Young Workforce programme and to providing modern apprenticeship opportunities throughout the full range of Council services.

We recognise that it is vital that local young people have the opportunity to live, work and study in the Scottish Borders and modern apprenticeships are a key part of that.

By increasing the work opportunities for young people the Council is not only supporting future generations but also the local economy and I’d encourage other employers to play #yourpart too and investigate the benefits that modern apprentices can bring to your business.

SCOTTISH BORDERS COUNCIL EQUALITY MAINSTREAMING REPORT AND EQUALITY OUTCOMES PROGRESS REPORT 2017-2019

MAINSTREAMING EQUALITY IN EDUCATION

Scottish Borders Council is committed to providing an education service which has a relentless focus on Inclusion, Achievement, Ambition and progress for all. Over the last two years there has been a significant drive to create a culture and ethos of inclusion in the Scottish Borders. This, together with meeting the requirements of the Equality Duty, sees us working hard to ensure that inclusion, fairness and equality are at the heart of what we do.

To this end, the following range of activities is currently being undertaken by our Children & Young People Department to mainstream equalities.

The Inclusion Strategy aims to promote and develop an inclusive culture and practice in all learning establishments within the Council. The consultation on the draft Inclusion Strategy and Policy has been completed. Overall feedback is positive, but has highlighted the need for wider consultation to capture the views of teaching staff. Next steps will include considering designing an online questionnaire to capture the wider views of teachers.

Inclusion Practicum: increasing school attendance of pupils who have Additional Special Needs (ASN). Long and short term aims have been finalised and test of change is currently underway. Two schools are currently piloting (Earlston High and Selkirk High). Next steps will see us closely monitoring the progress of change during the pilot tests. We are confident that through the pilot we will increase the attendance rates of pupils with ASN.

Lesbian, Gay, Transgender and Intersex (LGBTi) – Working with LGBT Youth Scotland all secondary schools have been working towards gaining the LGBT Charter.

The LGBT Charter of Rights is a list of rights based on the United Nations Convention on the Rights of the child (UNCRC) and the Universal Declaration of Human Rights (UDHR) that some LGBT people feel that they are denied due to their sexual orientation or gender identity. Created by a group of LGBT young people and wider stakeholders, the LGBT Charter describes basic rights such as the right to be yourself, the right to privacy, be kept safe from harm and the right to an education, which most people take for granted.

The Charter enables a school to proactively include LGBTi people in every aspect of school life. Three Schools have secured Bronze status whilst Peebles High School has gained Silver status.

PEEBLES HIGH ACHIEVES SILVER LESBIAN, GAY, BISEXUAL, TRANSGENDER (LBGT) CHARTER MARK

Peebles High School is the first school in the Scottish Borders to be awarded the Silver LGBT Charter Mark.

Young people have been at the heart of the work done at Peebles High to challenge discrimination and welcome diversity at the school, firstly by setting up the SAGA (Sexuality and Gender Acceptance) peer support group and then by working alongside staff champions to gather evidence of best practice.

Poverty Awareness – as an effort to raise awareness on poverty “Raising Awareness of Child Poverty” training sessions have taken place. Staff from all schools together with members of Parent Councils were in attendance.

Rights Respecting Schools – The Rights Respecting Schools Award is granted by UNICEF. It embeds the UNICEF values of creating safe and inspiring places to learn, where children are respected, their talents are nurtured and they are able to thrive.

We have 49 schools on the Rights Respecting Schools journey. The breakdown of where they are at is as follows:

Stage 1: Registered = 20 (16 Primary, 3 Secondary and The Wilton Centre)

Stage 2: Bronze (Rights Committed) = 24 (22 Primary and 2 Secondary)

Stage 3: Silver (Rights Aware) = 3 (Ayton, Reston and Tweedbank)

Stage 4: Gold (Rights Respected) = 2 (Langlee and Priorsford)

Pupil Equity Funding (PEF) – Pupil Equity Funding is being provided as part of the £750 million Attainment Scotland Fund which will be invested over the current parliamentary term (2016 to 2021).

The funding is allocated directly to schools and targeted at closing the poverty related attainment gap, with the specific aim of improving literacy and numeracy.

Our approach to our allocation of funding has involved seconding two promoted Practitioners to serve as Attainment Officers (AOs).

Support to schools has included issuing local authority guidance, supporting Headteachers in carrying out analysis and identification of need, and identifying and signposting to appropriate interventions. The AOs have also supported schools to consider wider poverty proofing measures. The AOs have met regularly with Headteachers, school clusters and school teams to discuss progress and plan next steps, share knowledge gained through their own professional learning as well as establishing links with other local authority leads.

This dedicated resource provided by the local authority has ensured a consistent level of support, rigour and monitoring has been applied across all schools.

Consequently, all schools have quantitative and qualitative measures in place to track and monitor the impact of Pupil Equity Funded interventions and to evaluate and report impact.

Schools have reported an improvement in terms of pupil experience and some are beginning to see an impact on attainment levels.

Across Scottish Borders there has been an increase in attainment in pupils from Quintile 1 (Scottish Index of Multiple Deprivation 1 & 2) from P1. As a year group average in 2016/17, 67% attained national benchmark standards which increased to 74% in 2017/18. There has been an increase in listening/talking and reading in P4.

In S3 there has been an increase in listening, reading and numeracy. As a year group average in 2016/17, 88.75% attained national benchmark standards which increased to 93.25% in 2017/18.

Overall, there has been a narrowing of the poverty related attainment gap. We recognise that there is a need to target work in P4 (writing and numeracy) and especially P7 (all areas). Our next steps are to ensure the attainment of our quintile 1 pupils improves.



SCOTTISH BORDERS COUNCIL EQUALITY MAINSTREAMING REPORT AND EQUALITY OUTCOMES PROGRESS REPORT 2017-2019

MAINSTREAMING EQUALITY AS AN EMPLOYER

Scottish Borders Council remains committed to a culture which promotes equality and diversity and recognises the value added by a workforce with diverse backgrounds and experiences.

We are committed to being seen as an employer of choice within the Scottish Borders and beyond to all sections of the population.

Since the publication of the 2017 Equality Mainstreaming Report, the Council has introduced Business World, a new Human Resources/ Finance system.

Our People Planning process has been continued and refined to allow effective workforce planning.

We have extended our mediation capacity to allow disputes between employees to be resolved as expeditiously as possible.

We now have 14 ACAS accredited mediators.

GATHERING EMPLOYEE DATA

The 2017 Mainstreaming Report identified the need to continue to improve the information we hold in respect of employees on each of the protected characteristics.

This information allows the Council to gain a better understanding of the make-up and needs of its employees and to consider the best way of reaching groups under-represented within the Council's workforce.

This data is held within Business Word. Employees are able to enter their own details into the system privately.

A range of approaches are used to encourage employees to complete this data.

Equality and Diversity training is mandatory.

There are regular features in our staff emagazine and in staff information bulletins. These explain why we gather the information, what it will be used for, and asks staff to update their personal information.

Our recruitment portal (MyjobScotland) also collects data on all 9 protected characteristics from job applicants.

DISABILITY CONFIDENT SCHEME

Disability Confident is a government scheme that supports employers to make the most of the talents disabled people can bring to the workplace. The Disability Confident scheme replaced the previous Two Ticks scheme.

The scheme has three levels:

1. Committed
2. Employer
3. Leader

We have successfully gained the Level 2 accreditation.

To gain this accreditation we were required to

- undertake a self-assessment
- agree to all 6 core actions and provide evidence of progress towards completing these actions
- undertake an activity that demonstrated how we retain and develop our employees who have a disability

We are currently working towards Level 3 of the accreditation and hope to have secured this by December 2019.

This will require us to

- have our level 2 self-assessment validated by disabled people's or national disability organisations
- ensure that our validators agree with our evidence and self-assessment, and that we are delivering against all of the core actions as a Disability Confident Employer
- Ensure that the activities we are undertaking provide evidence that we are a Disability Confident Leader.

The scheme provides us with advice and guidance that helps us think differently about disability, and improve how we attract, recruit and retain disabled workers.

The scheme has also helped us think about how to make our workplace more accessible.

This accreditation demonstrates to our staff that we are committed to equality in the workplace. This has been a good way to encourage staff members to talk about disabilities that are often non-visible, including hearing loss or mental health.

HUMAN RESOURCES POLICIES AND PROCEDURES AND EQUALITY IMPACT ASSESSMENTS

We have a two year rolling review programme for all Human Resources Policies, Procedures and Guidelines. The review ensures that all policies are legally compliant, relevant, up- to-date and follow best practice. At the time of the review an Equality Impact Assessment (EIA) is also conducted. The EIA process has improved our policies both in formulation and application, strengthening our approach to equality and inclusion.

We have also formulated several new policies such as Domestic Abuse and Substance Misuse Policies and a Strategic People Plan. These policies complement our existing suite of HR policies and procedures.


We are also in the early stages of creating a Carers' Statement/Policy. The Policy will be fundamental in our application for the Carer Positive Employer Accreditation.

This accreditation encourages and supports employers to create a supportive working environment for carers in the workplace. Gaining this accreditation will help demonstrate that employees who have caring responsibilities are valued and supported in the workplace, which in turn should reduce absence, improve staff retention levels and therefore cut down on avoidable recruitment costs.

POSITIVE RECRUITMENT - ATTRACTING UNDER REPRESENTED POTENTIAL EMPLOYEES

We have reviewed our recruitment portal (MyJobScotland) to ensure that it includes equality statements and equality logos. Our application process is primarily an electronic one, but paper copies of the application form are made available on request.





We also ensure that our adverts are included on the Government run vacancy site “Find a Job”, inclusive of the Disability Confident Logo.

Our adverts are also included in the monthly electronic newsletter of our local Social Enterprise Chamber. The chamber has a wide and varied circulation list which ensures that our recruitment advertising reaches an established target audience.

Project SEARCH

Project SEARCH was developed at Cincinnati Children’s Hospital Medical Centre. Since its inception, Project SEARCH has grown from a single programme site at Cincinnati Children’s Hospital to over 200 sites across the United States, Canada, England, Scotland and Australia.

Project Search in the Borders is a partnership initiative between NHS Borders as the host business, Borders College which is responsible for all learning on site and the Council who are responsible for job coaching on site.

The Project offers 8 young people (aged 17 – 25) with a learning disability or autism a one year internship with the host business. It is aimed at students whose goal is employment. Project SEARCH interns spend their entire day on site at the host business. We are currently nearing the end of year 3 of this project.

EQUAL PAY

The Council is committed to equal pay for all its employees and aims to eliminate any bias in relation to pay systems on any ground, including gender, disability, race, religion or belief, age or sexual orientation.

Our principle is that all employees receive equal pay for the same or broadly similar work, for work rated as equivalent, and for work of equal value. The Council operates and will continue to operate a pay and benefits system which is transparent, based on objective criteria, and free from bias.

The Council believes that in eliminating bias in its pay systems, it is sending a positive message to its employees and the Scottish Borders community. It makes good business sense to have fair and transparent reward systems and it also helps the Council to control costs.

We are soon to undertake an equal pay audit as we see this as the most effective way of ensuring fairness and equality of opportunity. An equal pay audit involves comparing the pay of men and women doing equal work within Scottish Borders Council.

It has three main purposes:

- to identify any differences in pay between men and women doing equal work
- to investigate the causes of any differences in pay between men and women doing equal work, and
- to eliminate instances of unequal pay that cannot be justified.

As the Gender Pay Gap figures below show we have identified the differences in pay between men and women doing equal work, but we are still to investigate the causes of the differences. The audit results will allow the Council to identify any underlying issues leading to inequality of pay and to develop measures to address these.

GENDER PAY GAP

The gender pay gap is the difference between men and women’s full-time hourly earnings across an organisation.

Using guidance and the standard calculation that is set out by the Equality and Human Rights Commission, the Council’s equal pay gap was calculated using data as at 31st December 2018.

The Standard Calculation is:

$$(a)/(b) \times 100 = \text{Total } 100 - \text{Total} = (c)$$

$$(a)/(b) = (c)$$

Where;

- a) Average Hourly Rate for Women
- b) Average Hourly Rate Men
- c) Pay Gap

The average basic hourly pay (excluding overtime) between men and women has been calculated and further details have been outlined below:

COUNCIL STAFF (non-teaching)

The average hourly rate for women is £ 11.4527 (a)

The average hourly rate for men is £ £13.1515 (b)

The difference in hourly pay is £1.6988

This means that on average women earn 12.92% (c) less than men

We have further analysed the data based on the grades of the individuals. This is shown in the following table:

GRADE GROUP	FEMALE	MALE	PAY GAP
National Minimum Wage	5.9819	5.9639	-0.30%
Business Gateway	16.7676	16.7676	0.00%
Grade 1	8.5144	8.5212	0.08%
Grade 2	8.5454	8.7437	2.27%
Grade 3	8.7952	9.4573	7.00%
Grade 4	9.6302	9.8713	2.44%
Grade 5	10.3827	10.9004	4.75%
Grade 6	11.8297	12.7845	7.47%
Grade 7	14.0157	14.2118	1.38%
Grade 8	15.6804	15.8812	1.26%
Grade 9	19.0433	18.9626	-0.43%
Grade 10	21.8606	22.0949	1.06%
Grade 11	24.8077	25.1532	1.37%
Grade 12	28.7309	28.6457	-0.30%
Chief Officer	41.7950	45.7800	8.70%
Grand Total	11.4527	13.1515	12.92%



The Council also reviewed pay for men and women Teaching staff.

