

# Equalities Mainstreaming Report

## 2023 – 2025





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# Introduction and Purpose

Dumfries and Galloway Council is committed to equality of opportunity for all people within our Community. Our aim is to increase equality of opportunity and tackle the causes and effects of inequality and poverty.

We believe that everyone should be treated fairly and with dignity and respect. By listening to all communities, both geographical and communities of interest, we will help to create a Dumfries and Galloway in which each person is given the opportunity to achieve their full potential. We will work to ensure that people are able to participate in society by embedding respect, freedom, equality, dignity and fairness into all our functions.

Why mainstreaming equality is important – Mainstreaming equality means integrating equality and diversity into the day-to-day workings of the Council. We aim to do this by taking equality into account as we carry out our functions and deliver our Services.

Mainstreaming equality has a number of benefits including –

- It helps ensure that council services are fit for purpose and meet the needs of our community
- It helps attract and retain a productive workforce, rich in diverse skills and talents
- It helps the Council to continually improve and better perform through growing knowledge and understanding of the benefits of an inclusive organisation

The header image features a green background with silhouettes of various people's heads and shoulders, representing diversity. The silhouettes are in different shades of green and are arranged in a way that suggests a group of people looking towards the right.

# Legal Context

## **The Equality Act 2010**

The Equality Act 2010 intends to make Britain a fairer and equal place for everyone and places a duty on us to –

- Eliminate discrimination, harassment and victimisation
- Promote equality of opportunity
- Foster good relations between people who share a protected characteristic and those who do not

The Act provides protection from unlawful discrimination and harassment to groups and individuals because of the following Protected Characteristics (PC's) –

- Age
- Disability
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

This report has been written to meet our obligation under the Equality Act 2010 where as a Local Authority we have Specific Duties to -

- 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
- Publish in a manner that is accessible

Further information regarding our Council's obligations to meet the specific duties of the Equality Act and details of published reports are outlined at Appendix 5 of this report.





### **The Fairer Scotland Duty**

The Fairer Scotland Duty (formerly known as the socio-economic duty) came into effect in April 2018. The Duty places a legal responsibility on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions.

‘Socio-economic disadvantage’ means living on below average incomes, with little accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services. Socio-economic disadvantage can be experienced in both geographical places and within communities/groups of interest, leading to further negatives outcomes such as social exclusion.

Tackling socio-economic disadvantage and narrowing gaps in outcomes is core to how public bodies should operate. The aim of the Duty is to encourage better decision making and ultimately better outcomes for those who are socially or economically disadvantaged in order to help narrow equality gaps.

Public bodies must produce a written assessment to show how the Duty has been achieved covering all strategic decisions. We have taken the decision to mainstream this into the existing Impact Assessment toolkit. Any consideration of the Fairer Scotland Duty will be considered and documented there.

# Leadership and direction

In February 2023, our Council agreed a new Council Plan for 2023 – 2028 and set its vision for the next five years as–

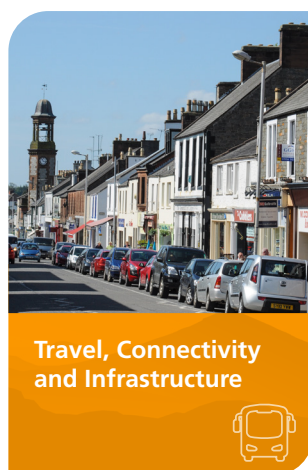
“Our ambition is to be a successful region, with a growing economy, based on fairness, opportunity and quality public services, where all citizens prosper. Working in partnership, with connected, healthy and sustainable communities.

The region will be the natural place to live, work, visit and invest.”

The new Council Plan centres around a core set of four principles:



Within the Council Plan, there are four themes:





A copy of our Council Plan can be found here <https://dumgal.gov.uk/media/19669/Council-Plan-2023-28/pdf/DGC-Plan.pdf?m=1696243974727>

Our Council is committed to equality of opportunity for all people within our community and to ensure that we are an inclusive council we will:

- Address Inequalities – by assessing the impact of change to ensure inclusivity, celebrate diversity and secure social benefits of change
- Support the most vulnerable and in need – by targeting resources to have a positive impact for the most vulnerable, people in need and those who are disadvantaged
- Put customers at the heart of services – by providing a response and reliable services that achieve high standards of customer care



# Equality Outcomes

## **What is an Equality Outcome**

An equality outcome is defined by the Equality and Human rights Commission as a result we aim to achieve in order to further one or more of our duties to – eliminate discrimination, advance and promote equality of opportunity and foster good relations.

