

Equality is everyone’s right and everyone’s responsibility

**Equality and Diversity Scheme**

**2017 – 2021**

For further information on Fife Council’s Equality and Diversity Scheme or to request the document in a different format, please contact:

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|  | **Introduction** |

Fife Council is the third largest local authority in Scotland, employing a headcount of 17,335 people and providing around 900 services to the people of Fife. Since the previous Scheme was published in 2013, the population of Fife has become more diverse, the challenges facing the Council more demanding due to the financial challenges facing the public sector.

The public sector equality duty of the Equality Act 2010 came into force in May 2012 and the Council published its first equality scheme and equality outcomes in April 2013. 2017 will see the first full revision of the equality outcomes since the duty came into force.

The outcomes and actions in the Scheme were developed over the course of 2016 and involved gathering evidence from Council Services, looking at internal and external data and information in relation to the protected characteristics (also referred to as equality groups in this document). Elected members were involved in providing feedback on the draft equality outcomes. Fife Centre for Equalities was able to provide feedback by sharing the outcomes with the equality groups and individuals.

This scheme covers our responsibilities as an Education Authority and as a Licensing Board.

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| **2.** | **Context and Challenges** |

The Executive Committee of the Council has overall responsibility for approving the Equality and Diversity Scheme. The Committee is made up of a cross party group of elected members and is the key policy and decision making group in the Council. Fife-wide policy recommendations and performance reports now go to the Executive Committee for decisions or monitoring on a monthly basis.

**National Context**

**Public Sector Equality Duty**

Section 149 of the Equality Act 2010 came into force in April 2011, introducing a new Public Sector Equality Duty that became law across Scotland. The public sector equality duty has 3 parts which all public authorities need to comply with. The 3 parts are called the general duty and public authorities need to consider each of these:

* Eliminate discrimination, harassment and victimisation
* Advance equality of opportunity between those who have a protected characteristics and those who do not
* Foster good relations between those who have protected characteristics and those who do not

The protected characteristics under the Equality Act are:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race – this includes ethnic or national origin, colour and nationality. This includes Gypsy Travellers
* Religion or belief – this includes lack of belief
* Sex
* Sexual orientation

The public sector equality duty under the Equality Act requires the Council to:

* ***Mainstream*** – How the duty is being integrated into other functions undertaken by the Council.
* ***Set equality outcomes*** – The results which the authority wishes to achieve. The outcomes must have been set with the engagement of protected characteristics and/or evidence relating to the protected characteristics.
* ***Involve*** all protected characteristics - and anyone else the local authority considers represents the interests of people with protected characteristics.
* Consider ***relevant evidence*** relating to people with protected characteristics.
* ***Assess*** and review policies and practices.
* ***Gather*** and use employment information.
* ***Publish*** a revised set of outcomes within a reasonable timescale.

**Gaelic Language (Scotland) Act 2005**

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic Language as an official language of Scotland, commanding the same respect as the English language.

One of the key features of the Act is the provision of enabling Bòrd na Gàidhlig (an executive non-departmental public body of the Scottish Government) to require public bodies to prepare Gaelic Language Plans and to review their plans at least once every 5 years. This provision was designed to ensure that the public sector plays its part in creating a sustainable future for Gaelic, by raising its status and profile and creating practical opportunities for its use.

Fife Council’s Gaelic Language Plan was approved by Bòrd na Gàidhlig in September 2015 and sets out a number of actions the Council will take to ensure that the Gaelic language is promoted within the community and amongst staff. A revised Gaelic Language Plan is due to be published in September 2018.

**The Human Rights Framework**

In December 2016, the Scottish Human Rights Commission (SHRC) launched a report (Universal Periodic Review of Human Rights) making a series of recommendations to the Scottish Government to promote and protect human rights. The recommendations included:

* Taking a human rights based approach by putting the standards and principles of human rights at the heart of policy making, spending decisions, monitoring accountability of all public bodies. Committing to strengthening Scotland’s National Action Plan on Human rights, which enables civil society and people with lived in experiences of human rights issues to work together to advance human rights in Scotland.
* Addressing specific human rights issues still faced by a number of groups in Scotland including Gypsies and Travellers, people accessing social care services, women who experience violence and abuse including domestic abuse, those living in poverty, ethnic minority groups, disabled people, migrant workers, victims of human trafficking and people in detention.

The Council provided 3 human rights training sessions for policy makers and elected members in 2015 which was well received. Updates on human rights will continue to be provided to officers to ensure that they are aware of their human rights obligations.

**British Sign Language Act**

The British Sign Language (Scotland) Act 2015 was passed by the Scottish Parliament on 17 September 2015 and received Royal Assent on 22 October 2015. The Act is designed to promote the use of British Sign Language including

making provision for the preparation and publication of national plans in relation to British Sign Language and by requiring certain authorities to prepare and publish their own British Sign Language plans in connection with the exercise of their functions. The first National Plan is to be laid before the Scottish Parliament within 2 years of the Act coming into force (by October 2017). Listed local authority plans are required to be published no later than 12 months after the National Plan (by October 2018). The local authority plan must:

* Set out measures to be taken by the authority in relation to the use of BSL in connection with the authority’s functions;
* Set out timescales by which the measures are to be taken
* The local authority plan must be consistent between the

The Council will prepare its BSL plan following publication of the National Plan and will be consulted upon at the appropriate time.

**Is Scotland Fairer? The State of Equality and Human Rights 2015**

Produced by the Equality and Human Rights Commission (EHRC), the report was launched in June 2015 and is a stand-alone supplement to the statutory five-yearly report on equality and human rights progress in England, Scotland and Wales, ‘Is Britain Fairer?’ The report sets out challenges for the future and invites those who have statutory responsibilities to address the issues identified and implement appropriate solutions.

Data and evidence was gathered in relation to 10 domains: education; standard of living; productive and valued activities; health; life; physical security; legal security; individual, family and social life; identity, self expression and self-respect; participation,, influence and voice.

Some of the findings of the report have been taken on board and actions included within this Scheme particularly around educational attainment, employability and access to services.