- The average hourly rate for women is £23.0133 (a)
- The average hourly rate for men is £24.3475 (b)
- The difference in hourly pay is £1.3342
- This means that on average women in Education earn 5.48% (c) less than men.

We have further analysed the data based on the grades of individuals. This is shown in the following table:

GRADE GROUP	FEMALE	MALE	PAY GAP
Probationary Teacher	13.9003	13.9003	0.00%
Common Scale Teacher	21.4956	21.4080	-0.41%
Music Instructor	20.0436	20.6914	3.13%
Chartered Teacher	25.5415	25.4781	-0.25%
Principal Teacher	27.2571	27.3386	0.30%
Psychologist	28.6088	29.8039	4.01%
Quality Improvement	31.7313	32.2357	1.56%
Depute & Headteacher	32.0288	34.0108	5.83%
Grand Total	23.0133	24.3475	5.48%

It can be argued that there are three main causes of the pay gap between men and women:

- Occupational segregation.
- A lack of flexible working opportunities.
- Discrimination in pay and grading structures.

The Council’s job evaluation scheme provides a robust means of achieving a fair and transparent grading structure which is free from gender-bias and which satisfies the principles of equal pay for work of equal value. This is further validated by the grade table analysis shown above.

The Council offers a wide range of flexible working opportunities, including a flexi-time scheme for many staff, compressed hours working, remote working, part time working and job sharing.

Employees have a right to request flexible working arrangements.

The differential in rate in the tables above is largely due to placing on scales. Each grade has a number of scale points with new employees being placed on the lowest point of the grade. All employees are then entitled to incremental progression every two years, provided their performance during this period is satisfactory, until they reach the top scale point for that grade

This is applied consistently regardless of any protected characteristics.

The below provides further details of the Council’s data on occupational segregation, however it should be noted that due to the low level of numbers for employees who have declared a disability or identified as a black minority ethnic group, we only show the percentage from the whole council as this may otherwise identify individuals.

TABLE 1 OCCUPATIONAL SEGREGATION BY GENDER (NON-EDUCATION)

GENDER	ASSET & INFRASTRUCTURE	CHILDREN & YOUNG PEOPLE	CUSTOMER & COMMUNITIES	ECONOMIC DEVELOPMENT & CORPORATE SERVICES	FINANCE, IT & PROCUREMENT	HEALTH & SOCIAL CARE	HUMAN RESOURCES	REGULATORY SERVICES	SB CARES LLP	TOTAL
Female	406	1005	454	20	52	192	63	144	789	3125
Male	636	141	59	14	22	60	22	129	84	1167
Grand Total	1042	1146	513	34	74	252	85	273	873	4292

GENDER	ASSET & INFRASTRUCTURE	CHILDREN & YOUNG PEOPLE	CUSTOMER & COMMUNITIES	ECONOMIC DEVELOPMENT & CORPORATE SERVICES	FINANCE, IT & PROCUREMENT	HEALTH & SOCIAL CARE	HUMAN RESOURCES	REGULATORY SERVICES	SB CARES LLP	TOTAL
Female	38.96%	87.70%	88.50%	58.82%	70.27%	76.19%	74.12%	52.75%	90.38%	72.81%
Male	61.04%	12.30%	11.50%	41.18%	29.73%	23.81%	25.88%	47.25%	9.62%	27.19%



TABLE 2 OCCUPATIONAL SEGREGATION BY GRADE (NON EDUCATION)

GENDER	FEMALE	MALE
Business Gateway	75.00%	25.00%
Chief Officer	40.91%	59.09%
Grade 1	81.91%	18.09%
Grade 2	38.26%	61.74%
Grade 3	16.48%	83.52%
Grade 4	87.05%	12.95%
Grade 5	78.53%	21.47%
Grade 6	75.65%	24.35%
Grade 7	68.14%	31.86%
Grade 8	67.44%	32.56%
Grade 9	66.01%	33.99%
Grade 10	52.13%	47.87%
Grade 11	26.47%	73.53%
Grade 12	42.86%	57.14%
National Minimum Wage	52.38%	47.62%
Total	72.81%	27.19%

TABLE 3a OCCUPATIONAL SEGREGATION BY AGE (NON EDUCATION) DEPARTMENT

AGE GROUP	ASSET & INFRASTRUCTURE	CHILDREN & YOUNG PEOPLE	CUSTOMER & COMMUNITIES	ECONOMIC DEVELOPMENT & CORPORATE SERVICES	FINANCE, IT & PROCUREMENT	HEALTH & SOCIAL CARE	HUMAN RESOURCES	REGULATORY SERVICES	SB CARES LLP
16 to 29	6.91%	7.68%	11.50%	0.00%	16.22%	5.95%	12.94%	9.89%	14.32%
30 to 44	21.11%	25.74%	23.78%	17.65%	31.08%	22.62%	30.59%	22.71%	23.94%
45 to 59	56.33%	49.39%	53.61%	64.71%	45.95%	57.54%	45.88%	46.15%	45.82%
60 and above	15.64%	17.19%	11.11%	17.65%	6.76%	13.89%	10.59%	21.25%	15.92%

TABLE 3b OCCUPATIONAL SEGREGATION BY AGE (NON EDUCATION) GRADE

AGE GROUP	BUSINESS GATEWAY	CHIEF OFFICER	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	GRADE 9	GRADE 10	GRADE 11	GRADE 12	NATIONAL MINIMUM WAGE	TOTAL
16 to 29	0.00%	0.00%	8.01%	4.35%	9.66%	10.04%	9.94%	12.38%	8.03%	6.59%	4.90%	0.00%	0.00%	0.00%	100.00%	9.53%
30 to 44	50.00%	4.55%	24.81%	19.57%	15.34%	20.53%	24.04%	29.34%	29.09%	31.40%	31.05%	23.40%	14.71%	9.52%	0.00%	23.77%
45 to 59	50.00%	86.36%	46.51%	47.83%	53.98%	51.75%	54.81%	49.10%	51.25%	50.00%	51.31%	62.77%	70.59%	85.71%	0.00%	51.12%
60 and above	0.00%	9.09%	20.67%	28.26%	21.02%	17.68%	11.22%	9.18%	11.63%	12.02%	12.75%	13.83%	14.71%	4.76%	0.00%	15.59%

TABLE 4a OCCUPATIONAL SEGREGATION BY DISABILITY (NON EDUCATION-DECLARED) DEPARTMENT

ASSET & INFRASTRUCTURE	CHILDREN & YOUNG PEOPLE	CUSTOMER & COMMUNITIES	ECONOMIC DEVELOPMENT & CORPORATE SERVICES	FINANCE, IT & PROCUREMENT	HEALTH & SOCIAL CARE	HUMAN RESOURCES	REGULATORY SERVICES	SB CARES LLP	TOTAL
2.88%	2.36%	2.92%	2.94%	4.05%	5.16%	5.88%	1.10%	2.52%	2.77%

TABLE 4b OCCUPATIONAL SEGREGATION BY DISABILITY (NON EDUCATION-DECLARED) GRADE

BUSINESS GATEWAY	CHIEF OFFICER	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	GRADE 9	GRADE 10	GRADE 11	GRADE 12	NATIONAL MINIMUM WAGE	TOTAL
0.00%	0.00%	4.39%	0.87%	6.82%	1.68%	3.53%	2.59%	2.77%	2.71%	5.23%	3.19%	2.94%	0.00%	2.38%	2.77%



TABLE 5a OCCUPATIONAL SEGREGATION BY ETHNIC GROUP (NON EDUCATION – DECLARED) – DEPARTMENT

ETHNICITY	ASSET & INFRASTRUCTURE	CHILDREN & YOUNG PEOPLE	CUSTOMER & COMMUNITIES	ECONOMIC DEVELOPMENT & CORPORATE SERVICES	FINANCE, IT & PROCUREMENT	HEALTH & SOCIAL CARE	HUMAN RESOURCES	REGULATORY SERVICES	SB CARES LLP
Black Minority Ethnic	0.00%	0.87%	0.58%	0.00%	1.35%	1.19%	1.18%	0.00%	0.57%
White	73.32%	82.02%	85.58%	76.47%	87.84%	82.94%	74.12%	81.68%	74.57%

TABLE 5b OCCUPATIONAL SEGREGATION BY ETHNIC GROUP (NON EDUCATION-DECLARED) GRADE

ETHNICITY	BUSINESS GATEWAY	CHIEF OFFICER	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	GRADE 9	GRADE 10	GRADE 11	GRADE 12	NATIONAL MINIMUM WAGE	TOTAL
Black Minority Ethnic	0.00%	0.00%	0.00%	0.00%	0.00%	0.65%	0.32%	0.60%	0.28%	0.39%	1.63%	1.06%	0.00%	4.76%	0.00%	0.54%
White	75.00%	72.73%	73.90%	73.91%	71.02%	76.94%	81.09%	81.64%	88.37%	80.23%	80.39%	81.91%	97.06%	66.67%	80.95%	78.75%

TABLE 6a OCCUPATIONAL SEGREGATION BY GENDER (EDUCATION) – CLUSTER

GENDER	BERWICKSHIRE	CHEVIOT	EILDON EAST	EILDON WEST	TEVIOT & LIDDESDALE	TWEEDDALE	VARIOUS	TOTAL
Female	147	121	189	146	148	168	217	1136
Male	42	38	56	39	38	43	85	341
Grand Total	189	159	245	185	186	211	302	1477

GENDER	BERWICKSHIRE	CHEVIOT	EILDON EAST	EILDON WEST	TEVIOT & LIDDESDALE	TWEEDDALE	VARIOUS	TOTAL
Female	77.78%	76.10%	77.14%	78.92%	79.57%	79.62%	71.85%	76.91%
Male	22.22%	23.90%	22.86%	21.08%	20.43%	20.38%	28.15%	23.09%

TABLE 7a OCCUPATIONAL SEGREGATION BY AGE (EDUCATION) CLUSTER

AGE GROUP	BERWICKSHIRE	CHEVIOT	EILDON EAST	EILDON WEST	TEVIOT & LIDDESDALE	TWEEDDALE	VARIOUS	TOTAL
16 to 29	14.81%	11.95%	12.65%	15.68%	14.52%	9.48%	3.97%	11.24%
30 to 44	37.57%	42.14%	43.67%	37.84%	41.40%	38.86%	15.89%	35.34%
45 to 59	43.39%	44.03%	39.59%	39.46%	39.25%	45.97%	36.09%	40.69%
60 and above	4.23%	1.89%	4.08%	7.03%	4.84%	5.69%	44.04%	12.73%

TABLE 7b OCCUPATIONAL SEGREGATION BY AGE (EDUCATION) GRADE

AGE GROUP	CHARTERED TEACHER	COMMON SCALE TEACHER	DEPUTE AND HEAD TEACHER	MUSIC INSTRUCTOR	PRINCIPAL TEACHER	PROBATIONARY TEACHER	PSYCHOLOGIST	QUALITY IMPROVEMENT	TOTAL
16 to 29	0.00%	12.56%	0.00%	5.26%	1.62%	69.77%	0.00%	0.00%	11.24%
30 to 44	26.09%	34.35%	43.10%	15.79%	43.24%	27.91%	42.86%	10.00%	35.34%
45 to 59	63.04%	37.58%	53.45%	57.89%	49.73%	2.33%	42.86%	80.00%	40.69%
60 and above	10.87%	15.51%	3.45%	21.05%	5.41%	0.00%	14.29%	10.00%	12.73%

TABLE 8a OCCUPATIONAL SEGREGATION BY DISABILITY (EDUCATION DECLARED) CLUSTER

	BERWICKSHIRE	CHEVIOT	EILDON EAST	EILDON WEST	TEVIOT & LIDDESDALE	TWEEDDALE	VARIOUS	TOTAL
Disability	4.76%	1.89%	2.45%	1.62%	2.15%	1.42%	0.99%	2.10%

TABLE 8b OCCUPATIONAL SEGREGATION BY DISABILITY (EDUCATION DECLARED) GRADE

	CHARTERED TEACHER	COMMON SCALE TEACHER	DEPUTE AND HEAD TEACHER	MUSIC INSTRUCTOR	PRINCIPAL TEACHER	PROBATIONARY TEACHER	PSYCHOLOGIST	QUALITY IMPROVEMENT	TOTAL
Disability	10.87%	1.90%	1.72%	0.00%	2.16%	0.00%	0.00%	0.00%	2.10%



TABLE 9a OCCUPATIONAL SEGREGATION BY ETHNIC GROUP (EDUCATION DECLARED) CLUSTER

ETHNICITY	BERWICKSHIRE	CHEVIOT	EILDON EAST	EILDON WEST	TEVIOT & LIDDESDALE	TWEEDDALE	VARIOUS	TOTAL
Black Minority Ethnic	0.00%	0.00%	0.41%	0.54%	0.00%	0.00%	0.66%	0.27%
White Total	66.67%	71.07%	69.39%	66.49%	72.58%	75.83%	43.71%	64.93%

TABLE 9b OCCUPATIONAL SEGREGATION BY ETHNIC GROUP (EDUCATION DECLARED) GRADE

ETHNICITY	CHARTERED TEACHER	COMMON SCALE TEACHER	DEPUTE AND HEAD TEACHER	MUSIC INSTRUCTOR	PRINCIPAL TEACHER	PROBATIONARY TEACHER	PSYCHOLOGIST	QUALITY IMPROVEMENT	TOTAL
Black Minority Ethnic	0.00%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%
White Total	78.26%	62.80%	80.17%	57.89%	78.92%	0.00%	57.14%	90.00%	64.93%

SCOTTISH BORDERS COUNCIL EQUALITY MAINSTREAMING REPORT AND EQUALITY OUTCOMES PROGRESS REPORT 2017-2019

OUR EQUALITY OUTCOMES

Our last Equality Mainstreaming Report considered it appropriate to retain the eight existing Equality Outcomes for the period 2017-2021 as they are aspirational and still relevant. However a key task was to make sure that the performance indicators used better reflected the Outcomes. We have therefore reviewed our performance indicators as indicated below. A snap shot of successful Outcomes are also provided below. A full progress report is appended to this report.

