

Equality Outcomes and Performance Trends

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 last 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, and a change of operational practices, coupled with COVID 19 pressures, we are not able to show the performance trends for Outcomes 2,3,4 & 5, however the analysis of these outcomes are provided in the Mainstreaming Report – Equality Outcomes section.

Key: Performance trend

- ↑ - Positive increase ↓ - Negative decrease ↗ - Negative increase ↘ - Positive decrease → - Level Trend
- The arrows compare the years 2017/18 against 2019/20 in a positive or negative way.

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	2019/20	Data Source
1_1	% of our workforce aged 16 to 29	↑	9.42%	9.06%	9.97%	2019: 9.89% 2020: 10.38%	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%	2019: 2.62% 2020: 2.57%	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%	2019: 1.18% 2020: 1.16%	Human Resources (HR) Data Collection
1_5	% of our workforce who are from an ethnic minority	↑	0.39%	0.46%	0.47%	2019: 61% 2020: 55%	Human Resources (HR) Data Collection
1_6	Highest paid 5% who are women	↑	45.14%	43.87%	42.57%	47.83% (2020)	Human Resources (HR) Data Collection
1_7	Equal Pay (Gender) Teachers	↓	5.52%	4.87%	5.48%	2.76% (2020)	Human Resources (HR) Data Collection
	Non teachers	↓	11.90%	12.61%	12.92%	11.57% (2020)	
1_8	% of our workforce who have completed equality monitoring data	↓	N/A	81.13%	80.08%	76.67% (2020)	Human Resources (HR) Data Collection
1_9	% of workforce who have completed equalities e-learning	↑	N/A	81%	82%	85% (2020)	Human Resources (HR) Data Collection

1_10	No. of employees who engaged in the Work opportunities Scheme	↑	62	53	37	2019: 57 2020: 60	Work Opportunities Scheme Recording
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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 Disabled People 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.

Performance Information

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)	
3_3	% of disabled residents who were Fairly or Very satisfied with the opportunities for participating in the local decision making process provided by Scottish Borders Council	↓	36% (2015)	N/A	26% (2018)	
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)	
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)	
3_6	% of people who are involved in any voluntary work		N/A	N/A	58% (2018)	Scottish Borders Household Survey
3_7	% of people with a disability who are involved in any voluntary work		N/A	N/A	41% (2018)	Scottish Borders Household Survey
3_8	% of females who are involved in any voluntary work		N/A	N/A	59% (2018)	Scottish Borders Household Survey
3_9	% of males who are involved in any voluntary work		N/A	N/A	57% (2018)	Scottish Borders Household Survey

3_10	% of people aged 50+ who are involved in any voluntary work		N/A	N/A	58% (2018)	Scottish Borders Household Survey
3_11	% of people aged under 50 who are involved in any voluntary work		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.

Performance Information

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.)		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		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		N/A	N/A	22% (2018)	Scottish Borders Household Survey
4_6	% of females who say their household is not managing very well, having some financial difficulties or in deep financial trouble		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		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		N/A	N/A	8% (2018)	Scottish Borders Household Survey

	financial difficulties or in deep financial trouble					
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		N/A	N/A	20% (2018)	Scottish Borders Household Survey
4_10	% of people who feel that their household is experiencing Fuel Poverty		N/A	N/A	19% (2018)	Scottish Borders Household Survey
4_11	% of people with a disability who feel that their household is experiencing Fuel Poverty		N/A	N/A	22% (2018)	Scottish Borders Household Survey
4_12	% of females who feel that their household is experiencing Fuel Poverty		N/A	N/A	20% (2018)	Scottish Borders Household Survey
4_13	% of males who feel that their household is experiencing Fuel Poverty		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		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		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

Performance Information

PI Code	PI Description	Performance Trend	2015/16	2016/17	2017/18	Data Source
5_1	% of disabled people 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 Disabled residents 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
5_9	% of people with a disability satisfied with the Borders Railway service		N/A	N/A	82% (2018)	Scottish Borders Household Survey
5_10	% of females who are satisfied with the Borders Railway service		N/A	N/A	88% (2018)	Scottish Borders Household Survey
5_11	% of males who are satisfied with the Borders Railway service		N/A	N/A	84% (2018)	Scottish Borders Household Survey
5_12	% of people aged 50+ who are satisfied with the Borders Railway service		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		N/A	N/A	83% (2018)	Scottish Borders Household Survey
5_14	% of people who say their health is good or very good		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		N/A	N/A	28% (2018)	Scottish Borders Household Survey
5_16	% of females who say their health is good or very good		N/A	N/A	75% (2018)	Scottish Borders Household Survey
5_17	% of males who say their health is good or very good		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		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		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.