The Equality Outcomes intend to achieve specific and identifiable improvements in people's life chances. These can include short-term benefits such as improved service delivery as well as longer-term benefits such as changes in behaviours.

## **Progress on Equality Outcomes 2021 - 2025**

For the period 2021 – 2025 our Equality Outcomes were combined Education Authority, Licensing Authority and Council outcomes that were agreed by Full Council on the 25th March 2021.

In total there were 14 Equality Outcomes representing the three Authorities –

## **Dumfries and Galloway Council Equality Outcomes 2021 – 2025**

- Ensure our services and information are fully accessible and available in a range of formats and languages for disabled people and for those where English is not their first language
- Reduce digital exclusion in Dumfries and Galloway for younger and older people, disabled people and minority ethnic communities
- Develop a more diverse organisation which better represents the local population
- Provide a safe and secure workplace for our staff and Elected Members from protected characteristic groups
- Support members of protected characteristic groups to have equality of access to a prosperous future
- Support people in Dumfries and Galloway to feel safe to report Hate Crime
- Involve a wider range of people with protected characteristics in local decision making and activities
- Support people with protected characteristics to have good mental health and wellbeing

## **Dumfries and Galloway Council Education Authority Outcomes 2021 – 2025**

- Raise attainment, achievement and participation for children with Protected Characteristics
- Reduce identity-based bullying and harassment in schools
- Increase partnership working between pupils, parents and professionals in policy development in schools



### **Dumfries and Galloway Council Licensing Authority and Licensing Board Equality Outcomes 2021 – 2025**

- Increase the number of accessible taxis
- Increase awareness of equality and diversity across license holders
- Reduce the opportunities for children and young people to be involved in risky behaviours relating to alcohol and gambling

A progress report on the Equality Outcomes can be found at Appendix 1.

### **Equality Outcomes 2025 – 2029**

We have developed our new set of Equality Outcomes for the period 2025 – 2029 using research and feedback from our public engagement with citizens and stakeholders across the Region.

In total there are 11 Equality Outcomes representing the three Authorities:

### **Dumfries and Galloway Council and Education Authority Equality Outcomes 2025 – 2029**

- Ensure our Services and information are fully accessible and available in a range of formats and languages for those who need them.
- Raise attainment, achievement and participation for children with Protected Characteristics
- Develop a more diverse organisation which better represents the local population
- Provide a safe and secure workplace for our staff and Elected Members from protected characteristic groups
- Support members of protected characteristic groups to have equality of access to a prosperous future
- Involve a wider range of people with protected characteristics in local decision making and activities
- Increase partnership working between pupils, parents and professionals in policy development in schools
- Support people in Dumfries and Galloway to feel safe to report Hate Crime.
- Reduce identity-based bullying and harassment in schools

### **Dumfries and Galloway Council Licensing Authority and Licensing Board Equality Outcomes 2025 – 2029**

- Increase the number of accessible vehicles.
- Increase awareness of equality and diversity across license holders
- Reduce the opportunities for children and young people to be involved in risky behaviours relating to alcohol and gambling.

Full details on our Equality Outcomes are available here.

[\(link to be added once published\)](#)

A decorative header image featuring silhouettes of several people of different ethnicities and ages, facing right, against a green background.

# Mainstreaming the Equality Duty as an Employer

## **Commitment to Equality and Diversity**

Dumfries and Galloway Council is committed to a culture which promotes equality, diversity, equal opportunity and recognises the value added by a workforce with diverse backgrounds and experiences.

As an employer we are committed to achieving our equality outcomes, taking action to advance equality and the principles of equal opportunity, fairness and transparency to help develop inclusive approaches to employment policies, practices and personal behaviours.