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
1_1	% of our workforce aged 16 to 29
1_2	% of our workforce who have told us that they have a disability
1_3	Obtain Disability Confident Accreditation (new)
1_4	% of our workforce who have stated they are LGBT
1_5	% of our workforce who are from an ethnic minority
1_6	Highest paid 5% who are women
1_7	Gender Pay Gap (teachers) (new) Gender Pay Gap (non teachers) (new)
1_8	% of our workforce who have completed equality monitoring data
1_9	% of workforce who have completed equalities e-learning (new)
1_10	Number of employees who engaged in the Work Opportunities Scheme

SUCCESSFUL OUTCOMES INCLUDE:

SHINING BRIGHT - NATIONAL AWARD FOR SBC MODERN APPRENTICE

Kirk Ford received the Institute of Lighting Professionals (ILP) Student of the Year Award after receiving an Exterior Lighting Diploma from the organisation. The ILP Diploma is the established industry qualification for exterior lighting professionals.

Kirk said: "I was selected for the award as the highest achieving student on the ILP Exterior Lighting Diploma course which I attended at the end of 2016 and beginning of 2017.

The course consisted of three five-day modules (one a month) followed by an individual project covering the information learnt in the previous three modules.

I have gained a lot of knowledge through on-the-job training working with the Council and I have also been allowed time to complete external training courses which has helped me gain knowledge and information on exterior lighting."

Street Lighting Team Leader Alex Young added: "The diploma is carried out by young lighting professionals across the UK including some overseas students, so it is a fantastic achievement by Kirk to pick up the top student award."

WORK OPPORTUNITIES SCHEME

We provide work based opportunities through the 'Work Opportunities Scheme'. The Scheme is designed to offer work opportunities for those furthest from the labour market including young people, care leavers, people with mental health issues, and those with disabilities or long term health conditions. The scheme to date has been successful in providing various different opportunities which in return has had a positive and innovative impact on staff and business.

Since the scheme started there have been several additions made to the scheme. We have seen the introduction of mentoring training which has seen over 130 staff undertake the training, an MA (Modern Apprenticeship) forum, a new student recruitment process and a more robust recording system. The system is reliant on recruiting managers completing a Work Opportunities Appointment Form for any work experience placement they provide.

This year we have provided the following opportunities:

- 25 apprenticeships
- 5 student placements
- 7 work experience placements

In addition to the above participants, the Employment Support Service has supported 21 people into paid employment within the council through the Work Opportunities Scheme.

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
2_1	% of People with a disability who rate SBC as good or excellent
2_2	% of Females who rate SBC as good or excellent
2_3	% of Males who rate SBC as good or excellent
2_4	% of People aged 50+ who rate SBC as good or excellent
2_5	% of People under 50 who rate SBC as good or excellent

SUCCESSFUL OUTCOMES INCLUDE:

BRITISH SIGN LANGUAGE PLAN 2018 – 2024

We have recently published our British Sign Language (BSL) Plan. The plan identifies actions that we will take to comply with the British Sign Language (Scotland) Act 2015. More importantly the plan through its action plan will help us focus on embedding BSL within its approach to customer services, communications and training. The Plan is available in printed word and BSL.

The Plan was developed in conjunction with Borders communities and in partnership with NHS Borders and Borders College, with the Local See Hear Group acting as a reference group.



KATHERINE ELLIOT CENTRE IN HAWICK

The Centre has been donated £10,000 by a charitable trust to create a sensory room for service users. This donation will enable the service to create an excellent sensory room not only for the service users using the service but for the community. The benefits of a sensory room include: supporting those who have learning difficulties, developmental disabilities or sensory impairments to learn to interact with the world around them, but in a safe environment where the person has the opportunity to build up their confidence and their abilities. The individual experiences a non-threatening space where they can explore at their own time and pace.

This supports the individual's teacher, therapist or carer to understand what calms and rouses the person and to identify their preferences and choices in meeting individual needs.

This will benefit schoolchildren and other services in the local community as well as services across the Scottish Borders.

Work will begin after careful planning and consultation with service users, parents, carers, staff and other professionals involved with the Katherine Elliot Centre and will be advertised as an excellent facility for all.

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

PI CODE	PI DESCRIPTION
3_1	% 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
3_2	% 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
3_3	% of residents with a disability who were fairly or very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council
3_4	% 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
3_5	% 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
3_6	% of people who are involved in any voluntary work (new)
3_7	% of people with a disability who are involved in any voluntary work (new)
3_8	% of females who are involved in any voluntary work (new)
3_9	% of males who are involved in any voluntary work (new)
3_10	% of people aged 50+ who are involved in any voluntary work (new)
3_11	% of people aged under 50 who are involved in any voluntary work (new)

SUCCESSFUL OUTCOMES INCLUDE:

INTRODUCTION OF CITIZEN SPACE

The Council now has a corporate system in place for all consultations and surveys. The system is both easy to use and looks good. This system is called Citizen Space. Citizen Space is similar in concept to Survey Monkey and other systems that people may have used in the past.

Surveys and consultations are just two ways in which communities in the Scottish Borders can get involved in the public decision making process.

We know that if people can see that their views make a difference they are more likely to get involved. This also ties in with our ongoing #yourpart campaign where we encourage people to take part in whatever way they can.

The Community Empowerment (Scotland) Act 2015 promotes community empowerment through consultation and engagement and by giving the community the right to ask to be involved in the work of public authorities including the Council.

It is best practice to engage with our communities and there are some things that the Council is required to consult on, e.g. planning applications and school closures. Citizen Space will allow us to do that.

DEMENTIA FRIENDLY COMMUNITY PROJECT

All of SB Cares' Care Homes have engaged with Alzheimer's Scotland to provide Dementia Awareness training to families and friends of service users and also to involve the wider community to develop a Dementia Friendly Community.

The plan is to invite local business owners, shops and leisure providers, Emergency services staff and staff from other local amenities such as Libraries, Pharmacies etc.

The Care Homes will facilitate Awareness Training sessions in collaboration with Alzheimer's Scotland.

The aim is to create more awareness within the community about Dementia and how to support someone with Dementia access the local community. It seeks to ensure that service users can maintain their community links and participate in public life in a safe manner.

The outcome for the service user is that they can maximise their self-worth by continuing to engage in community activities.

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
4_1	% of females who feel safe to walk in their local area after dark
4_2	% of males who feel safe to walk in their local area after dark
4_3	% of people who identify 'tackling poverty and inequality' in their top five neighbourhood priorities (NB ensuring that the Borders remains a safe place in which to live, work and visit is a top priority for all of us and therefore not included in the list of priorities.) (new)
4_4	% of people who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)
4_5	% of people with a disability who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)
4_6	% of females who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)
4_7	% of males who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)
4_8	% of people aged 50+ who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)
4_9	% of people aged under 50 who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)
4_10	% of people who feel that their household is experiencing Fuel Poverty (new)
4_11	% of people with a disability who feel that their household is experiencing Fuel Poverty (new)
4_12	% of females who feel that their household is experiencing Fuel Poverty (new)
4_13	% of males who feel that their household is experiencing Fuel Poverty (new)
4_14	% of people aged 50+ who feel that their household is experiencing Fuel Poverty (new)
4_15	% of people aged under 50 who feel that their household is experiencing Fuel Poverty (new)

SUCCESSFUL OUTCOMES INCLUDE:

SCOTTISH BORDERS HOME ENERGY EFFICIENCY PROGRAMMES FOR SCOTLAND: AREA BASED SCHEMES

Home Energy Efficiency Programmes for Scotland: Area Based Schemes (HEEPS: ABS).

HEEPS: ABS funding has four main aims and local authorities must demonstrate that their proposed projects meet these aims:

- Reduce Fuel Poverty
- Maximise carbon savings
- Maximise Energy Companies' Obligation (ECO) funding
- Support the local economy

Improving the fuel efficiency and condition of private sector housing has been helped through the delivery of HEEPS: ABS. This programme has successfully delivered over £9.8m of investment in energy efficiency measures for households across the Scottish Borders since 2013/14.

Since HEEPS: ABS has been in place, many areas of the Borders have benefited, including; Pebbles, Newcastleton, Tweedbank, Denholm, Galashiels (Langlee), Kelso, Hawick, Innerleithen, Berwickshire area, Jedburgh, Earlston, St. Boswells and Newtown St. Boswells.

Further to this the link with Home Energy Scotland will ensure that householders get the relevant checks to ensure their household income is appropriate to their circumstances. This will include benefit and pension credit checks carried out by DWP.

BORDERS HOME ENERGY FORUM

The new Borders Home Energy Forum has been established and has met several times to date. The terms of reference for the Forum are now also adopted. The main focus of the most recent meeting was the Forum's future role in the development of the Borderlands initiative (energy focus).

Looking ahead, Council officers are to continue the development of the draft Home Energy Efficiency and Affordable Warmth Strategy in liaison with the Working Group (members of the Forum) and, discussion topics ahead for the Forum include the engagement process for the Strategy.

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
5_1	% of people with a disability satisfied with the local bus service
5_2	% of older (50+) residents who are satisfied with the local bus service
5_3	% of younger (under 50) residents who are satisfied with the local bus service
5_4	% of female residents who are satisfied with the local bus service
5_5	% of male residents who are satisfied with the local bus service
5_6	% of female residents who take part in physical activity 2 to 3 times a week or more often
5_7	% of male residents who take part in physical activity 2 to 3 times a week or more often
5_8	% of people with a disability who take part in moderate physical activity, which raises their heartrate, 2 to 3 times a week or more often
5_9	% of people with a disability satisfied with the Borders Railway service (new)
5_10	% of females who are satisfied with the Borders Railway service (new)
5_11	% of males who are satisfied with the Borders Railway service (new)
5_12	% of people aged 50+ who are satisfied with the Borders Railway service (new)
5_13	% of people aged under 50 who are satisfied with the Borders Railway service (new)
5_14	% of people who say their health is good or very good (new)
5_15	% of people with a disability who say their health is good or very good (new)
5_16	% of females who say their health is good or very good (new)
5_17	% of males who say their health is good or very good (new)
5_18	% of people aged 50+ who say their health is good or very good (new)
5_19	% of people aged under 50 who say their health is good or very good (new)



SUCCESSFUL OUTCOMES INCLUDE:

PLAY #YOURPART FOR A HEALTHY LIFE

The first week of October 2018 saw Scottish Borders' first Healthy Lives Week. This was launched by the Health and Social Care Partnership, which brings together SBC, NHS Borders and the voluntary sector, and has a very important role in looking after people and helping to support them to live healthy, independent lives.

Healthy Lives Week also marked the launch of the Partnership's refreshed Strategic Plan and use of the #yourpart campaign. The Plan focusses on three key aims: improving the health of the population; helping patient flow through hospital; and increasing the capacity within communities to care for our population.

Establishing Healthy Lives Week was a fantastic opportunity to work with a range of partners to get the word out to people about these three objectives, and the opportunities for the public to play their part in alleviating some of the pressure on health and social care services.

At an information stall in Council Headquarters on 2nd October over 100 people made a pledge to make a small change in their life style that would lead to a healthier life style. Pledges ranged from drinking more water and eating more fruit to cycling 10k a week and entering a half marathon.

Staying healthy is a year round activity and to reinforce the message a website page has been formulated that includes lots of information to keep the reader on track.

PRAISE FOR LOCAL AREA CO-ORDINATION SERVICE USER

The contribution made to his local community by Peebles resident, Fred Hale has been recognised by the Tweeddale Volunteers group.