**Fairer Fife Commission**

The Fairer Fife Commission was established by Fife Council in September 2014 to provide independent advice and insight into the priorities for tackling poverty and inequality in Fife. The Commission’s remit was to:

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| ‘*Take a strategic overview of the scale, scope and nature of poverty in Fife and the effectiveness of activity currently undertaken to address such poverty. To report with recommendations to Fife Council and Fife Partnership by November 2015’* |

The Commission met six times between January and November 2015. Meetings were structured around 4 themes: paid and unpaid work; place; being well; life courses and transitions. The Commission produced a report in November 2015 with 40 recommendations. The most relevant recommendations in relation to equality and diversity are:

* Fife Partnership should set the ambition of becoming a living wage region
* Fife Partnership should require all schools in Fife to develop and deliver a plan for significantly reducing the educational attainment gap in their school based on what is proven to work and with dedicated financial and in-kind support
* Fife Partnership should work with the business community to provide more support for skills development, focussing on those at particular risk of labour market marginalisation – including women, lone parents, people with disabilities and some ethnic minority groups.

These recommendations have been included as actions in this Scheme.

**Equally Safe**

Scotland’s Strategy for Eradicating Violence Against Women and Girls was launched in 2016 by the Scottish Government and COSLA. This addresses violent and abusive behaviour carried out predominantly by men directed at women and girls precisely because of their gender. Behaviour that stems from systemic, deep-rooted women’s inequality, and which includes domestic abuse, rape, sexual assault, commercial sexual exploitation (like prostitution), and so called ‘honour based’ violence like female genital mutilation and forced marriage. The strategy identifies four priorities as follows:

1. Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls
2. Women and girls thrive as equal citizens: socially, culturally, economically and politically
3. Interventions are early and effective, preventing violence and maximising safety and wellbeing of women, children and young people
4. Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response.

Fife Violence Against Women Partnership strategy addresses some of the priorities above, but a broad community planning approach to challenging gender inequality is required to respond to Equally Safe.

**Equalities Profile**

This section provides information about the equalities profile of Fife’s community.

* The population of Fife continues to grow with an estimated 368,080 individuals living in Fife as at June 2015.
* The median age of Fife residents is 43 years. 17% of the Fife population are children (0-15), 63% are of working age (16-64) and 20% are aged 65 and over. There are currently 31,220 persons aged 75 and over living in Fife, 8.5% of the total population.
* There were estimated to be 190033 women and 178047 men in Fife in 2015. There are more women than men living in Fife. 52% if the total population are female.
* The total In migration in Fife in 2014/2015 is 11,289. The total Out migration in Fife is 10,061.
* There were 5009 people (3194 men, 1815 female) claimed Jobseeker’s allowance in 2016 (as at 11th August 2016) in Fife.
* There were 17745 individual and 101 organisation blue badges issued in 2016 (as at 30th September 2016).
* There was a total 97388 Myfife Card holders (concessionary travel scheme) as at September 2016, the breakdown is as follows
  + Disabled Card Holders 2483
  + Companion Card Holders 11328
  + Elderly Card Holders 83577
* According the Census 2011, there have been increases in all of the minority ethnic groups in Fife in the last ten years with the largest increase seen in the proportion of people in Fife who stated they were “Asian”.
* In 2015, there were 1667 marriages registered in Fife. Of these 1587 were opposite sex couples and 80 were same sex couples.
* 2015 was the first year since the introduction of the Marriage and Civil Partnership Act Scotland (2014) which explains the drop in the number of civil partnerships between 2014-2015 from 23 to 3.
* In 2015, there were 3719 maternities resulting in 3755 live births registered in Fife. This was the lowest number of live births since 2004. Among Fife births in 2015, 3.3% were to mothers aged 40 and over, 15% to mothers aged 35-39, and 5% to mothers aged less than 20 years old.
* As with other parts of Scotland, Fife has seen a decrease in the proportion of people who said that they belonged to a Christian denomination in the last ten years, from 56% in 2001 to 45.3% (Church of Scotland 31.43%+Roman Catholic 8.51%+Other Christian 5.41%) in 2011
* 6% of Fife’s population was born outside the UK (from the 2011 Census) with people born in Poland and Germany making up the largest number
* 1.6% declared they belonged to an Asian background and 1.8% from “other white”. (2011 Census)
* 1,282 people speak Gaelic in Fife with 123,205 people speaking Scots at home (2011 Census)
* In Fife there are 2,591 people belong to the Muslim religion with 1,190 stating “other religion”. (2011 Census)

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|  | **Our Commitment to Equality and Diversity** |

The Council is committed to fulfilling the three elements of the general equality duty and the specific duties mentioned in Section 2. The previous Scheme covering the period 2013-2015 set out four equality outcomes as follows:

* **Reducing inequalities** (from Fife’s community plan involving a range of partner organisations responsible for delivering the outcomes set out in the plan);

* **Effective involvement and engagement** – ensuring that the Council enables equality groups to engage with the Council in a range of ways on a range of issues;
* **Responsive services and customer care** – ensuring that people are able to influence the decision making processes in the Council, as well as being informed of changes that may affect them. To improve customer care, the Council needs to use a range of communication methods and alternative formats to enable people to access the services they need.

* **A modern and diverse workforce** – ensuring that as an equal opportunities employer we have inclusive, accessible and modern employment practices which help us attract, retain and make good use of our diverse workforce.

The equality outcomes set out in this Scheme have built upon the previous outcomes and actions. In setting a revised set of equality outcomes, the Council has ensured that the outcomes are based on evidence available either within the Council and/or national evidence. In relation to the workforce, appropriate actions have been embedded within the wider organisational outcomes, allowing the Council to take an integrated approach by joining up our commitment to equality as an employer and as a service provider. Given that accessibility to services has been mentioned by equality groups, we have carried forward the outcome relating to accessibility of services and information for the protected characteristics.

**Key Achievements on 2013-2015 Equality Outcomes**

***Outcome 1 – Reduce Inequalities***

Hate incidents are reported in a number of ways – directly to the Police, self-reporting on-line through Fifedirect, at Council offices or at any of the 21 Third Party Reporting Centres. Victims are also supported by SACRO who follow-up hate incident reports. Chaired by Fife Centre for Equalities, a group has been established which is reviewing the process for recording and reporting hate incidents across statutory agencies and will report to the Safer Communities Committee in due course.

Good progress has been made through Fife Violence Against Women Partnership’s Strategy (previously Fife Domestic and Sexual Abuse Partnership) which includes actions to address the individual needs of women and children; deal with perpetrators effectively & reduce social tolerance of violence against women and gender inequality. MARAC (multi-agency risk assessment conferencing) has reduced risk of further domestic abuse for those identified as at highest risk. Staff are more knowledgeable and confident in their practice following development of good practice guides and extensive training opportunities.