The following sets out some of our successes, ongoing and planned commitments to advance equality in our employment practices:

## **Recruitment**

We want to be able to recruit from a wide diverse pool of people and we know the most effective organisations are those which have a diverse workforce at all levels and provide a fully inclusive and accessible recruitment process. To encourage and welcome application from a diverse pool of people all job adverts include an equality, diversity and inclusivity statement.

We are an accredited Disability Confident Employer and are working towards achieving Disability Confident Leader accreditation in 2025. This is the highest level and recognises our commitment to being a fully inclusive organisation and the support we provide to our disabled colleagues and those who wish to join our workforce. As a Disability Confident Employer we report on disability, mental health and well being of our workforce and promote and encourage other employers to make the journey to become Disability Confident. We display the Disability Confident Employer logo and guarantee an interview for disabled applicants who meet the minimum essential criteria for the job promoting and making reasonable adjustments to remove or reduce a disadvantage related to someone's disability.

All recruiting managers are responsible for overseeing due process within the recruitment process. Managers are required to complete mandatory Recruitment and Selection training which includes information on providing reasonable adjustments at interview and recognising unconscious bias.

Our Council's Recruitment and Selection Policy and Procedure will be reviewed and enhanced digitalisation of the existing recruitment process progressed.



To further promote equality of opportunity we will further enhance our approach to recruitment with a focus on:

- introducing value-based recruitment;
- broadening our sourcing strategies by introducing new candidate attraction techniques;
- assessing our job advert language to ensure sufficient information about flexible working, employee benefits, and wider employment to maximise diverse talent; and
- refreshing our training and guidance for recruiting managers.
- opportunities to promote our externally advertised vacancies through partnership organisations that support diversity and protected characteristics groups within our local population.

### **Supporting Employee Health and Wellbeing**

As an employer we are committed to supporting and improving the health and wellbeing of our workforce and we recognise the importance and value of:

- prioritising mental health in the workplace
- creating work practices and organisational design to support positive mental health
- promoting an open culture around mental health
- improving understanding of mental health issues
- providing mental health tools and support
- increasing transparency and accountability through internal and external reporting.

There is a continued focus on raising awareness around mental health and wellbeing in the workplace, the provision of guidance, information, training and a programme of initiatives which aim to support employees to improve their health and wellbeing. At the heart of our commitment are our Wellbeing champions who are trained and equipped to provide support, guidance and a listening ear to anyone in need. We will continue to deliver a range of health and wellbeing campaigns each year through the Strategic Health and Wellbeing Group.

The Council has achieved Exemplary Carer Positive status, which is Carers Scotland's highest recognition for organisations which support their staff with caring responsibilities. There are currently 524 employees on our Council's Carers Register who benefit from additional flexibility and leave provisions to support them to meet their caring responsibilities. The percentage of our overall workforce who have registered has steadily increased to 8%, with the gender profile for employees on the carers register comprising of 85% female





and 15% male employees. We will regularly seek feedback from employees on the carers register regarding the provisions and support available to them and their own health and wellbeing, and we will also continue to promote the Council's Carers Policy and the support available to employees.

In recognition of our commitment to advancing gender equality and preventing violence against women, we are working towards the achievement of bronze level accreditation of Equally Safe at Work (ESAW). This is a world leading employer accreditation programme which stems from Equally Safe, Scotland's strategy for tackling violence against women and girls which recognises such violence as being inextricably linked to gender inequality.

As part of our proactive and preventative approach, and our commitment to our legal duty to prevent sexual harassment in the workplace, we have developed and launched a new training course on preventing sexual harassment, reviewed and made updates to existing policies and launched an awareness campaign for our workforce. These measures inform everyone of the legislative changes and set standards and expectations of how everyone should act in the workplace, highlighting the zero-tolerance approach to any behaviours which may be defined as sexual harassment. A Preventing Sexual Harassment Policy is also being developed, which aims to enhance the existing measures in place to reduce or mitigate against sexual harassment in the workplace.

We have a number of supportive policies and mechanisms to support a diverse workforce.