Fred is also a service user who has been supported since 2013 by the Local Area Co-ordination team, part of our Learning Disability Service.

As well as being Vice Chair of his Local Citizens Panel, Fred volunteers as a coach with the Tweeddale Boccia* Bears. His contribution to both activities is highly regarded and in return, has enabled him to develop his confidence and skills, as well as make new friendships.

Local Citizens Panels were set up in 2014 to give people with a learning disability and their family carers a real voice in the planning and delivery of learning disability services in the Scottish Borders. There are currently five panels covering Berwickshire, Kelso & Coldstream, Hawick & Jedburgh, Galashiels & Selkirk and Tweeddale. As well as being consulted on local and national strategies affecting learning disability services, members are also influential community activists, helping to improve services and facilities for people with a learning disability in their own communities.

*Boccia is a ball sport that is played by people with a disability that has proved hugely popular in the Borders. It is a game that Fred particularly likes being involved with, saying: "I enjoy my role as coach and enjoy coming to Boccia every week as I feel part of a team."

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

PI CODE	PI DESCRIPTION
6_1	% difference pay gap between men and women who are resident in the Scottish Borders
6_2	% difference pay gap between men and women who work in the Scottish Borders
6_3a	Economic activity rate aged 16-64 - who have a work-limiting disability
6_3b	Economic activity rate aged 16-64 – who do not have a work limiting disability
6_4	Employment Rate: Females 16-64
6_5	Employment Rate: Males 16-64
6_6	Employment Rate: All aged 16-24
6_7	Employment Rate: All aged 16-64 Ethnic Minority*
6_8	Employment Rate: All aged 50-64
6_9	Percentage of JSA (Jobseeker's Allowance) claimants who are from an Ethnic Minority*
6_10	% of people with no qualifications

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

SUCCESSFUL OUTCOMES INCLUDE:

STUDENT PLACEMENT PROGRAMME

A small working party has been meeting to progress Care Home placements for year 3 & 4 Allied Health Professional (AHP) students. The potential for Social Work students is also being explored.

Several sites for placements have been agreed with St Ronans, Innerleithen, hoping to be the first to take in students by August 2019. SB Cares' link with Queen Margaret University (QMU) in particular means QMU involved in the inter professional education sessions. These sessions are held within the university where all disciplines, Occupational Therapist, Physiotherapist and Dietician, come together, to look at the available placements and plans for each project within each placement. It is hoped that we can link with the Nurse Care Home Education Facilitator (CHEF) when she takes up her post and to link with Interprofessional Education (IPE), placement lecturers from new Napier University. The group will continue to take forward this initiative and progress student placements.

An Open Day is being arranged by SB Cares in collaboration with QMU and Napier University to showcase the available placements, demonstrate the variety of projects that students can potentially take the lead on and provide an opportunity for all stakeholders to present their services.

The Open Day will be held centrally in the Borders and invitations have been sent out to Hospital to Home Service, Voluntary Sector groups such as Red Cross and Border Carers Voice and the Cheviot Project.

Students from both Universities will be invited and each stakeholder will give a short presentation on their service and the opportunities for student placement within.



There may also be opportunities for recruitment at this event.

The outcome for this is that the area is better served by AHP staff and therefore a more efficient service is provided for the service user, for example reduced waiting lists, being seen at home and a more involved treatment/rehabilitation plan.

PARTNERSHIP PROJECT RECOGNISED AT NATIONAL AWARDS

A joint programme to help young and unemployed people gain construction skills has been recognised at a national awards ceremony.

The Construction Sector Work Academy was highly commended at GO Awards Scotland 2018.

The project is delivered through the Council, Borders College and JobCentre Plus and enables people to get their Construction Skills Certification Scheme card and provides work placements through ongoing contracts. This card allows them to access employment opportunities in the construction industry.

The Council has used Community Benefit clauses attached to a number of construction contracts to provide young and unemployed people with valuable experience of working on a live construction project.

Councillor Robin Tatler, Executive Member for Finance, said: "This is an ambitious partnership project which has been operating for two years now and has helped a number of young and unemployed people gain work in the construction sector."

"It is also an excellent example of how Community Benefit clauses in our contracts can support the local community, people and economy and I'd like to congratulate all those involved in the project from across the partners."

YOUNG PERSONS PROJECT

This project supports Care Experienced young people into paid apprenticeships within the Council or NHS Borders.

In summary, the model of activity for the project is:

- 12 weeks/ attendance at the Employment Support Service training team to complete Stage 2 training.
- 8 weeks/ work experience (Stage 3) within identified SBC/ NHS Borders departments.
- 15 months' paid contract as a modern apprentice within the identified SBC/ NHS Borders departments.

A follow on offer of a paid position within SBC/NHS Borders or support to find a job elsewhere may be made depending on the individual situation.

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
7_1	Positive 5 year trend in literacy and numeracy outcomes at SCQF levels 4 and 5 for both males and females (new)
7_2	Positive destinations for Looked After males and females (LAC) will be an improving trend (new)
7_3	To increase the educational outcomes for pupils living in Quintile 1 by 10% at all levels by June 2019 (new)

SUCCESSFUL OUTCOMES INCLUDE:

EARLSTON CLUSTER SCHOOLS, QUALITY IMPROVEMENT AWARD

Staff teams working within the Earlston Cluster were recent winners of the Achieving Results at Scale category at the Quality Improvement Awards in Glasgow. They had been nominated for their approach to closing the attainment gap in numeracy, beating off competition from colleagues in South Lanarkshire, Fife and Midlothian Councils to take the top prize. The Council made it to the top three in the Quality Improvement Champion category for its transformational work with schools on improving outcomes for young people using improvement methodology. The project team involved head teachers, class teachers, additional needs assistants and senior leaders.

EDENSIDE – CLOSING THE POVERTY RELATED ATTAINMENT GAP IN HEALTH AND WELLBEING

After data analysis in literacy and numeracy and Health and Wellbeing (HWB) it was recognised (using the SHANRRRIA indicators* with pupils and staff) that pupils affected by poverty were identified as having a large gap in the HWB indicators. This led to the creation of small groups across age and stage to look at providing a targeted intervention dependent on the needs of the pupils. Several resources were used including the PATHS (“Promoting Alternative Thinking Strategies”) materials as well as developed in-house materials to support these pupils.

There is compelling evidence of improvement

- At June 2017, 31% pupils involved felt that they were underachieving. However, by June 2018 this had reduced to 3%
- 74% of pupils made a 12month + gain on their reading age
- 81% made a shift from off target to on target in their comprehension.

*** The acronym SHANARRI is formed from the eight indicators of wellbeing:**

- Safe
- Healthy
- Achieving
- Nurtured
- Active
- Respected
- Responsible
- Included



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

PI CODE	PI DESCRIPTION
8_1	% of the Households receiving Housing Benefit (HB) that are Social Renting
8_2	% of the Households receiving HB that are Private Renting
8_3	% of Households experiencing Fuel Poverty
8_4	% of Households experiencing extreme Fuel Poverty
8_5	% of Dwellings where adaptations are required by householders
8_6	Number of persons receiving aids/adaptations (includes minor repairs, minor adaptations and major adaptations) (new)
8_7	Number of new homes completed (include both market and affordable housing) (new)
8_8	Number of households approaching the Council for homelessness advice or assistance (new)
8_9	Average length of time spent in temporary accommodation by homeless households (new)
8_10	Number of site pitches for exclusive use of Gypsy/Travellers (new)

SUCCESSFUL OUTCOMES INCLUDE:

DELIVERY OF NEW HOUSING

The delivery of new affordable housing improves access to housing for all. The Strategic Housing Investment Plan (SHIP) sets out the key strategic housing investment priorities for affordable housing over a five year period. The current SHIP 2019-24 sets out ambitious proposals for up to 1047 new affordable homes in the Borders, with a total investment in in the region of £162m for 2019-24. There is likely to be a positive impact on all nine protected characteristics.

MEANS TESTED/ GRANT ASSISTED ADAPTATIONS

The Housing Scotland Act places a mandatory duty on local authorities to provide assistance to households seeking to meet the needs of a disabled occupant.

To help deliver this requirement Scottish Borders Council has a contract with Borders Care and Repair. The aim of the service is to enable older people and people with disabilities living in the private sector to have warm, well maintained and safe homes. The Care and Repair service helps achieve this by providing support for improvements and adaptations to the homes of clients – including managing grant application submissions on behalf of private sector clients for adaptation works.

The Service provides a Home Handyperson service to help to support community care groups (prioritising older people and people with disabilities), to continue to live at home through the provision of practical household help and support. All small adaptations within the scope set out for the Handyperson service are being dealt with and most NHS Health offices are using this service. The Handyperson service is fitting all equipment requests from Social Work Services and NHS Care and Repair trained Occupational Therapists.

Key statistics:

- 92 completed major adaptations at £390,433.00 of spend.
- Under the Scheme of Assistance, practical assistance was given to 10 cases regarding repair maintenance and common mutual repair issues; 14 empty homes cases; over 40 other cases where information and advice has supported empty homes and repair issues.

EXTRA CARE HOUSING

The SHIP 2018/23 identified 6 prioritised new build extra care housing developments, delivery of which is being progressed by Eildon and Trust Housing Associations. During 2017/18, planning applications have been lodged for sites at Langhaugh Galashiels and Todlaw Duns, and the Council has agreed to sell the Stirches site in Hawick to Eildon Housing Association.



SCOTTISH BORDERS COUNCIL EQUALITY MAINSTREAMING REPORT AND EQUALITY OUTCOMES PROGRESS REPORT 2017-2019

APPENDIX 1 EQUALITY OUTCOMES AND PERFORMANCE TRENDS 2015/16 – 2017/18

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. We set our outcomes in 2017. These were designed to help us achieve our vision and meet the general equality duty; to eliminate discrimination and harassment; promote equality of opportunity and promote good relations.

Our last Equality Mainstreaming Report considered it appropriate to retain the eight existing Equality Outcomes for the period 2017-2021 as they are aspirational and still relevant. However a key task was to make sure that the performance indicators used better reflected the Outcomes. We have therefore reviewed our performance indicators as indicated below.

The tables below set out our equality outcomes and the revised indicators that we will use going forward to measure progress towards achieving them. It should be noted that given the review of the indicators not all are able to show the performance trend. Performance trends for all of the revised performance indicators will be available and shown in our 2021 report.

Key: Performance trend

- ▲ Positive increase ▼ Negative decrease ▲ Negative increase ▼ Positive decrease
▷ Level Trend
- Where two arrows are shown, the first arrow compares 2015/16 against 2016/17; the second arrow compares 2016/17 against 2017/18

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	2015/16	2016/17	2017/18	DATA SOURCE
1_1	% of our workforce aged 16 to 29	▼▲	9.42%	9.06%	9.97%	Human Resources (HR) Data Collection
1_2	% of our workforce who have told us that they have a disability	▲	2.37%	2.49%	2.60%	Human Resources (HR) Data Collection
1-3	Obtain Disability Confident Accreditation (new)	▲	N/A	N/A	Employer Status Achieved	Human Resources (HR) Data Collection
1_4	% of our workforce who have stated they are LGBT	▲▼	0.88%	1.71%	1.04%	Human Resources (HR) Data Collection
1_5	% of our workforce who are from an ethnic minority	▲	0.39%	0.46%	0.47%	Human Resources (HR) Data Collection
1_6	Highest paid 5% who are women	▼	45.14%	43.87%	42.57%	Human Resources (HR) Data Collection
1_7	Gender Pay Gap Teachers	▼▲	5.52%	4.87%	5.48%	Human Resources (HR) Data Collection
	Non teachers	▲	11.90%	12.61%	12.92%	
1_8	% of our workforce who have completed equality monitoring data (new)	▼	N/A	81.13%	80.08%	Human Resources (HR) Data Collection
1_9	% of workforce who have completed equalities e-learning (new)	▲	N/A	81%	82%	Human Resources (HR) Data Collection
1_10	No. of employees who engaged in the Work opportunities Scheme	▼	62	53	37	Work Opportunities Scheme Recording

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	2015/16	2016/17	2017/18	DATA SOURCE
2_1	% of People with a disability who rate SBC as good or excellent	▲	60% (2015)	N/A	62% (2018)	Scottish Borders Household Survey
2_2	% of Females who rate SBC as good or excellent	▼	65% (2015)	N/A	57% (2018)	Scottish Borders Household Survey
2_3	% of Males who rate SBC as good or excellent	▼	60% (2015)	N/A	50% (2018)	Scottish Borders Household Survey
2_4	% of People aged 50+ who rate SBC as good or excellent	▼	62% (2015)	N/A	54% (2018)	Scottish Borders Household Survey
2_5	% of People under 50 who rate SBC as good or excellent	▼	68% (2015)	N/A	56% (2018)	Scottish Borders Household Survey