***Outcome 2 – Effective Involvement and Engagement***

The main achievement under this outcome has been the establishment of Fife Centre for Equalities as a method of engagement with all protected characteristics covered by the Equality Act. The Centre became operational in 2014, initially based within Fife Voluntary Action but since July 2016, it has been an independent organisation with its own Board of Directors. The Centre has supported and help establish a number of separate equality groups including on LGBT and gender and has held two diversity weeks in September 2015 and 2016.

WHIR – participatory action research (report launched in November 2015)involved women with lived experience of domestic abuse / sexual violence and homelessness, supported by Scottish Women’s Aid. They undertook a significant piece of research providing a unique insight into women’s experiences and developed a range of recommendations for Fife Housing Partnership and Fife Violence Against Women Partnership to take forward

***Outcome 3 – Responsive Services and Customer Care***

* CEDAR Fife involves two projects for children experiencing domestic abuse recovery between the ages of 4 to 16 years and between 0-4 years old. The CEDAR (Children Experiencing Domestic Abuse Recovery) project is a multi-agency initiative for children and young people who have behavioural, emotional and social difficulties as a consequence of experiencing domestic abuse. CEDAR provides a 12 week therapeutic group work programme for children and young people as well as a concurrent group work programme for their mothers. This project has funding secured to 2021 including from the Big Lottery.
* The second project - the Early Years Domestic Abuse Recovery programme - offers support to mothers of babies and toddlers in the Dunfermline and surrounding area. Domestic abuse has a significant impact on babies and toddlers, with them picking up on the feelings and emotions around them from a young age and perpetrators of domestic abuse intentionally undermining mother’s parenting skills.

***Outcome 4 – A Modern and Diverse Workforce***

The Council set an outcome that by 2017 it would be an equal opportunities employer with modern employment practices to help us attract, retain and make good use of our workforce and set out an action plan to help us meet this aim. Many of these areas of work are now mainstreamed as part of the good practice we demonstrate as an equal opportunities employer. Below is a summary of our key achievements over 2013 – 2017 and further commentary is provided in section 6 of this document ‘Equality and Diversity in Employment’:

* The proportion of the workforce aged 24 and under increased through investment in the creation of apprenticeship and traineeships.
* The Council achieved the Investment in Young People silver award recognising how we embrace the different support that young people require with recruitment, management and development.
* The ‘Positive about Disabled People’ (Double Tick) status was retained demonstrating the steps we take to recruit and retain disabled employees.
* The Council implemented the Scottish Living Wage which helped reduce the gender gap by raising the earnings of those on the lowest grades which have significantly more women than men. In 2016 the Council was awarded the Scottish Living Wage Accreditation.
* Employees were encouraged and systems developed to gather information across all of the protected characteristics.
* Delivered targeted equality and diversity training such as avoiding unconscious bias in recruitment.
* Worked with Stonewall, improving our ranking in the Workplace Equality Index (WEI) and establishing an online LGBT staff network.

**Corporate Working Group on Equality**

The Council has a Senior Equalities Group (SEG) which oversees the implementation of the Equality and Diversity Scheme. The Group is currently chaired by the Head of Community and Corporate Development and meets quarterly with representation drawn from across the Directorates and trade union representation. The remit of the SEG is as follows:

* To promote equality and diversity within everything Fife Council does
* To ensure senior managers are engaged in equality and diversity issues in line with legislation and best practice requirements.
* To monitor the strategic and corporate impact of the integrated equalities action plan, suggesting amendments as required to improve performance.

In terms of monitoring and reporting, an annual progress report is provided to the Council’s Environment, Finance and Communities Committee and also to the Executive Committee. The reports are published on the Fifedirect website.

In addition to the SEG, there is an Equality Leads Group which provides operational support to the SEG and also meets quarterly. Membership of the group is also drawn from across the Directorates.

**Fife Centre for Equalities**

Fife Centre for Equalities (FCE) was established in 2014, initially as an equalities hub hosted by Fife Voluntary action. On 1st July 2016, FCE became an independent organisation with a Board of Directors to oversee its work. The purpose and aim of FCE is to provide effective involvement and engagement with individuals and groups protected by the Equality Act 2010. The organisation works with partners to develop more inclusive and responsive services for people in Fife, and working to build a positive picture of Fife's modern and diverse population.

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| **4.** | **Procurement** |

To meet the requirements of the specific duty, a public authority must be able to demonstrate that it has had due regard to whether the award criteria and conditions relating to the performance of a relevant agreement should include considerations to enable it to better perform the equality duty.

Applying ‘due regard’ means that when making decisions about procurement, an authority subject to the duty must consciously consider the need to: eliminate discrimination, advance equality of opportunity, and foster good relations.

Any award criteria or conditions related to the performance of a relevant agreement must, in accordance with the Public Contracts (Scotland) Regulations 2012, be related to and proportionate to the subject matter of the contract or framework agreement.

The Council’s procurement policy states that:

“The contractor shall comply with the terms of the Equality Act 2010 as though it were a public body listed in Schedule 19 of the Equality Act 2010.

The contractor shall observe - as far as possible under the Equality Act 2010 code of practice – the employment Statutory Code of Practice produced by the Equality and Human Rights Commission.

The contractor shall notify the Council forthwith in writing as soon as it becomes aware of any investigation or proceedings brought against the contractor under the Equality Act 2010.

In the event that the contractor enters into any sub-contracts in connection with this agreement it shall impose obligations on its sub-contractor in proportionate and relevant terms substantially similar to those imposed on its pursuant to this clause”.

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| **5.** | **Promoting Equality within the Education and Children’s Services Directorate** |

Fife’s Education and Children’s Services Directorateis the second largest in Scotland.  The Directorate provides high quality education and social work services to children, young people and families and in relation to criminal justice. The Directorate’s visionis to improve life chances for all.