Performance Information

PI Code	PI Description	Performance Trend	2015/16	2016/17	2017/18	2019/20	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)	17.4% (2020)	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)	2.3% (2020)	NOMIS / APS
6_3a	Economic activity rate aged 16-64 - EA core or work-limiting disabled	↓	54.4% (2015)	56.1% (Oct16-Sep17)	55% (Oct17-Sep18)	2019: 40.6% 2020: 46.2%	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)	2019: 86.9% 2020: 86.1%	NOMIS / APS
6_4	Employment Rate: Females 16-64	↑	73.5% (2015/16)	70.6% (Oct16-Sep17)	69.6% (Oct17-Sep18)	2019: 71.7% 2020: 76.1%	NOMIS / APS
6_5	Employment Rate: Males 16-64	↑	80.3% (2015/16)	78.5% (Oct16-Sep17)	80.8% (Oct17-Sep18)	2019: 80.2% 2020: 81.1%	NOMIS / APS
6_6	Employment Rate: All aged 16 - 24	↓	62.0% (2015)	55.6% (Oct16-Sep17)	66.6% (Oct17-Sep18)	2019: 60.9% 2020: 57.2%	NOMIS / APS
6_7	Employment Rate: All aged 16-64 Ethnic Minority*	↓	64.5% (2015/16)	71.5%	70.1%	2019: 86% 2020: 58.1%	NOMIS / APS
6_8	Employment Rate: All aged 50-64	↑	71.9% (2015)	72.7%	69.4%	2019: 71.5% 2020: 77.6%	NOMIS/APS
6_9	Percentage of JSA (Jobseeker's Allowance)		1.0% (2015)	N/A	N/A	N/A	NOMIS / APS

	claimants who are from an Ethnic Minority*						
6_10	% of people with no qualifications	↑	7.0% (2015)	N/A	7.9% (2017)	N/A	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.

Performance Information

PI Code	PI Description	Performance Trend	2015/16	2016/17	2017/18	2018/19	2019/20	Data Source
7_1	Positive 5 year trend in literacy and numeracy outcomes at SCQF levels 4 and 5 for both males and females.	↓	% 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%)	% Level 4 Literacy and Numeracy (89.9%) % Level 5 Literacy and Numeracy (66.3%)	% Level 4 Literacy and Numeracy (89.1%) % Level 5 Literacy and Numeracy (68.1%)	Insight data
7_2	Positive destinations for Looked After males and females (LAC) will be an improving trend	↓	N/A	7	50	88.2%	83.3%	Data Hub
7_3	To increase the educational outcomes for	*1			Listening and talking – 73% Reading – 68% Writing – 60%	² P1, P4 and P7 pupils combined achieving expected CfE	n/a ³	National Improvement Framework Data grab

¹ Unable to report trend as data reporting approach changed by Scottish Government in 2018/2019, followed by suspension of data collection in 2019/2020 (see point 2 below).

² Change of reporting by Scottish Government is now measuring the gap between Q1 and Q5.

³ Due to Covid-19 pandemic and closure of schools, the Scottish Government suspended the collection of literacy and numeracy attainment data to avoid adding further pressures on schools during this period.

	pupils living in Quintile 1 by 10% at all levels by June 2019.				Numeracy – 56%	level in literacy – 24.9% gap P1, P4 and P7 pupils combined achieving expected CfE level in numeracy – 28.8% gap		Local Government Benchmark Data (from 2018/2019).
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Outcome 8: We have appropriate accommodation which meets the needs of our diverse community.

Performance Information

PI Code	PI Description	Performance Trend	2015/16	2016/17	2017/18	2019/20	Data Source
8_1	% of the Households receiving Housing Benefit that are Social Renting	↓	77.6%	77.7% (Oct 16)	78.3% (Oct 17)	79.6% (snapshot as of 1st April 2021)	Scottish Borders Council
8_2	% of the Households receiving HB that are Private Renting	↑	22.4%	22.3% (Oct 16)	21.7% (Oct 17)	19.0% (snapshot as of 1 st April 2021)	Scottish Borders Council
8_3	% of Households experiencing Fuel Poverty	↓	39% (2012-2014)	38% (2013-2015)	34% (2014-2016)	29% (2017-2019)	Scottish House Condition Survey (SHCS)
8_4	% of Households experiencing extreme Fuel Poverty	↑	14% (2012-2014)	14% (2013-2015)	13% (2014-2016)	14% (2017-2019)	SHCS
8_5	% Dwellings where adaptations are required by householders	↓	2% (2012-2014)	1% (2013-15)	3% (2014-16)	2% (2017-2019)	SHCS
8_6	Number of persons receiving aids/adaptations (includes minor repairs, minor adaptations and major adaptations)	↑	498	510	416	521	Scottish Borders Council
8_7	Number of new homes completed (include both market	↑	373	250	222	331	Scottish Borders Council

	and affordable housing)						
8_8	No. of households approaching the Council for homelessness advice or assistance	↑	894	909	862	928	Scottish Borders Council
8_9	Average length of time spent in temporary accommodation by homeless households	↑	92	116	119	116	Scottish Housing Regulator
8_10	No. of site pitches for exclusive use of Gypsy/Travellers	→	10	10	10	10	Scottish Borders Council