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

PI CODE	PI DESCRIPTION	PERFORMANCE TREND	2015/16	2016/17	2017/18	DATA SOURCE
3_1	% 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	▼	39% (2015)	N/A	32% (2018)	Scottish Borders Household Survey
3_2	% 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	▼	38% (2015)	N/A	33% (2018)	Scottish Borders Household Survey
3_3	% of residents with a disability who were fairly or very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council	▼	36% (2015)	N/A	26% (2018)	Scottish Borders Household Survey
3_4	% 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	▼	41% (2015)	N/A	36% (2018)	Scottish Borders Household Survey
3_5	% 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	▼	34% (2015)	N/A	29% (2018)	Scottish Borders Household Survey
3_6	% of people who are involved in any voluntary work (new)		N/A	N/A	58% (2018)	Scottish Borders Household Survey
3_7	% of people with a disability who are involved in any voluntary work (new)		N/A	N/A	41% (2018)	Scottish Borders Household Survey
3_8	% of females who are involved in any voluntary work (new)		N/A	N/A	59% (2018)	Scottish Borders Household Survey
3_9	% of males who are involved in any voluntary work (new)		N/A	N/A	57% (2018)	Scottish Borders Household Survey
3_10	% of people aged 50+ who are involved in any voluntary work (new)		N/A	N/A	58% (2018)	Scottish Borders Household Survey
3_11	% of people aged under 50 who are involved in any voluntary work (new)		N/A	N/A	59% (2018)	Scottish Borders 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	2015/16	2016/17	2017/18	DATA SOURCE
4_1	% of females who feel safe to walk in their local area after dark	►	73% (2015)	N/A	73% (2018)	Scottish Borders Household Survey
4_2	% of males who feel safe to walk in their local area after dark	▼	87% (2015)	N/A	80% (2018)	Scottish Borders Household Survey
4_3	% of people who identify 'tackling poverty and inequality' in their top five neighbourhood priorities (NB ensuring that the Borders remains a safe place in which to live, work and visit is a top priority for all of us and therefore not included in the list of priorities.) (new)		N/A	N/A	39% (2018)	Scottish Borders Household Survey
4_4	% of people who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)		N/A	N/A	12% (2018)	Scottish Borders Household Survey
4_5	% of people with a disability who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)		N/A	N/A	22% (2018)	Scottish Borders Household Survey
4_8	% of females who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)		N/A	N/A	13% (2018)	Scottish Borders Household Survey
4_7	% of males who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)		N/A	N/A	10% (2018)	Scottish Borders Household Survey
4_8	% of people aged 50+ who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)		N/A	N/A	8% (2018)	Scottish Borders Household Survey
4_9	% of people aged under 50 who say their household is not managing very well, having some financial difficulties or in deep financial trouble (new)		N/A	N/A	20% (2018)	Scottish Borders Household Survey
4_10	% of people who feel that their household is experiencing Fuel Poverty (new)		N/A	N/A	19% (2018)	Scottish Borders Household Survey

PI CODE	PI DESCRIPTION	PERFORMANCE TREND	2015/16	2016/17	2017/18	DATA SOURCE
4_11	% of people with a disability who feel that their household is experiencing Fuel Poverty (new)		N/A	N/A	22% (2018)	Scottish Borders Household Survey
4_12	% of females who feel that their household is experiencing Fuel Poverty (new)		N/A	N/A	20% (2018)	Scottish Borders Household Survey
4_13	% of males who feel that their household is experiencing Fuel Poverty (new)		N/A	N/A	18% (2018)	Scottish Borders Household Survey
4_14	% of people aged 50+ who feel that their household is experiencing Fuel Poverty (new)		N/A	N/A	17% (2018)	Scottish Borders Household Survey
4_15	% of people aged under 50 who feel that their household is experiencing Fuel Poverty(new)		N/A	N/A	22% (2018)	Scottish Borders Household Survey

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	2015/16	2016/17	2017/18	DATA SOURCE
5_1	% of people with a disability satisfied with the local bus service	▼	77% (2015)	N/A	62% (2018)	Scottish Borders Household Survey
5_2	% of older (50+) residents who are satisfied with the local bus service	▼	85% (2015)	N/A	67% (2018)	Scottish Borders Household Survey
5_3	% of younger (under 50) residents who are satisfied with the local bus service	▼	65% (2015)	N/A	60% (2018)	Scottish Borders Household Survey
5_4	% of female residents who are satisfied with the local bus service	▼	81% (2015)	N/A	65% (2018)	Scottish Borders Household Survey
5_5	% of male residents who are satisfied with the local bus service	▼	81% (2015)	N/A	62% (2018)	Scottish Borders Household Survey
5_6	% of female residents who take part in physical activity 2 to 3 times a week or more often	▲	68% (2015)	N/A	76% (2018)	Scottish Borders Household Survey
5_7	% of male residents who take part in physical activity 2 to 3 times a week or more often	▲	74% (2015)	N/A	78% (2018)	Scottish Borders Household Survey
5_8	% of residents with a disability who take part in physical activity 2 to 3 times a week or more often	▲	55% (2015)	N/A	58% (2018)	Scottish Borders Household Survey



PI CODE	PI DESCRIPTION	PERFORMANCE TREND	2015/16	2016/17	2017/18	DATA SOURCE
5_9	% of people with a disability satisfied with the Borders Railway service (new)		N/A	N/A	82% (2018)	Scottish Borders Household Survey
5_10	% of females who are satisfied with the Borders Railway service (new)		N/A	N/A	88% (2018)	Scottish Borders Household Survey
5_11	% of males who are satisfied with the Borders Railway service (new)		N/A	N/A	84% (2018)	Scottish Borders Household Survey
5_12	% of people aged 50+ who are satisfied with the Borders Railway service (new)		N/A	N/A	89% (2018)	Scottish Borders Household Survey
5_13	% of people aged under 50 who are satisfied with the Borders Railway service (new)		N/A	N/A	83% (2018)	Scottish Borders Household Survey
5_14	% of people who say their health is good or very good (new)		N/A	N/A	72% (2018)	Scottish Borders Household Survey
5_15	% of people with a disability who say their health is good or very good (new)		N/A	N/A	28% (2018)	Scottish Borders Household Survey
5_16	% of females who say their health is good or very good (new)		N/A	N/A	75% (2018)	Scottish Borders Household Survey
5_17	% of males who say their health is good or very good (new)		N/A	N/A	66% (2018)	Scottish Borders Household Survey
5_18	% of people aged 50+ who say their health is good or very good (new)		N/A	N/A	68% (2018)	Scottish Borders Household Survey
5_19	% of people aged under 50 who say their health is good or very good (new)		N/A	N/A	79% (2018)	Scottish Borders Household Survey

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	2015/16	2016/17	2017/18	DATA SOURCE
6_1	% difference pay gap between men and women who are resident in the Scottish Borders	▲	22.3% (2015)	N/A	24.6% (2018)	NOMIS / APS
6_2	% difference pay gap between men and women who work in the Scottish Borders	▲	9.0% (2015)	N/A	15.7% (2018)	NOMIS / APS
6_3a	Economic activity rate aged 16-64 - who have a work limiting disability	▲▼	54.4% (2015)	56.1% (Oct16-Sep17)	55% (Oct17-Sep18)	NOMIS / APS
6_3b	Economic activity rate aged 16-64 - who do not have a work limiting disability	▼▲	85.2% (2015)	83.8% (Oct16-Sep17)	84.2% (Oct17-Sep18)	NOMIS / APS
6_4	Employment Rate: Females 16-64	▼	73.5% (2015/16)	70.6% (Oct16-Sep17)	69.6% (Oct17-Sep18)	NOMIS / APS
6_5	Employment Rate: Males 16-64	▼▲	80.3% (2015/16)	78.5% (Oct16-Sep17)	80.8% (Oct17-Sep18)	NOMIS / APS
6_6	Employment Rate: All aged 16 - 24	▼▲	62.0% (2015)	55.6% (Oct16-Sep17)	66.6% (2018)	NOMIS / APS
6_7	Employment Rate: All aged 16-64 Ethnic Minority*	▲▼	64.5% (2015/16)	71.5%	70.1%	NOMIS / APS
6_8	Employment Rate: All aged 50-64	▲▼	71.9% (2015)	72.7%	69.4%	NOMIS / APS
6_9	Percentage of JSA (Jobseeker's Allowance) claimants who are from an Ethnic Minority*		1.0% (2015)	N/A	N/A	NOMIS / APS
6_10	% of people with no qualifications	▲	7.0% (2015)	N/A	7.9% (2017)	NOMIS / APS

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

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	2015/16	2016/17	2017/18	DATA SOURCE
7_1	Positive 5 year trend in literacy and numeracy outcomes at SCQF levels 4 and 5 for both males and females. (new)	▲	% Level 4 Literacy and Numeracy (88.94%) % Level 5 Literacy and Numeracy (61.92%)	% Level 4 Literacy and Numeracy (90.38%) % Level 5 Literacy and Numeracy (67.24%)	% Level 4 Literacy and Numeracy (90.66%) % Level 5 Literacy and Numeracy (69.35%)	Insight data
7_2	Positive destinations for Looked After males and females (LAC) will be an improving trend (new)	▲	N/A	7	50	Data Hub
7_3	To increase the educational outcomes for pupils living in Quintile 1 by 10% at all levels by June 2019 (new)	▼	N/A	Listening and talking – 78% Reading – 74% Writing – 72% Numeracy – 66%	Listening and talking – 73% Reading – 68% Writing – 60% Numeracy – 56%	National Improvement Framework Data grab

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

PI CODE	PI DESCRIPTION	PERFORMANCE TREND	2015/16	2016/17	2017/18	DATA SOURCE
8_1	% of the Households receiving Housing Benefit (HB) that are Social Renting	▲	77.6%	77.7% (Oct 16)	78.3% (Oct 17)	Scottish Government/ Scottish Borders Council
8_2	% of the Households receiving HB that are Private Renting	▼	22.4%	22.3% (Oct 16)	21.7% (Oct 17)	Scottish Government/ Scottish Borders Council
8_3	% of Households experiencing Fuel Poverty	▼	39% (2012-2014)	38% (2013-2015)	34% (2014-2016)	Scottish House Condition Survey (SHCS)
8_4	% of Households experiencing extreme Fuel Poverty	▼	14% (2012-2014)	14% (2013-2015)	13% (2014-2016)	SHCS
8_5	% Dwellings where adaptations are required by householders	▼▲	2% (2012-2014)	1% (2013-15)	3% (2014-16)	SHCS
8_6	Number of persons receiving aids/adaptations (includes minor repairs, minor adaptations and major adaptations) (new)	▲▼	498	510	416	Scottish Borders Council
8_7	Number of new homes completed (include both market and affordable housing) (new)	▼	373	250	222	Scottish Borders Council
8_8	No. of households approaching the Council for homelessness advice or assistance (new)	▼	894	909	862	Scottish Borders Council
8_9	Average length of time spent in temporary accommodation by homeless households (new)	▼	92	116	119	Scottish Housing Regulator
8_10	No. of site pitches for exclusive use of Gypsy/ Travellers (new)	▶	10	10	10	Scottish Borders Council



SCOTTISH BORDERS COUNCIL
EQUALITY MAINSTREAMING REPORT AND EQUALITY
OUTCOMES PROGRESS REPORT 2017-2019

APPENDIX 2

WORKFORCE DATA
JAN 2017 – DEC 2018



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EQUALITY MAINSTREAMING REPORT AND EQUALITY OUTCOMES PROGRESS REPORT 2017-2019

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LEGISLATIVE CONTEXT

As stated in the Equality Mainstreaming Report 2017 - 2021, there are specific duties that Scottish Borders Council is required to comply with. This means that we have a duty to gather and use workforce data across the nine protected characteristics and sub levels as indicated below. We are also required to publish pay gap information and statements on equal pay.

This section of the report provides details obtained from our workforce data.

OPERATIONAL CONTEXT

The information used within this report with regard to employees of Scottish Borders Council has been taken from the Corporate HR and Payroll System. As employees can hold multiple posts with the Council it has been decided that we use the post that the employee has defined as their main post for the purpose of completing the analysis. This will tend to be the post that they have held for the longest period of time.

The Job Groups that have been used within the report are:

- Teachers (teaching staff, music instructors and psychologists)
- Chief Officers (the most senior managers)
- Single Status (all other staff employed by the Council)

These have been used as they identify the conditions of service that each employee works under. For information we have also included statistics for each of the characteristics we hold at entire workforce level.

The Council currently has nine departments:

- Asset and Infrastructure
- Children and Young People
- Contracted Services
- Customer and Communities
- Economic Development and Corporate Services
- Finance, IT and Procurement
- Health and Social Care
- Human Resources
- Regulatory Services
- SB Cares LLP

During 2017 Contracted Services were transferred to Finance IT and Procurement.

Analysis of the nine characteristics and sub levels, listed below, has also been carried out.

GENDER	DISABILITY	RELIGION AND/OR BELIEF
AGE	GENDER REASSIGNMENT	MARITAL STATUS
ETHNIC ORIGIN/NATIONALITY	SEXUAL ORIENTATION	CARER STATUS

Sub-levels of analysis:

- Employment Status
- Location – Department for all staff (except Teachers) and Catchment Area for Teaching Staff
- Job Group – based on the terms and conditions of service the employee works under
- Grade

Throughout this report we have shown the data as a percentage and number of staff for each characteristic where possible. Due to the low level of numbers in the majority of the characteristics, we have only shown the percentage as this may otherwise identify individuals, as the report is further analysed. If there are points to note these have been drawn out and included within the narrative.