The Education and Children’s Services Directorate plays a key role in taking forward the wider aims of the Council by:

* Raising attainment and achievement
* Ensuring inclusion and making a positive difference in our communities
* Improving the learning environment
* Supporting and protecting the most vulnerable

The approach is founded on the valuesof:

* Compassion
* Ambition
* Respect
* Equity

The priorities are to improve:

* Educational Outcomes**–** *raising attainment, literacy, numeracy levels etc*.
* Employability Skills**–** *raising overall achievement, including skills for work and life in the community.*
* Equality and Equity**–** *reducing inequalities and seeking to break the cycle of social disadvantage. The interventions need to be as early as possible and then sustained.*
* Enhancing opportunities for the most vulnerable groups and individuals - *protecting the most vulnerable children, families, and service users but also enhancing opportunities to improve their whole life outcomes and seek to secure positive outcomes and destinations for learners*.

The commitment in practice will ensure that:

* the most effective practitioners are attracted and recruited and their professional learning and practice is developed.
* effective partnerships are developed and services are integrated in a child and family-centred way.
* efforts are focused on prevention, early intervention to break the cycle of disadvantage and protect the vulnerable.
* focus is placed on improving outcomes for all.

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| **6.** | **Equality and Diversity within Employment** |

In April 2013 the Council used its employee data, best practice research and the involvement of others to understand what needed to be done over 2013-2017. An equality outcome was therefore set around the workforce that by 2017, the Council would be an equal opportunities employer with inclusive, accessible and modern employment practices to help it attract, retain and make good use of its workforce. An action plan was set to help meet this aim.

Progress against each of the actions related to the employment outcomes is noted below. Many of these areas of work are now mainstreamed as part of the good practice that is demonstrated as an equal opportunities employer. Employment data is provided in the Equality in Employment 2017 report.

Moving forward for 2017-21 specific workforce actions have been embeddedinto the wider organisational equality outcomes, allowing the Council to take an integrated approach by ‘joining up’ the commitment to equality and diversity as an employer and as a service provider.  As the largest employer in Fife, the Council will continue to lead by example and show its commitment to respecting, promoting and advancing equality in Fife through the Equality Outcomes and the actions that are taken to deliver these outcomes.

**Young People**

In April 2013, it was reported that 3.9% of the workforce were aged 24 or under. This seemed low in comparison with other age bands and was a considerable reduction from 2006/7 when 8.2% of the workforce were aged 24 or under. A range of actions were set out to help attract and retain younger people in the workforce. Throughout 2013-2017 the Council has:

* Made significant investment in the creation of apprenticeships and traineeships across the Council, creating nearly 200 additional opportunities for individuals aged 24 and under.
* Worked with local schools and colleges to promote the Council as an employer of choice for young people.
* Successfully achieved the Investors in Young People silver award recognising how the Council embraces the different support that young people require with recruitment, management and development.
* Developed new entry pathways to provide entry level opportunities to young people with limited qualifications or experience to gain on-the-job training and experience of work.
* Reviewed recruitment campaign literature and developed guidance specifically for young people to guide them through the recruitment processes.
* Reviewed advertising media and used social media to promote vacancies more widely.
* Delivered pre-recruitment academies for young people and targeted support at those in areas of deprivation/disadvantage and the Council’s Looked After Children.
* Developed a mentoring programme for young employees.
* Supported the Career Ready Programme as a Fife employer by providing work placements and mentoring support to senior phase pupils in Fife High Schools.

The Council recognises that embedding youth employment into its culture and practices is a long term vision. The Council will continue to work to become recognised as a destination of choice for young people where each young person can reach their full potential. The Council will be actively taking on board recommendations from Investors in Young People including how it involves and empowers young people and ensure that managers have the capabilities to lead, develop and support young people. The Council will also consider the impact of the Apprenticeship Levy and prepare for its implementation in April 2017.

**Race**

In 2013 the Council reported that 0.77% of our workforce had declared that they were from a Black and Ethnic Minority (BME) background. This remains relatively static and not dissimilar to the population of Fife. In 2013 an action was set to increase the number of employees from ethnic minority backgrounds. The Council considered what could reasonably and realistically attract more people from BME backgrounds to its workforce. Since then the Council has:

* Reviewed and made revisions to the wording of the recruitment documentation, in particular making reference to translation services which may support people whose first language is not English.
* Developed engagement channels with local community groups through the Fife Centre for Equalities.
* Developed a new system for reporting hate incidents which occur at work.

The actions mentioned above have become integrated into part of the good practice that the Council demonstrates as an equal opportunities employer. The Council will continue to review its recruitment documentation, engage with local community groups and consider other things that might help attract more people from BME backgrounds.

**Disabled People**

In 2013 1.15% of the workforce had disclosed a disability and some actions were set out to increase the percentage of the workforce disclosing a disability. Since 2013 the Council has:

* Reviewed adverts and recruitment documentation to ensure that they are clear about the supports provided to disabled applicants.
* Given advice to managers and those involved in recruitment and selection to help them make any necessary adjustments, facilitating all aspects of the recruitment process for disabled applicants.
* Retained the ‘Positive about Disabled People’ (Double Tick) status which demonstrates the steps that will be taken to recruit and retain disabled employees.
* Introduced a ‘transitions and deployment pool’ which created a talent pool of medical redeployees, as well as those facing redundancy, to look at ability and potential and help the Council retain disabled employees.

The percentage of the workforce disclosing a disability has increased. Recruitment is a factor, however the main reason for the percentage increase is the improved level of disability disclosure amongst the existing workforce. This shows that employees are more confident in disclosing that they have a disability and the Council will continue to encourage disclosure.

The Council aims to improve managers’ awareness and understanding of mental health issues and will track progress through the introduction of the Absence Management Maturity Model. This will help to ensure that appropriate measures are taken to support employees with mental health issues.

Moving forward the Council will also migrate to the Department of Work and Pensions’ new ‘Disability Confident’ scheme. This builds on the best practices of the ‘two ticks’ model and will demonstrate that the Council will take positive action to attract, recruit and retain disabled talent in a modern day setting.

**Gender**

In 2013 the Council reported a gender pay gap of 9.36%.

The Council has reduced its gender pay gap demonstrating the impact of the Scottish Living Wage which was implemented in 2013. This raised the earnings of those on the lowest grades which have significantly more women than men. Since 2013 the Council has also used examples of employees who hold what might be perceived as ‘non-traditional’ roles for their gender in the recruitment literature to help start breaking down perceptions around ‘men’s work’ and ‘women’s work’.

In 2016 the Council was awarded the Scottish Living Wage Accreditation. As Fife’s largest employer, the Council recognises the contributions of its employees and also actively encourage suppliers and contractors to pay the Scottish Living Wage.