- In October 2024, we introduced our Council's Supporting Our People through the Menopause Policy and signed the Wellbeing of Women Menopause Pledge. This is an important step in our ongoing commitment to colleagues' health and wellbeing and recognises our collective dedication to raising awareness and fostering an environment where colleagues feel supported, providing helpful practical guidance and promoting open discussions about menopause.
- Fair Treatment at Work Policy aims to tackle bullying and harassment in the workplace and provide recourse for those who experience it.
- We offer reasonable adjustments and support for disabled employees in order to support and sustain their employment. We will also develop disability equality and reasonable adjustment training for managers.
- We will build our reputation as a leading employer who is committed to diversity and inclusion in the workplace.
- Our Flexible Working and Smarter Working Policy allows employees to work flexibly, allowing them to balance the needs of their work and home life.
- We continue to provide access to a range of occupational health services including medical referrals, counselling and physiotherapy.





- Our Mental Health and Wellbeing Policy and Resource Pack recognises the importance of promoting a mentally healthy workforce and aims to provide guidance and information to employees around minimising risks to their health. In 2024, the Council invested in mental health training for more than 300 managers across the Council at all levels to increase knowledge and confidence to deal with stigma and encourage more conversations in the workplace around mental health.

### **Career Pathways**

Offering opportunities to young people and addressing recruitment to difficult to fill posts is a key priority for our Council; and we are looking to design and enhance career pathways across the Council. This will enable us not only to attract potential staff and talent to come and work for the Council, but also as a gateway for many people across different age groups and from diverse backgrounds.

We continue to work with partners (e.g. Schools, College and Universities) to explore and expand opportunities to attract more young people to join our Council through participation in youth employment schemes and current trainee and graduate programmes. This includes the delivery of a dedicated calendar of events across our region and provision of career pathways including work experience placements and Modern Apprenticeships, and a number of 16-24 year in our region have successfully participated in paid work placements within our Council as part of the successful Kickstart Scheme. We currently provide a range of 'Placement Plus' paid work placements for unemployed people in our region, and phase two of the programme was ring fenced to those with a disability or long-term health condition.

We will continue to work in collaboration with Senior Managers across Council services to better understand their workforce profile and recruitment needs, in order to support them to offer opportunities and rewarding careers which will attract talent across a number of age groups and diverse backgrounds.

We will strengthen and enhance the recruitment process making it accessible to all, create robust guidance for managers and young people setting out clear expectations on roles and responsibilities as well as strengthening the level of support applicants will receive.

### **Employee Engagement**

Based on the feedback from our employee engagement survey we have established three new employee networks – Women, LGBT+ and Disability and Long Term Health Conditions. The network groups will enable us to gain feedback from those with lived experience and identify and put measures in place to remove any barriers to opportunity and development, build confidence and empower all staff to have a fulfilling and rewarding career. We have also re-established the Council's Carers Staff Network.



## **Pay and Living Wage**

Dumfries and Galloway 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 protected characteristics.

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. Dumfries and Galloway Council operates and will continue to operate a pay and benefits system which is transparent, based on objective criteria, and free from bias.

We strongly believe that fair work practices and paying the Living Wage can have a positive effect on people's lives and can help to create a fairer and more equal society. Dumfries and Galloway Council is accredited as a Living Wage employer and the living wage is now fully consolidated into our pay structure.

## **Employee Diversity and Monitoring**

In order to meet our equality duty and commitments, we collect, publish and monitor information about the diversity of our employees from the moment they apply to work here through to leaving employment.

This information assists us to monitor that we are supporting a culture of diversity and inclusion and identify areas for continuous improvement.

We encourage employees (and job applicants) on a voluntary basis to declare their personal diversity information for statistical monitoring and reporting purposes, reinforcing that all data will be confidentially held and only used in an anonymised way.

We reviewed our equality definitions and aligned them to the definitions within to the 2022 Census data which enables us to compare our workforce with that of the local population. We will regularly engage and communicate with all employees to share the importance and merits of sharing equality information.

The launch of MyDetails self- service enables a higher number of employees to access and update their equality information directly into the HR/Payroll System. We have seen an improvement in the disclosure rates across the protected characteristics, however work will continue to improve these rates.