The data for 2017 and 2018 has been derived from workforce data gathered from January to December in those years and as outlined in Table 1:

TABLE 1 TOTAL NUMBER OF EMPLOYEES

	TEACHERS	CHIEF OFFICERS	SINGLE STATUS	TOTAL
2017	1444	25	4190	5659
2018	1477	22	4270	5769

Single status figures include Modern Apprentices, who are paid the National Minimum Wage appropriate to their age; Business Gateway, who are a small number of employees who transferred to the Council from Scottish Enterprise in 2012.

(I) GENDER

There has been a very slight change in the workforce gender balance. The overall Council workforce is predominately female, which has remained at around 73% since 2015

TABLE 2 WORKFORCE GENDER BALANCE (ALL STAFF)

	STAFF BY %		STAFF BY NUMBER	
	2017	2018	2017	2018
Female	73.30%	73.86%	4148	4216
Male	26.70%	26.14%	1511	1508
Totals	100%	100%	5659	5769

CHIEF OFFICERS AND SINGLE STATUS

TABLE 3 WORKFORCE GENDER BALANCE

	STAFF BY %		STAFF BY NUMBER	
	2017	2018	2017	2018
Female	72.19%	72.81%	3043	3125
Male	27.81%	27.19%	1172	1167
Totals	100%	100%	4215	4292

TABLE 4 WORKFORCE GENDER BALANCE BY STATUS

STATUS	2017		2018	
	FEMALE	MALE	FEMALE	MALE
Casual/Relief	81.40%	18.60%	81.98%	18.02%
Full Time	43.36%	56.64%	43.81%	56.19%
Part time	90.15%	9.85%	90.69%	9.31%

TABLE 5 WORKFORCE GENDER BALANCE BY DEPARTMENT

DEPARTMENT	2017		2018	
	FEMALE	MALE	FEMALE	MALE
Asset and Infrastructure	38.74%	61.26%	38.96%	61.04%
Children and Young People	87.95%	12.05%	87.70%	12.30%
Contracted Services	0.00%	100.00%	N/A	N/A
Customer and Communities	87.65%	12.35%	88.50%	11.50%
Economic Development and Corporate Services	57.89%	42.11%	58.82%	41.18%
Finance, IT and Procurement	70.51%	29.49%	70.27%	29.73%
Health and Social Care	76.31%	23.69%	76.19%	23.81%
Human Resources	72.94%	27.06%	74.12%	25.88%
Regulatory Services	53.72%	46.28%	52.75%	47.25%
SB Cares LLP	90.95%	9.05%	90.38%	9.62%

TABLE 6 WORKFORCE GENDER BALANCE BY JOB GROUP

JOB GROUP	2017		2018	
	FEMALE	MALE	FEMALE	MALE
Chief Officers	48.00%	52.00%	40.91%	59.09%
Single Status	72.34%	27.66%	72.97%	27.03%

TABLE 7 WORKFORCE GENDER BALANCE BY GRADE

GRADE	2017		2018	
	FEMALE	MALE	FEMALE	MALE
National Minimum Wage	42.42%	57.58%	52.38%	47.62%
Business Gateway	75.00%	25.00%	75.00%	25.00%
Grade 1	80.65%	19.35%	81.91%	18.09%
Grade 2	39.58%	60.42%	38.26%	61.74%
Grade 3	15.93%	84.07%	16.48%	83.52%
Grade 4	86.85%	13.15%	87.05%	12.95%
Grade 5	80.23%	19.77%	78.53%	21.47%
Grade 6	72.69%	27.31%	75.65%	24.35%
Grade 7	69.30%	30.70%	68.14%	31.86%
Grade 8	68.15%	31.85%	67.44%	32.56%
Grade 9	65.59%	34.41%	66.01%	33.99%
Grade 10	52.27%	47.73%	52.13%	47.87%
Grade 11	27.91%	72.09%	26.47%	73.53%
Grade 12	42.86%	57.14%	42.86%	57.14%
Chief Officers	48.00%	52.00%	40.91%	59.09%

TEACHERS

TABLE 8 WORKFORCE GENDER BALANCE

	STAFF BY %		STAFF BY NUMBER	
	2017	2018	2017	2018
Female	76.52%	76.91%	1105	1136
Male	23.48%	23.09%	339	341
Totals	100%	100%	1444	1477

TABLE 9 WORKFORCE GENDER BALANCE BY CATCHMENT AREA

CATCHMENT AREA	2017		2018	
	FEMALE	MALE	FEMALE	MALE
Berwickshire	74.71%	25.29%	77.78%	22.22%
Cheviot	78.06%	21.94%	76.10%	23.90%
Eildon East	76.50%	23.50%	77.14%	22.86%
Eildon West	78.57%	21.43%	78.92%	21.08%
Teviot & Liddesdale	77.06%	22.94%	79.57%	20.43%
Tweeddale	80.18%	19.82%	79.62%	20.38%
Various	72.76%	27.24%	71.85%	28.15%

TABLE 10 WORKFORCE GENDER BALANCE BY JOB GROUP

JOB GROUP	2017		2018	
	FEMALE	MALE	FEMALE	MALE
Teachers	76.52%	57.58%	52.38%	47.62%

TABLE 11 WORKFORCE GENDER BALANCE BY GRADE

GRADE	2017		2018	
	FEMALE	MALE	FEMALE	MALE
Chartered Teacher	66.67%	33.33%	71.74%	28.26%
Common Scale Teacher	78.83%	21.17%	78.97%	21.03%
Depute & Head Teacher	67.29%	32.17%	68.97%	31.03%
Music Instructor	52.38%	47.62%	47.37%	52.63%
Principal Teacher	74.87%	25.13%	72.97%	27.03%
Probationary Teacher	78.13%	21.88%	86.05%	13.95%
Psychologist	57.14%	42.86%	57.14%	42.86%
Quality Improvement	77.78%	22.22%	80.00%	20.00%

TABLE 12 WORKFORCE GENDER BALANCE BY STATUS

STATUS	2017		2018	
	FEMALE	MALE	FEMALE	MALE
Casual/Relief	70.72%	29.28%	71.20%	28.80%
Full Time	72.99%	27.01%	73.34%	26.66%
Part Time	92.98%	7.02%	92.21%	7.79%

(II) AGE

The age profile of employees has remained fairly stagnant since 2015. The majority of Council employees remain in the 45-59 age bracket and account for just under half of all employees in 2017 and 2018.

CHIEF OFFICERS AND SINGLE STATUS STAFF

TABLE 13 WORKFORCE AGE PROFILE

	STAFF BY %		STAFF BY NUMBER	
	2017	2018	2017	2018
16 to 29	8.61%	9.53%	363	409
30 to 44	23.96%	23.77%	1010	1020
45 - 59	52.55%	51.12%	2215	2194
60 and above	14.88%	15.59%	627	669
Total	100%	100%	4215	4292

TABLE 14 WORKFORCE AGE PROFILE BY DEPARTMENT

DEPARTMENT AND AGE	2017	2018
ASSET AND INFRASTRUCTURE		
16 to 29	7.54%	6.91%
30 to 44	22.04%	21.11%
45 to 59	55.92%	56.33%
60 and above	14.50%	15.64%
CHILDREN AND YOUNG PEOPLE		
16 to 29	6.46%	7.68%
30 to 44	24.49%	25.74%
45 to 59	52.99%	49.39%
60 and above	16.06%	17.19%
CONTRACTED SERVICES		
16 to 29	0.00%	N/A
30 to 44	0.00%	N/A
45 to 59	0.00%	N/A
60 and above	100.00%	N/A
CUSTOMER AND COMMUNITIES		
16 to 29	8.57%	11.50%
30 to 44	24.90%	23.78%
45 to 59	56.37%	53.61%
60 and above	10.16%	11.11%
ECONOMIC DEVELOPMENT & CORPORATE SERVICES		
16 to 29	5.26%	0.00%
30 to 44	15.79%	17.65%
45 to 59	60.53%	64.71%
60 and above	18.42%	17.65%
FINANCE, IT AND PROCUREMENT		
16 to 29	8.97%	16.22%
30 to 44	35.90%	31.08%
45 to 59	48.72%	45.95%
60 and above	6.41%	6.76%
HEALTH AND SOCIAL CARE		
16 to 29	4.42%	5.95%
30 to 44	24.50%	22.62%
45 to 59	58.63%	57.54%
60 and above	12.45%	13.89%
HUMAN RESOURCES		
16 to 29	7.06%	12.94%
30 to 44	34.12%	30.59%
45 to 59	49.41%	45.88%
60 and above	9.41%	10.59%
REGULATORY SERVICES		
16 to 29	9.06%	9.89%
30 to 44	21.36%	22.71%
45 to 59	44.98%	46.15%
60 and above	24.60%	21.25%
SB CARES LLP		
16 to 29	13.69%	14.32%
30 to 44	24.21%	23.94%
45 to 59	47.17%	45.82%
60 and above	14.93%	15.92%

TABLE 15 WORKFORCE AGE PROFILE BY JOB GROUP

JOB GROUP AND AGE	2017	2018
CHIEF OFFICERS		
16 to 29	0.00%	0.00%
30 to 44	8.00%	4.55%
45 to 59	84.00%	86.36%
60 and above	8.00%	9.09%
SINGLE STATUS		
16 to 29	8.66%	9.58%
30 to 44	24.66%	23.86%
45 to 59	52.36%	50.94%
60 and above	14.92%	15.62%

TABLE 16a WORKFORCE AGE PROFILE BY GRADE

GRADE	2017			
	16 TO 29	30 TO 44	45 TO 59	60 AND ABOVE
National Minimum Wage	100.00%	0.00%	0.00%	0.00%
Business Gateway	0.00%	50.00%	50.00%	0.00%
Grade 1	7.69%	26.05%	45.16%	21.09%
Grade 2	4.58%	17.50%	50.42%	27.50%
Grade 3	10.99%	18.13%	53.85%	17.03%
Grade 4	10.24%	20.75%	52.81%	16.20%
Grade 5	7.85%	23.84%	58.43%	9.88%
Grade 6	8.35%	30.93%	51.47%	9.26%
Grade 7	6.20%	26.76%	55.21%	11.83%
Grade 8	6.85%	33.06%	51.21%	8.87%
Grade 9	4.50%	31.51%	49.52%	14.47%
Grade 10	0.00%	20.45%	64.77%	14.77%
Grade 11	0.00%	13.95%	74.42%	11.63%
Grade 12	0.00%	9.52%	80.95%	9.52%
Chief Officers	0.00%	8.00%	84.00%	8.00%

TABLE 16b WORKFORCE AGE PROFILE BY GRADE

GRADE	2018			
	16 TO 29	30 TO 44	45 TO 59	60 AND ABOVE
National Minimum Wage	100.00%	0.00%	0.00%	0.00%
Business Gateway	0.00%	50.00%	50.00%	0.00%
Grade 1	8.01%	24.81%	46.51%	20.67%
Grade 2	4.35%	19.57%	47.83%	28.26%
Grade 3	9.66%	15.34%	53.98%	21.02%
Grade 4	10.04%	20.53%	51.75%	17.68%
Grade 5	9.94%	24.04%	54.81%	11.22%
Grade 6	12.38%	29.34%	49.10%	9.18%
Grade 7	8.03%	29.09%	51.25%	11.63%
Grade 8	6.59%	31.40%	50.00%	12.02%
Grade 9	4.90%	31.05%	51.31%	12.75%
Grade 10	0.00%	23.40%	62.77%	13.83%
Grade 11	0.00%	14.71%	70.59%	14.71%
Grade 12	0.00%	9.52%	85.71%	4.76%
Chief Officers	0.00%	4.55%	86.36%	9.09%

TABLE 17 WORKFORCE AGE PROFILE BY STATUS

STATUS AND AGE	2017	2018
CASUAL/RELIEF		
16 to 29	11.01%	12.93%
30 to 44	24.40%	25.86%
45 to 59	41.07%	38.38%
60 and above	23.51%	22.83%
FULL TIME		
16 to 29	10.12%	11.12%
30 to 44	22.92%	23.17%
45 to 59	57.44%	56.19%
60 and above	14.92%	15.62%
PART TIME		
16 to 29	6.73%	7.17%
30 to 44	24.57%	23.46%
45 to 59	52.75%	51.91%
60 and above	15.94%	17.45%

TEACHERS

TABLE 18 WORKFORCE AGE PROFILE

	STAFF BY %		STAFF BY NUMBER	
	2017	2018	2017	2018
16 to 29	10.39%	11.24%	150	166
30 to 44	35.46%	35.34%	512	522
45 to 59	41.07%	40.69%	593	601
60 and above	13.09%	12.73%	189	188
Total	100%	100%	1444	1477