In the Equality in Employment Report 2017, an updated Equal Pay Statement and pay gap information was published, extending this to cover the protected characteristics of race and disability. The Council will continue to address any perceived issues of pay inequality through the introduction of Edition 3 of the Job Evaluation Scheme.

**Other**

Since 2013 the Council has developed its HR database to ensure that relevant equal opportunities monitoring data is recorded. All employees were issued with an equal opportunities monitoring questionnaire to help gather information across all the protected characteristics including the ‘newer’ characteristics of sexual orientation and gender reassignment. There are still some blanks in the data and employees will continue to be encouraged to provide information about the protected characteristics to increase the Council’s ability to accurately identify issues of potential inequality. The Equality and Diversity in Employment April 2017 report provides a breakdown of employee information.

Equality Impact Assessments (EqIA) help the Council demonstrate that equality is taken into account in decision making. However in 2013 it was identified that some of the existing HR policies and procedures did not have recent assessments. All the key HR policies were brought up-to-date and since 2013 assessments have been undertaken for each new HR policy or proposal that has been introduced. All of the equality impact assessments are available on the Fifedirect website.

Since 2013 the Council has continued to promote a range of equality and diversity training, but given current budget restraints there has been limited uptake within the workforce (the Equality in Employment April 2017 provides more detailed information). However, targeted training has been delivered and promoted and other awareness raising activities including:

* Top down training to Elected Members and senior managers such as avoiding unconscious bias in recruitment.
* Human Rights awareness sessions to employees involved in policy making to give an introduction to the wider human rights considerations in the service delivery policy making.
* Targeted mental health awareness training to improve managers’ confidence and ability to support those employees experiencing mental health issues.
* Revision of the Equality of Opportunity Policy and the guidance that is given to employees and managers.
* Continued engagement with Trade Union colleagues.
* Establishment of stronger links with the Fife Centre of Equalities to help share equalities good practice.

The Equality in Employment April 2017 report provides information about employees, applicants, leavers, those undertaking training and development, and those who are involved in discipline or raise a grievance. It also provides pay gap information, the Equal Pay Statement for 2017 and information about occupational segregation.

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| **7.** | **Evidence Review** |

Between July and September 2015, Fife Centre for Equalities undertook a consultation to enable anyone who lives, studies or works in Fife to provide feedback on the Council’s revised outcomes in relation to equality and diversity. The consultation was quite broad specifically asking open questions to enable people to provide their views. Two questions were particularly relevant to the Council’s revised equality outcomes:

* What do you think Fife Council could do to make it easier for you to use their services; and
* How do you think Fife Council could make their service better?

268 fully completed responses were available and analysed. The main themes emerging from the consultation were:

* Clear and accessible information in a range of formats (including audio loops and translations)
* Increasing the uptake in training by frontline staff particularly in relation to sensory impairment and learning disability to improve customer service
* Involvement in shaping and designing services in partnership with providers to develop shared ownership of services.

Some of FCE’s other work over the course of 2016 in relation to the protected characteristics includes:

**Age** (Younger People)

* FCE supported LGBT Youth Group to facilitate a workshop with participants of the LGBTI Network who also developed their own message to stop homophobia.
* As part of the Diversity Gala held in September 2016, age-appropriate workshops on internet safety were arranged which included targeted documentary screenings for children and young people followed by question and answer workshops for parents and young people.
* In conjunction with the Opportunities Fife Modern Apprenticeship project, FCE will be employing a Modern Apprentice in March 2017 in the role of Business and Administration and Communications officer.

**Age** (Older People)

In April 2016, FCE provided support to Age Concern Glenrothes to develop their equality policy and on taking positive action in recruitment of specific age group of volunteers.

**Disability**

* FCE provided a grant to Dyslexia Pathways to purchase items for sale at the Diversity Gala and helped the organisation to link with other mainstream services.
* Equality and Diversity training was provided for 16 staff at Fife Society for the Blind over 2 days to help the organisation make their services more inclusive of different needs.

**Gender Reassignment**

FCE supported the work of LGBT Health and Wellbeing to promote a trans social group which now meets monthly with attendance varying between 6 and 8 people.

**Pregnancy and Maternity**

Fife Gingerbread, Fathers Network and NHS Fife Midwifery Unit held stalls and delivered workshops at the Modern Families Conference as part of Diversity Week in September 2016.

**Race**

* FCE supported Fife Chinese Older People’s Association with a funding application to the Social Isolation and Loneliness Fund to encourage members to access mainstream services and activities.
* Attended by 30 participants, International Migrants Day was celebrated in Kirkcaldy Galleries on 18th December 2016. As a result of the day, frontline staff at Kirkcaldy Galleries will implement FCE’s pilot language guidance and toolkit.

**Religion and Belief**

* FCE provides ongoing support and advice to Fife Interfaith Group to reach a wider audience. The Group was also awarded a small grant to promote and deliver two events during Scottish Interfaith Week in November 2016.
* FCE is working with Kirkcaldy Central Mosque to develop material covering introduction to Islam, tradition of community leaders and community cohesion.

**Sex**

* Four coffee and chat sessions were held to recruit members and gain an understanding of issues and concerns of women across Fife. As a result, an equality briefing regarding equality and women’s pension is being prepared.
* A Men’s Shed was supported in Glenrothes which now has 15 members and the group is in the process of securing funding to purchase their own premises.
* As part of Scottish Mental Health Week in October 2016, a ‘Me Time’ event was held in Cupar with the aim of getting women to take time out for themselves. 24 women attended and joined the Women’s Network.

**Sexual Orientation**

* The LGBTI+ Network has been facilitated by FCE since April 2016 and membership includes a range of organisations including schools and individuals from the LGBTI+ community. representatives from the statutory and voluntary sector. The Network offers the opportunity to share information between organisations, co-ordinate activity and support initiatives and campaigns. In September 2016, the Network organised an event at which 35 people attended.
* In conjunction with NHS Fife Sexual Health Team, the LGBTI+ Network co-ordinated an event to mark World Aids Day with a view to developing a larger campaign in 2017.
* A Rainbow Gala was held in Dunfermline in October 2016 and was attended by over 100 people. It aimed to raise the profile of work going on to make Fife more inclusive by hosting an award ceremony and providing an opportunity for the LGBTI+ community to come together and socialise.