TABLE 19 WORKFORCE AGE PROFILE BY CATCHMENT AREA

CATCHMENT AREA AND AGE	2017	2018
BERWICKSHIRE		
16 to 29	12.07%	14.81%
30 to 44	37.36%	37.57%
45 to 59	45.40%	43.39%
60 and above	5.17%	4.23%
CHEVIOT		
16 to 29	11.61%	11.95%
30 to 44	39.35%	42.14%
45 to 59	45.16%	44.03%
60 and above	3.87%	1.89%
EILDON EAST		
16 to 29	11.97%	12.65%
30 to 44	44.87%	43.67%
45 to 59	37.61%	39.59%
60 and above	5.56%	4.08%
EILDON WEST		
16 to 29	13.19%	15.68%
30 to 44	39.01%	37.84%
45 to 59	38.46%	39.46%
60 and above	9.34%	7.03%
TEVIOT & LIDDESDALE		
16 to 29	13.53%	14.52%
30 to 44	44.71%	41.40%
45 to 59	38.24%	39.25%
60 and above	3.53%	4.84%
TWEEDDALE		
16 to 29	9.22%	9.48%
30 to 44	39.63%	38.86%
45 to 59	47.93%	45.97%
60 and above	3.23%	5.69%
VARIOUS		
16 to 29	5.13%	3.97%
30 to 44	15.38%	15.89%
45 to 59	37.50%	36.09%
60 and above	41.99%	44.04%

TABLE 20 WORKFORCE AGE PROFILE BY JOB GROUP

JOB GROUP AND AGE	2017	2018
TEACHERS		
16 to 29	10.39%	11.24%
30 to 44	35.46%	35.34%
45 to 59	41.07%	40.69%
60 and above	13.09%	12.73%



TABLE 21a WORKFORCE AGE PROFILE BY GRADE

GRADE	2017			
	16 TO 29	30 TO 44	45 TO 59	60 AND ABOVE
Chartered Teacher	0.00%	29.41%	60.78%	9.80%
Common Scale Teacher	11.75%	34.76%	37.38%	16.12%
Depute & Head Teacher	0.93%	39.25%	57.94%	1.87%
Music Instructor	4.76%	19.05%	52.38%	23.81%
Principal Teacher	2.67%	43.32%	48.13%	5.88%
Probationary Teacher	68.75%	28.13%	3.13%	0.00%
Psychologist	0.00%	42.86%	57.14%	0.00%
Quality Improvement	0.00%	0.00%	100.00%	0.00%

TABLE 21b WORKFORCE AGE PROFILE BY GRADE

GRADE	2018			
	16 TO 29	30 TO 44	45 TO 59	60 AND ABOVE
Chartered Teacher	0.00%	26.09%	63.04%	10.87%
Common Scale Teacher	12.56%	34.35%	37.58%	15.51%
Depute & Head Teacher	0.00%	43.10%	53.45%	3.45%
Music Instructor	5.26%	15.79%	57.89%	21.05%
Principal Teacher	1.62%	43.24%	49.73%	5.41%
Probationary Teacher	69.77%	27.91%	2.33%	0.00%
Psychologist	0.00%	42.86%	42.86%	14.29%
Quality Improvement	0.00%	10.00%	80.00%	10.00%

TABLE 22 WORKFORCE AGE PROFILE BY STATUS

STATUS AND AGE	2017	2018
CASUAL/RELIEF		
16 to 29	5.70%	4.80%
30 to 44	15.21%	12.00%
45 to 59	30.04%	31.60%
60 and above	49.05%	51.60%
FULL TIME		
16 to 29	13.73%	15.89%
30 to 44	38.50%	37.32%
45 to 59	44.31%	42.87%
60 and above	3.46%	3.92%
PART TIME		
16 to 29	4.21%	2.60%
30 to 44	44.56%	48.38%
45 to 59	41.05%	41.56%
60 and above	10.18%	7.47%

FURTHER ANALYSIS

Please note that since 2017 the questions asked on Equality Monitoring Forms have changed slightly to include a 'Prefer Not to Say' option. In addition, it is worth noting that there is a difference between the 'No Response' and 'Not Stated' options presented below. While 'No Response' represents the proportion of employees who did not fill out the Equality Monitoring Forms at all, 'Not Stated' represents the proportion of employees who did not answer specific individual questions.

While filling out The Council's Equality Monitoring Form is not mandatory it must be acknowledged that low numbers in the below tables could be due to the high number of individuals choosing not to fill out the form or answer specific questions. This is particularly evident when looking at the disability, gender reassignment and carer categories (see below).

(III) RACE

The proportion of Black and Minority Ethnic employees has increased slightly over the two years from 0.46% to 0.47%. The proportion of employees identifying themselves as white has decreased very slightly over the two years.

Scottish Nationality is by far the greatest number within the workforce 4.86 % (2017) and 9.12% (2018). However as a large number of employees have not responded to this question we suspect the actual number will be greater for all nationalities.

Due to the low level of Black Minority Ethnic employees that are employed by the Council no further breakdowns have been included as this may lead to the identification of individuals.

TABLE 23 WORKFORCE ETHNIC ORIGIN PROFILE (ALL STAFF)

ETHNIC ORIGIN	2017	2018
Black Minority Ethnic	0.46%	0.47%
No Response	18.87%	19.92%
Not Stated	0.53%	0.71%
Prefer Not To Say	4.14%	3.69%
White	76.00%	75.21%

TABLE 24 WORKFORCE NATIONALITY PROFILE (ALL STAFF)

NATIONALITY	2017	NATIONALITY	2018
American	0.02%	American	0.02%
		Armenian	0.02%
Australian	0.02%	Australian	0.02%
		Batswana	0.02%
Bolivian	0.02%	Bolivian	0.02%
British	3.83%	British	5.46%
Canadian	0.04%	Canadian	0.05%
Dutch	0.02%	Dutch	0.02%
		English	0.57%
French	0.02%	French	0.02%
German	0.02%	German	0.02%
Irish	0.09%	Irish	0.12%
Lithuanian	0.04%	Lithuanian	0.03%
New Zealander	0.02%	New Zealander	0.05%
Northern Irish	0.05%	Northern Irish	0.07%
Polish	0.05%	Polish	0.09%
Nationality	2017	Nationality	2018
Saint Lucian	0.02%		
Salvadoran	0.02%	Salvadoran	0.02%
		San Marinese	0.02%
Sao Tomean	0.02%	Sao Tomean	0.02%
Scottish	4.86%	Scottish	9.12%
South African	0.02%		
Swedish	0.04%	Swedish	0.03%
Syrian	0.02%	Syrian	0.02%
		Welsh	0.02%
Zimbabwean	0.02%	Zimbabwean	0.02%
No Response	18.87%	No Response	19.92%
Not Stated	71.89%	Not Stated	64.19%
Prefer not say	0.02%	Prefer not say	0.05%
Grand Total	100.00%	Grand Total	100.00%

(IV) DISABILITY

When comparing the two years, the level of employees indicating that they have a disability has increased slightly to 2.60% of the workforce in 2018. While increases in individuals selecting this option are marginal, it is still the highest since 2015.

TABLE 25 WORKFORCE DISABILITY PROFILE (ALL STAFF)

DISABILITY	2017	2018
No	6.57%	13.17%
No Response	18.87%	19.92%
Not Stated	72.03%	64.26%
Prefer Not To Say	0.04%	0.05%
Yes	2.49%	2.60%

(V) GENDER REASSIGNMENT

The level of employees indicating that they are currently undergoing or have undergone gender reassignment over the past two years has remained relatively static, however when compared with 2015/16 it has decreased by roughly 0.10%. It is also worth noting that in 2015/16 over 60% of respondents selected 'No', this has been replaced in 2017/18 with over 60% of respondents choosing not to answer the question at all. Due to the extremely low level of employees who have indicated this, no further analysis is included as this may lead to the identification of individuals.

TABLE 26 WORKFORCE GENDER REASSIGNMENT (ALL STAFF)

GENDER REASSIGNMENT	2017	2018
No	6.18%	13.10%
No Response	18.87%	19.92%
Not Stated	74.85%	66.77%
Prefer Not To Say	0.07%	0.17%
Yes	0.02%	0.03%

(VI) SEXUAL ORIENTATION

The level of employees who have indicated that their sexual orientation is Bisexual, Gay or Lesbian has increased very slightly over the past two years. However, since 2015 none have exceeded more than 1% of the workforce. Due to the low number of employees who have indicated this, no further analysis is included as this may lead to the identification of individuals.

TABLE 27 WORKFORCE SEXUAL ORIENTATION (ALL STAFF)

SEXUAL ORIENTATION	2017	2018
Bisexual	0.44%	0.45%
Gay	0.27%	0.28%
Heterosexual	67.47%	67.36%
Lesbian	0.25%	0.31%
No Response	18.87%	19.92%
Not Stated	2.70%	2.51%%
Other	N/A	0.02%
Prefer Not To Say	10.00%	9.15%

(VII) RELIGION AND/OR BELIEF

Whilst there are some small variations between the two years the two highest categories are 'No Religion/Belief' and 'Church of Scotland'.

TABLE 28 WORKFORCE RELIGION OR BELIEF (ALL STAFF)

RELIGION OR BELIEF	2017	2018
Buddhist	0.23%	0.17%
Church of Scotland	23.50%	22.55%
Hindu	0.04%	0.05%
Humanist	0.11%	0.23%
Jewish	0.11%	0.12%
Muslim	0.07%	0.07%
No Religion/Belief	30.08%	31.05%
No Response	18.87%	19.92%
Not Stated	1.93%	2.22%
Other Christian	6.56%	6.59%
Other Religion/Belief	5.16%	4.63%
Pagan	0.02%	0.02%
Prefer Not To Say	8.75%	7.92%
Roman Catholic	4.59%	4.47%

(VIII) MARITAL STATUS

Whilst there are some variations between to the two years presented below, the highest category remains "married" and has done since 2015.

TABLE 29 WORKFORCE MARITAL STATUS (ALL STAFF)

MARITAL STATUS	2017	2018
Divorced	6.17%	5.72%
Living with Partner	10.20%	10.40%
Married/ Civil Partnership	44.42%	43.11%
No Response	18.87%	19.92%
Not Stated	1.25%	1.27%
Prefer Not To Say	4.44%	3.88%
Separated	0.18%	0.35%
Single	13.69%	14.56%
Widowed	0.78%	0.80%

(IX) CARERS

The number of employees who have indicated that they have caring responsibilities has increased slightly over the past two years, however, the total number of 'Yes' and 'No' responses has fallen significantly since 2015, with a majority of individuals now choosing not to answer the question.

TABLE 30 WORKFORCE CARERS (ALL STAFF)

CARER	2017	2018
No	4.05%	7.56%
No Response	18.87%	19.92%
Not Stated	74.29%	66.68%
Prefer Not To Say	0.05%	0.07%
Yes (Children under 18 and other)	0.14%	0.24%
Yes (Children under 18)	2.26%	5.06%
Yes (Other)	0.34%	0.47%

TRAINING COURSES

The following tables display the completion rates of council employees for seven mandatory training courses in the periods January – December 2017 and 2018 respectively. It is worth noting that the General Data Protection Regulations (GDPR) Course was launched in 2018 and superseded the Information Management Awareness (IMA) Course so the reduction of individuals completing IMA is deliberate as individuals are instead directed to complete the GDPR Course. In addition, the Information Security Course is only mandatory for IT users, hence the inclusion of the 'Not Required' Row in the below tables. All other training courses have seen a slight increase in completion, in particular a big push in Fire Safety in 2018 resulted in a significant increase in completions. Lastly, it is worth noting that the Equality and Diversity Course has one of the highest completion rates across the two years.