**Self Assessment with Council Services**

In 2016, a self assessment was undertaken with Council Services to gather feedback on a range of areas as follows:

* Whether Services could evidence that they were aware of and able to meet the needs of equality groups and individuals.
* Whether Services were aware of and had knowledge of diverse communities in Fife.
* Whether staff attended training and were aware of their legal obligations around equality and diversity.
* Whether Services were aware of their obligations under Human Rights legislation.
* Whether Services collected information on satisfaction levels in relation to service provision to equality groups.
* The extent of engagement with equality groups.
* Whether there was a diverse workforce within the Service.

Results from the self-assessment have been included as actions in the Scheme.

**Equalities Challenge**

When considering the challenges to people with protected characteristics, data protection issues are often encountered due to the small groups involved. This often means that the Council must deal with national rather than local intelligence. While everyone will belong to a protected characteristic, even those considered to be relatively small groups can nonetheless represent significant numbers of people. It is estimated for instance that about 3,319 people in Fife are members of the LGB & Other community (1.3%) while some 58,851 (22.8%) report themselves as disabled. It is therefore important that the Council does not fall into the trap of considering these groups as very small minorities.

People with different protected characteristics experience their surroundings differently. The Our Place, Living in Fife Report shows that these views vary by gender, age, disability, ethnicity and rurality. Disabled people in particular stand out as still having more difficulty in moving around where they live. The Council also knows that circumstances for individuals vary over time. While young people can face reduced life chances due to poverty, those in their 40’s and 50’s face more discrimination while those in older age can find themselves in risk of their care being lower due to financial pressures.

Correcting the Scottish Core Questions for types of community the Council is able to understand how well Fife is doing with respect to protected characteristics compared to elsewhere. Those with disabilities do better in Fife than elsewhere, though that is not to say this is yet good enough. Both ethnic minorities and those from LGB & Other communities are not doing as well as perhaps it would be expected, suggesting more focus is required at Fife level on those groups in particular. The impact of welfare reform and austerity is likely to hit some protected characteristics more than others. Those already unemployed and those from the LGB & Other communities being examples.

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| **8.** | **Monitoring** |

The Council’s Equality and Diversity Scheme sets out a four year commitment to advance equality of opportunity, foster good relations and eliminate discrimination and harassment in delivering services and within our employment practices. The equality outcomes and actions within this Scheme will be submitted for approval to the Council’s Executive Committee in February 2017. The Scheme will be published on the Fifedirect website following Committee approval.

The Senior Equalities Group will monitor progress against the actions on a regular basis and an annual progress report will be provided to the Environment, Finance and Communities Scrutiny Committee.

The equality outcomes and actions will be revised every four years in line with the Public Sector Equality Duties.

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| **9.** | **Equality Outcomes** |

The Equality and Human Rights Commission defines an equality outcome as a:

‘result which you as an authority aim to achieve in order to further one or more of the needs mentioned in the general equality duty. In other words, an equality outcome should further one or more of the following needs: eliminate discrimination, advance equality of opportunity and foster good relations’.

By focusing onoutcomes rather than objectives, this specific duty aims to bring practical improvements in the life chances of those who experience discrimination and disadvantage. In setting the equality outcomes for the next few years, the Council intends to achieve specific and identifiable improvements in people’s life chances.

The equality outcomes and actions set in the Scheme ensure that people are able to access services and information; are able to live free from hate; the Council and partners have up to date data and information which enables them to provide services that meet the needs of people from the protected characteristics. There is also an outcome and actions around children and young people and that they are able to learn, grow and be supported to develop a range of skills. The equality outcomes are:

* People are able to access our services with ease and confidence and is about working with communities to ensure that services are accessible to them
* People feel safe and supported and are able to live free from incidents motivated by hate
* The Council and its partners lead improvements in equality, diversity and human rights and is about working in partnership with other organisations
* The Council and partners have up to date evidence and information in relation to the protected characteristics to better plan services
* Raising educational achievement and attainment particularly for those in their early years or in early learning and childcare

Appendix 1 sets out the equality outcomes and the respective actions in more detail.

Appendix 1

**Equality Outcomes 2017 - 2021**

\***General Duties are**: (i) Eliminating Discrimination, Harassment & Victimisation

(ii) Advancing Equality of Opportunity

(iii) Fostering Good Relations

**Outcome 1: People are able to access our services with ease and confidence**

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| **Ref.** | **Actions** | **Measure** | **Protected Characteristic / \* General Duty** | **Timescale / Accountability** |
| 1.1 | Ensure Council buildings are fully accessible | 12 additional fully accessible Council buildings | PC: Disability  GD: i); ii); iii) | Facilities Management  March 2017 |
| 1.2 | Review the uptake of alternative communication formats including translation, interpreting MSS service through a revised contract for the provision of alternative communication | * New contract in place * MSS text service usage | PC: All  GD: i); ii); iii) | Contract in place by April 2017  All Directorates |
| 1.3 | Ensure all customers and staff surveys are analysed by protected characteristic | Customer experience data is analysed and available by protected characteristic | PC: All  GD: ii) | March 2018  All Directorates |
| 1.4 | Ensure all customer and staff complaints are analysed by protected characteristic | Customer experience data in relation to complaints is analysed and available by protected characteristic | PC: All  GD: ii) | March 2018 Customer Service Improvement |
| 1.5 | Revise and publish a Gaelic Language Plan | Gaelic Language Plan produced in line with statutory requirement | PC: All  GD: ii); iii) | September 2018 Community Investment Team |
| 1.6 | Produce and implement a British Sign Language Plan in line with the BSL Act 2015. Provide training and awareness for staff | BSL action plan produced in line with new statutory requirement | PC: Disability (Deaf and hard of hearing)  GD: i); ii); iii) | October 2018  Community Investment Team /  Social Work |
| 1.7 | Ensure employees are aware of the procedure for accessing alternative provision which will promote equal access to services for all protected characteristics | Monitoring the number of alternative formats provided across Services | PC: All (Employment)  GD: ii) | Community Investment Team |
| 1.8 | Implement agreed actions from the Women’s Health Improvement Research (WHIR) short life working group | Agreed action plan with timescales | PC: Sex  (violence against women)  GD: ii); iii) | March 2019  Fife Council Housing Service/ FVAWP |
| **Evidence**   * Of the Council’s 218 qualifying properties, there are now 88 that are 100% accessible based on the 10 point scoring criteria. * In 15/16 approx. £40k was invested in 25 buildings to bring their respective ratings up to 100% accessible. Over the 16/17 financial year a £30k investment will be made to bring 12 buildings up to 50% compliance by March 2017. * The British Sign Language (BSL) Act 2015 aims to raise awareness of BSL and improve access to services for those using the language by requiring the Scottish Government and listed local bodies to publish and implement their own plans for how they will promote the use of the language. * Fife Centre for Equalities’ Equality and Diversity Scheme consultation (JUL15-SEP15) and Community Concerns register (APR16-SEP16) both highlight the issue of direct access to services. People with communications needs (e.g. sensory disabilities, non-English speakers, people who require augmentative and alternative communication devices) are unable to access services directly without the support of family, friends or an organisation. In crisis situations, individuals are unable to access services that they vitally need immediately. | | | | |

**Outcome 2: People feel safe and supported and are able to live free from incidents motivated by hate**

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| **Ref.** | **Actions** | **Measure** | **Protected Characteristic** | **Timescale / Accountability** |
| 2.1 | Improve systems for recording consistent hate incident information  Promote the use of the HS1 (Violent, Abusive or Threatening Incident) report form to report hate incidents by staff | Levels of reporting across Fife & by Committee area  Number of hate incidents reported using HS1 form | PC: All  GD: i); ii); iii)  PC: All (Employment) | Fife Council Directorates – April 2018  Health & Safety Team |
| 2.2 | Working with community planning partners, provide emotional and practical support to people experiencing hate incidents | Number of hate incidents supported through SACRO, Victim Support Scotland and Council Services | PC: All  GD: i); ii); iii) | Annual  Police Scotland (Fife Division), SACRO, Victim Support Scotland, Safer Communities Team |
| 2.3 | Working with community planning partners to undertake targeted work with communities to encourage the reporting of hate incidents | Hate incidents and reporting rates | PC: All  GD: i); ii); iii) | March 2018  Fife Centre for Equalities  Hate Incidents Review Group |
| 2.4 | Implement training and awareness raising with frontline staff to enable them to support communities to report hate incidents | Number of hate incidents recorded by Local Office / frontline staff | PC: All  GD: i); ii); iii) | March 2018  Fife Centre for Equalities  Hate Incidents Review Group |
| 2.5 | Via the MARAC (multi-agency risk assessment conferencing) process, support high risk victims of domestic abuse | Victims feel safer  Reduced repeat victimisation | PC: Sex  GD: ii); iii) | Fife Violence Against Women Partnership |
| **Evidence**  ‘Is Scotland Fairer?’ identified that:   * Hate crime in relation to disability and sexual orientation had increased * People felt able to practice their religion or belief freely * There was stigma, discrimination and harassment in relation to transgender people * Islamophobia and anti-semitism are concerns * Stigma remained towards Gypsy/Travellers and Roman people * LGBT people and ethnic minorities experienced harassment * One in six LGBT people in Scotland have been the victim of a homophobic hate crime or incident in the last 3 years   **Relevant strategies and policies**  ‘Is Scotland fairer?’  Homophobic Hate Crime – Scotland Cornerstone, Stonewall Scotland, 2013  Safer Communities Committee:   * **Hate Incidents Review Group** – was established to promote reporting of hate incidents and hate crimes, develop effective diversionary approaches and to help ensure that information is shared between agencies so that appropriate support can be provided for victims. * **Safer Communities Team** – Area Coordinators now have responsibility for coordinating joint responses to hate incidents and hate crime, including provision of support to victims.   [Stop Hate UK Statistical Report 2014-2015](http://www.stophateuk.org/wp-content/uploads/2015/08/Stop-Hate-UK-Stats-Report-2014-15-Final.pdf) | | | | |

**Outcome 3: The Council will work in partnership to lead improvements in equality, diversity and human rights**

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| **Ref.** | **Actions** | **Measure** | **Protected Characteristic** | **Timescale / Accountability** |
| 3.1 | Improve the health and wellbeing of older people to maintain their involvement in their local communities | Increase in number/ range of participation and engagement initiatives involving older people in service design, planning and evaluation | PC: Age (older people)  GD: ii) | Health & Social Care Partnership Strategic Plan 2016-2019 |
| 3.2 | Ensure older people have access to information, advice and housing support services to enable independent living | * Hours of visiting support provided to older people * Percentage of Fife households requiring housing adaptations | PC: Age (older people)  Disability  GD: ii) | 2017  Local Housing Strategy 2015-2020 |
| 3.3 | Develop new extra care sheltered housing and re-provision existing community sheltered housing complexes to deliver services | * % of affordable housing programme for specific needs households * No. of new-build specialist homes completed * No. of specialist homes provided by social landlords | PC: Age (older people)  Disability  GD: ii) | 2017  Local Housing Strategy 2015-2020 |
| 3.4 | Work with Council Services to promote opportunities for people with protected characteristics who enter into work placements and employment opportunities including apprenticeships to secure sustained employment outcomes | Increase in the number of employment and work placement opportunities including apprenticeships delivered by the Council for individuals from protected characteristics | PC: Age, Disability, Race, Gender  GD: ii) | 31st March 2018  Economy, Planning and Employability |
| 3.5 | Migrate to the new ‘Disability Confident’ Scheme, building on best practices from the ‘Positive About Disabled People’ model | Scheme updated and mainstreamed. | PC: Disability (Employment)  GD: ii) | December 2017  Human Resources |
| 3.6 | Improve managers’ awareness and understanding to ensure that appropriate measures are taken to support employees with mental health issues | Progress tracked through the Council’s Absence Management Maturity Model | PC: All (Employment)  GD: ii) | April 2017 and ongoing  Human Resources |
| 3.7 | Implement the recommendations from Investors in Young People (IiYP) to help attract, retain and develop young people within the workforce | Sustain increases to % of young people within our workforce. Retain liYP award | PC: Age (Employment)  GD: ii) | Ongoing from April 2017 |
| **Evidence**  Population projections show the number of Fifers aged 65 or over is expected to rise by 59.7% between 2012 and 2037.  Proportion of people of aged 75 years or more is expected to rise by 93% in Fife, compared with 86% in Scotland over the same period.  Three current multi-stakeholder participation initiatives involve older people:   * [Age-friendly city Dunfermline - Health Improvement Team, NHS Fife Community Services](http://www.fifedirect.org.uk/news/index.cfm?fuseaction=news.display&objectid=8CDCA4ED-A283-6604-D14883BBE9EA429A) * [Dementia Friendly Community Glenrothes](http://www.fifedirect.org.uk/news/index.cfm?fuseaction=news.display&objectid=08ACFB66-FB35-40D0-316C076CFD7F434D) * [Dementia Friendly St. Andrews](http://www.dementiafriendlystandrews.org.uk/)   **Relevant strategies and policies**  [Joint Health & Social Care Strategy for Older People in Fife 2011 - 2026](http://publications.1fife.org.uk/weborgs/nhs/uploadfiles/publications/c64_Summary_Version_Joint_Strategy_May_2012.pdf)  [Fife Dementia Strategy (2010-2020)](https://www.nhsfife.org/nhs/index.cfm?fuseaction=publication.pop&pubID=B6E72C36-E249-C05E-F540E56A0E152DE0)  [Participation and Engagement Strategy for Fife 2016-19](http://publications.1fife.org.uk/uploadfiles/publications/c64_PEStrategyFVApproved02.06.2016FINAL.pdf)  [EHRC Human Rights Measurement Framework 2016 (HRMF)](https://www.equalityhumanrights.com/en/our-research/human-rights-measurement-framework)  [Scottish Government Framework for Supported Employment 2010](http://www.gov.scot/resource/doc/303584/0095164.pdf) | | | | |