TABLE 31a TRAINING - SBC & SB CARES 2017

2017	ADULT SUPPORT AND PROTECTION MODULE		CHILD PROTECTION MODULE		EQUALITY AND DIVERSITY ONLINE		FIRE SAFETY AWARENESS		INFORMATION MANAGEMENT AWARENESS		INFORMATION SECURITY		PREVENT ONLINE	
	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %
Complete	2207	52%	3396	80%	3404	81%	706	17%	2945	70%	2284	54%	2839	67%
Incomplete	2016	48%	827	20%	819	19%	3517	83%	1278	30%	456	11%	1384	33%
Not Required												1483	35%	

TABLE 31b TRAINING - SBC & SB CARES 2018

2018	ADULT SUPPORT AND PROTECTION MODULE		CHILD PROTECTION MODULE		EQUALITY AND DIVERSITY ONLINE		FIRE SAFETY AWARENESS		INFORMATION MANAGEMENT AWARENESS		INFORMATION SECURITY		PREVENT ONLINE		THE GENERAL DATA PROTECTION REGULATIONS	
	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %
Complete	3023	70%	3508	82%	3537	82%	2861	67%	1579	37%	2350	55%	3192	74%	2977	69%
Incomplete	1278	30%	793	18%	764	18%	1440	33%	2722	63%	388	9%	1109	26%	1324	31%
Not Required												1563	36%			

TABLE 32a TRAINING - TEACHERS 2017

2017	ADULT SUPPORT AND PROTECTION MODULE		CHILD PROTECTION MODULE		EQUALITY AND DIVERSITY ONLINE		FIRE SAFETY AWARENESS		INFORMATION MANAGEMENT AWARENESS		INFORMATION SECURITY		PREVENT ONLINE	
	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %
Complete	752	52%	1158	81%	1118	78%	108	8%	924	64%	907	63%	964	67%
Incomplete	684	48%	278	19%	318	22%	1328	92%	512	36%	521	36%	472	33%
Not Required												8	0.2%	

TABLE 32b TRAINING - TEACHERS 2018

2018	ADULT SUPPORT AND PROTECTION MODULE		CHILD PROTECTION MODULE		EQUALITY AND DIVERSITY ONLINE		FIRE SAFETY AWARENESS		INFORMATION MANAGEMENT AWARENESS		INFORMATION SECURITY		PREVENT ONLINE		THE GENERAL DATA PROTECTION REGULATIONS	
	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %
Complete	1009	69%	1209	82%	1180	80%	958	65%	700	48%	969	66%	1120	76%	943	64%
Incomplete	459	31%	259	18%	288	20%	510	35%	768	52%	304	21%	348	24%	525	36%
Not Required												195	13%			



GRIEVANCE

Where employees have a concern they would normally raise the issue directly with their line manager, or ask their Trade Union representative to make an informal approach on their behalf. Therefore in the majority of cases it will be possible to resolve potential grievances informally.

If informal resolution is not possible employees can raise a formal grievance.

If the potential grievance is of a particularly sensitive or complex nature, advice may be sought from HR. It is only in these instances that the actual data is recorded. Therefore the data given below is a record of all the grievances that have involved HR. As the numbers of staff involved in grievances are low no further analysis is included.

Grievances with HR's involvement during 2017 totaled 2 and in 2018 totaled 7. The outcomes of these were either that the grievance was resolved or it is currently ongoing.

DISCIPLINE

The Council recognises that the effective delivery of services is dependent on acceptable standards of conduct and performance of all employees. The Council acknowledges its responsibilities as an employer to determine appropriate standards of conduct and performance and to make employees aware of these standards. Employees also have a responsibility to familiarise themselves with the rules and procedures relating to their employment and to maintain acceptable standards of conduct and performance.

Clearly there may be occasions when any employee does not meet acceptable standards. Minor and non-recurring issues will be dealt with by the appropriate manager through support, advice, guidance, counselling and/or training, with an emphasis on improving standards and learning from mistakes, rather than apportioning blame.

Despite this, there may be occasions when formal disciplinary action is required. The Council therefore has a disciplinary procedure to ensure that all managers adopt a uniform approach to discipline. The procedure provides a framework to ensure that any disciplinary action is taken in a fair and consistent manner, whilst recognising that each case must be treated on its merits taking account of individual circumstances.

Table 33a and 33b provide the details of formal disciplinary action broken down by gender, ethnic origin, disability and age. Further analysis has not been undertaken for the remaining protected characteristics as this may identify individuals.

TABLE 33a DISCIPLINARY ACTION– GENDER, ETHNIC ORIGIN AND DISABILITY

YEAR	GENDER		ETHNIC ORIGIN			DISABILITY	
	FEMALE	MALE	WHITE-OTHER BRITISH	WHITE-SCOTTISH	UNKNOWN	NOT KNOWN	YES
2017	63%	37%	5%	11%	84%	100%	
	69%	31%	6%	13%	81%	1%	99%

TABLE 33b DISCIPLINARY ACTION – AGE

YEAR	AGE GROUP			
	16 TO 29	30 TO 44	45 TO 59	60 AND ABOVE
2017	16%	16%	42%	26%
2018	19%	19%	43%	19%

APPLICATIONS FOR RECRUITMENT

The information used within this section of the report is taken from the ‘My Job Scotland’ National Recruitment Portal for the posts advertised by Scottish Borders Council.

The number of Applications selected for interview which was published in the previous mainstreaming report is not available with current reporting capabilities. Instead the success rates for each protected characteristic have been calculated.

Analysis based on the applicant’s progress through the recruitment process has been included for Gender, Age, Ethnic Origin, Nationality, Disability, Sexual Orientation, Gender Reassignment, Religion/Belief, Marital Status, Caring Responsibilities and the difference between internal and external candidates (illustrated in the tables below).

TABLE 34a GENDER - 2017

GENDER	APPLICATIONS	APPOINTED	SUCCESS RATE
Female	72.30%	79.44%	11.67%
Male	27.70%	20.56%	7.88%

TABLE 34b GENDER - 2018

GENDER	APPLICATIONS	APPOINTED	SUCCESS RATE
Female	70.46%	75.26%	10.45%
Male	29.54%	24.74%	8.19%

TABLE 35a AGE - 2017

AGE	APPLICATIONS	APPOINTED	SUCCESS RATE
16 to 29	27.10%	14.85%	5.80%
30 to 44	36.11%	41.46%	12.15%
45 to 59	31.90%	37.82%	12.55%
60 and above	4.89%	5.88%	12.73%

TABLE 35b AGE - 2018

AGE	APPLICATIONS	APPOINTED	SUCCESS RATE
16 to 29	31.23%	25.00%	7.80%
30 to 44	33.17%	32.70%	9.61%
45 to 59	30.41%	36.69%	11.76%
60 and above	5.19%	5.61%	10.54%

TABLE 36a ETHNIC ORIGIN - 2017

ETHNIC ORIGIN	APPLICATIONS	APPOINTED	SUCCESS RATE
Black Minority Ethnic	3.11%	1.42%	4.81%
White	96.89%	98.58%	10.74%

TABLE 36b ETHNIC ORIGIN - 2018

ETHNIC ORIGIN	APPLICATIONS	APPOINTED	SUCCESS RATE
Black Minority Ethnic	2.60%	1.44%	5.40%
White	97.40%	98.56%	9.88%

TABLE 37a NATIONALITY - 2017

NATIONALITY	APPLICATIONS	APPOINTED	SUCCESS RATE
British	22.51%	20.29%	10.69%
English	5.58%	2.86%	6.09%
Northern Irish	0.17%	0.00%	0.00%
Scottish	60.33%	58.23%	11.45%
Welsh	0.28%	0.24%	10.00%

TABLE 37b NATIONALITY - 2018

NATIONALITY	APPLICATIONS	APPOINTED	SUCCESS RATE
British	21.93%	24.17%	11.72%
English	5.91%	4.29%	7.72%
Northern Irish	0.48%	0.66%	14.55%
Scottish	60.20%	54.21%	9.57%
Welsh	0.28%	0.08%	3.13%

TABLE 38a DISABILITY – 2017

DISABILITY	APPLICATIONS	APPOINTED	SUCCESS RATE
Yes	5.07%	3.90%	8.19%
No	94.93%	96.10%	10.78%

TABLE 38b DISABILITY – 2018

DISABILITY	APPLICATIONS	APPOINTED	SUCCESS RATE
Yes	4.58%	3.22%	6.90%
No	95.42%	96.78%	9.95%

TABLE 39a SEXUAL ORIENTATION - 2017

SEXUAL ORIENTATION	APPLICATIONS	APPOINTED	SUCCESS RATE
Bisexual	1.45%	0.00%	0.00%
Gay	1.14%	0.58%	5.41%
Heterosexual	96.58%	99.13%	10.85%
Lesbian	0.74%	0.29%	4.17%
Other	0.09%	0.00%	0.00%

TABLE 39b SEXUAL ORIENTATION - 2018

SEXUAL ORIENTATION	APPLICATIONS	APPOINTED	SUCCESS RATE
Bisexual	1.46%	0.89%	6.00%
Gay	1.15%	0.89%	7.56%
Heterosexual	96.27%	97.04%	9.92%
Lesbian	0.92%	0.99%	10.53%
Other	0.19%	0.20%	10.00%

TABLE 40a GENDER REASSIGNMENT – 2017

GENDER REASSIGNMENT	APPLICATIONS	APPOINTED	SUCCESS RATE
Yes	0.27%	0.00%	0.00%
No	99.73%	100.00%	10.71%

TABLE 40b GENDER REASSIGNMENT – 2018

GENDER REASSIGNMENT	APPLICATIONS	APPOINTED	SUCCESS RATE
Yes	0.16%	0.09%	5.88%
No	99.84%	99.91%	9.81%

TABLE 41a RELIGION OR BELIEF – 2017

RELIGION OR BELIEF	APPLICATIONS	APPOINTED	SUCCESS RATE
Buddhist	0.41%	0.30%	7.69%
Church of Scotland	21.38%	27.60%	13.88%
Hindu	0.13%	0.30%	25.00%
Humanist	1.69%	1.19%	7.55%
Jewish	0.03%	0.00%	0.00%
Muslim	1.18%	0.00%	0.00%
None	54.02%	50.74%	10.10%
Other Christian	13.05%	12.46%	10.27%
Other Religion or Belief	1.24%	2.08%	17.95%
Pagan	0.19%	0.00%	0.00%
Roman Catholic	6.64%	5.34%	8.65%
Sikh	0.03%	0.00%	0.00%

TABLE 41b RELIGION OR BELIEF – 2018

RELIGION OR BELIEF	APPLICATIONS	APPOINTED	SUCCESS RATE
Buddhist	0.50%	0.82%	16.00%
Church of Scotland	19.55%	28.02%	13.98%
Hindu	0.16%	0.10%	6.25%
Humanist	1.42%	2.25%	15.49%
Jewish	0.09%	0.10%	11.11%
Muslim	0.59%	0.31%	5.08%
None	58.19%	51.94%	8.71%
Other Christian	11.71%	10.02%	8.35%
Other Religion or Belief	1.13%	0.72%	6.19%
Pagan	0.12%	0.00%	0.00%
Roman Catholic	6.44%	5.73%	8.67%
Sikh	0.12%	0.00%	0.00%

TABLE 42a MARITAL STATUS – 2017

MARITAL STATUS	APPLICATIONS	APPOINTED	SUCCESS RATE
Divorced	6.48%	6.70%	11.01%
Living with Partner	15.97%	15.36%	10.24%
Married/Civil Partnership	39.92%	50.56%	13.49%
Separated	2.59%	1.40%	5.75%
Single	33.79%	25.42%	8.01%
Widowed	1.25%	0.56%	4.76%

TABLE 42b MARITAL STATUS – 2018

MARITAL STATUS	APPLICATIONS	APPOINTED	SUCCESS RATE
Divorced	6.22%	4.17%	6.60%
Living with Partner	16.16%	14.14%	8.59%
Married/Civil Partnership	37.21%	49.34%	13.03%
Separated	2.76%	2.28%	8.11%
Single	36.86%	29.51%	7.86%
Widowed	0.79%	0.57%	7.06%

TABLE 43a CARING RESPONSIBILITIES – 2017

CARING RESPONSIBILITIES	APPLICATIONS	APPOINTED	SUCCESS RATE
No	58.20%	56.82%	10.42%
Yes (Children Under 18)	38.41%	40.39%	11.22%
Yes (Other)	3.39%	2.79%	8.77%

TABLE 43b CARING RESPONSIBILITIES – 2018

CARING RESPONSIBILITIES	APPLICATIONS	APPOINTED	SUCCESS RATE
No	59.69%	58.44%	9.56%
Yes (Children Under 18)	37.08%	38.90%	10.24%
Yes (Other)	3.22%	2.66%	8.05%

TABLE 44a INTERNAL VS EXTERNAL – 2017

INTERNAL VS EXTERNAL	APPLICATIONS	APPOINTED	SUCCESS RATE
Internal	16.70%	15.02%	10.42%
External	83.30%	84.98%	11.83%

TABLE 44b INTERNAL VS EXTERNAL – 2018

INTERNAL VS EXTERNAL	APPLICATIONS	APPOINTED	SUCCESS RATE
Internal	13.17%	8.58%	6.92%
External	86.83%	91.42%	11.19%

GENDER PAY GAP

The gender pay gap is the difference between men and women’s hourly earnings.

Using guidance and the standard calculation that is set out by the Equality and Human Rights Commission, the Council’s equal pay gap was calculated using data as at 31 December 2018.

The Standard Calculation is:

$$(a)/(b) \times 100 = \text{Total}$$

$$100 - \text{Total} = (c)$$


$$(a)/(b) = (c)$$

Where:

(a) Average Hourly Rate for Women

(b) Average Hourly Rate Men

(c) Pay Gap



The average basic hourly pay (excluding overtime) between men and women has been calculated and further details have been outlined below:

CHIEF OFFICERS AND SINGLE STATUS STAFF

- The average hourly rate for women is £ 11.4527 (a)
- The average hourly rate for men is £ 13.1515(b)
- The difference in hourly pay is **£1.6988**
- This means that on average women earn 12.92% (c) less than men

TEACHING STAFF

- The average hourly rate for women is £23.0133 (a)
- The average hourly rate for men is £24.3475 (b)
- The difference in hourly pay is **£1.3342**
- This means that on average women in Education earn 5.48% (c) less than men.



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