**Outcome 4: The Council and partners have up to date evidence and information in relation to the protected characteristics to better plan services**

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| **Ref.** | **Actions** | **Measure** | | **Protected Characteristic** | **Timescale / Accountability** |
| 4.1 | Ensure that up to date information is available about the Gypsy Traveller community in Fife | Updated information available across Fife | | PC: Race (Gypsy Travellers)  GD: i); ii); iii) | Housing |
| 4.2 | Provide information on service needs and priorities for people belonging to the protected characteristics | Number of consultations where feedback is sought on services provided by the Council | | PC: All  GD: i); ii); iii) | March 2018  Fife Centre for Equalities |
| 4.3 | Work with relevant groups and organisations to understand the needs of the migrant community | * Up to date information available on the migrant community * Issues and concerns available in relation to the migrant community | | PC: Race  GD: ii) | March 2018  Fife Centre for Equalities |
| 4.4 | Engage with relevant groups and organisations to understand the needs of the LGBT community in Fife | | Information available on the LGBT community in Fife | PC: LGBT  GD: ii); iii) | March 2018  Fife Centre for Equalities |
| 4.5 | Promote the LGBT employee network | | Increase in membership and activity of the employee Network | PC: LGBT (Employment)  GD: ii); iii) | April 2018  Community Investment Team |
| 4.6 | Audit specialist violence against women services and respond to gaps | | Equalities Audit of VAW services and action plan | PC: All  GD: ii) | September 2017  Fife Violence Against Women Partnership |
| **Evidence**  [Scotland’s People: Results from the 2015 Scottish Household Survey SEP2016](http://www.gov.scot/Publications/2016/09/7673)  [Equality Data Grid Scottish Government](http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid)  **Relevant Strategies and Plans:**  [EHRC Human Rights Measurement Framework 2016 (HRMF)](https://www.equalityhumanrights.com/en/our-research/human-rights-measurement-framework)  [EHRC Equality Measurement Framework](https://www.equalityhumanrights.com/en/equality-measurement-framework)  Scottish Government [Equality Evidence Strategy 2014](http://www.gov.scot/Topics/People/Equality/Equalities/EqualFramework/equalityevstrategy2014) | | | | | |

**Outcome 5:** Raising educational achievement and attainment particularly for those in their early years or in early learning and childcare

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| **Ref.** | | **Actions** | **Measure** | | **Protected Characteristic** | | **Timescale / Accountability** | |
| 5.1 | | Improve educational attainment and reduce gap for individuals from protected characteristics | Increase in the % of children from protected characteristics with improved educational attainment | | PC: Gypsy traveller children (Race); Disability (deaf and visually impaired learners)  GD: i); ii); iii) | | Education & Children’s Services | |
| 5.2 | | Improve early years development of children in Fife  Increase participation of parents living in SIMD 1&2 in a range of evidence based parenting programmes  Improve the coordination of family support services targeted at families with wellbeing needs and vulnerabilities | Increase in the % of children achieving their developmental milestones at the 27/ 30 month check  Number of parents completing programmes & improvement in the scores using the SDQ score  Improvement in the wellbeing of families receiving family support | | PC: Age (children)  GD: ii); iii) | | Early Years and Early Primary Team / Children and Families Team | |
| 5.3 | | Increase the participation of individuals living in SIMD 1&2 in a range of evidence based employability and training programmes | Number of individuals engaging with programmes designed to help them progress into or sustain employment | | PC: Those who have multiple barriers to employment (including disabled people, people on low incomes, ethnic minority people), education, motivation and skills  GD: ii) | | 31st March 2018  Opportunities Fife | |
| 5.4 | | Increase positive outcomes for eligible children and their parents accessing under 3s ELC provision across Fife | E-lips – applied after the child’s third birthday | | PC: Age (children)  GD: ii); iii) | | August 2018  Education and Children’s Services Directorate Plan 2014-2017 | |
| 5.5 | Ensure access to childcare so that parents are encouraged to enter or return to work | | | Increased uptake of childcare by parents from protected characteristics | | PC: All  GD: ii); iii) | | August 2018  Education and Children’s Services Directorate Plan 2014-2017 |
| **Evidence**   * The Fairer Fife Commission report stated that the Fife Partnership should require all schools to develop and deliver a plan for significantly reducing the educational attainment gap. * Fife Partnership should be inspired and invest in a local programme to reduce financial barriers affecting participation and experiences at school for children from low income households. * [Attainment and Leaver Destinations Supplementary Data 14/15](http://www.gov.scot/Topics/Statistics/Browse/School-Education/leavedestla/follleavedestat/attainmentandleavers1415) * [Summary statistics for attainment, leaver destinations and healthy living, No.6: 2016 Edition](http://www.gov.scot/Publications/2016/06/4523) * [School Education datasets](http://www.gov.scot/Topics/Statistics/Browse/School-Education/Datasets) * Opportunities Fife statistical data (Fife Online Referral Tracking) System   **Relevant Strategies and Plans**  Fairer Fife Commission  Early Years Strategy | | | | | | | | |