**Further detailed workforce information by protected characteristic is detailed at Appendix 2 of this report.**



# Mainstreaming the Equality Duty in Education

As a provider of education in schools, the Council has a duty to develop Equality Outcomes within the context of providing education. To this end, the Council has developed outcomes in relation to specific aspects of our school activity where there is evidence of inequality due to protected characteristics. The integration of the Education Authority Outcomes, alongside the Council and Licensing Outcomes, allows for a full understanding of these issues, avoids duplication and ensures no gaps.

The Education Authority believes in the benefits of working in partnerships within a culture of collaboration and trust and believe the most important decisions are made in the classroom. Professional excellence is expected from staff, which is supported by building confidence and capacity in school leadership at all levels, listening to parents and pupils and by empowering Head Teachers to make local decisions by trusting professional judgements.

This has been the basis for the Education Authorities approach to delivering Curriculum for Excellence, Getting it Right for Every Child (GIRFEC) and Developing the Young Workforce (DYW).

The Education Authority expect to see improvements in outcomes for our children and young people in Dumfries and Galloway in these areas as outlined in the National Improvement Priorities:

- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children
- Improvement in children and young people's health and wellbeing
- Improvement in employability skills and sustained, positive school leaver destinations for all young people

All schools have been made aware of the new Education Scotland guide to support establishments in the development of an equalities policy. The guide contains a roadmap which outlines the different stages of developing policy. It includes case studies, resources, and links to support the process, ensuring that learner participation is central. The roadmap is circular to capture the cyclical and ongoing nature of equalities work, policy review and development.

[Equalities policy guide](#) | [Resources](#) | [Education Scotland](#)



The Education Authority produces an Annual Plan which captures the ambitions and actions for all schools in Dumfries and Galloway. The commitments outlined in that plan are:

- Ensure early intervention, in particular to keep our region's vulnerable children safe
- Invest in creating schools fit for the 21st century which are at the heart of our communities
- Raise ambition and attainment, in particular to address inequalities
- Support children to be healthy and active

The Education Authorities Annual Plan can be found here <https://www.dumgal.gov.uk/media/20367/Education-Annual-Plan/pdf/Education-Improvement-Plan-and-Annual-Report.pdf?m=637842320136470000>



# Mainstreaming the Equality Duty in Dumfries and Galloway Licensing Authority and Licensing Board

Dumfries and Galloway Council is the Licensing Authority for the purposes of the Civic Government (Scotland) Act 1982.

There is one Licensing Board for the whole region of Dumfries and Galloway known as Dumfries and Galloway Licensing Board. It regulates the sale of alcohol and gambling under the Licensing (Scotland) Act 2005 and the Gambling Act 2005 respectively.

The Licensing Board is a separate legal entity to the Council.

In terms of liquor licensing, the Licensing Board is responsible for the licensing and regulation of alcohol within the region. The Board consists of Councillors of Dumfries and Galloway Council who are required to undertake the Council's Diversity Awareness Training to ensure they pay due regard to unlawful discrimination and equality of opportunity whilst exercising their duties as part of the Licensing Board.

At 9 December 2024, the total number of liquor licensed premises throughout the region was 595.

The Licensing (Scotland) Act 2005 sets out the following five licensing objectives:

1. Preventing crime and disorder
2. Securing public safety
3. Preventing public nuisance
4. Protecting and improving public health
5. Protecting children and young persons from harm.

The licensing objectives underpin the whole of the liquor licensing regime and inconsistency with one or more of the licensing objections is a ground for refusal of an application for the grant or variation of a premises license or an occasional licence.

Sections 9A and 9B of the Licensing (Scotland) Act 2005 requires the Licensing Board to publish an Annual Functions Report and Annual Financial Report no later than 3 months of the end of each financial year. These reports can be found on the licensing's Board's webpage - Dumfries and Galloway Divisional Licensing Board - Dumfries and Galloway Council ([dumgal.gov.uk](http://dumgal.gov.uk))

The Board is a public body in terms of The Equality Act 2010 (Specific Duties) Scotland Regulations 2012 and, accordingly, must publish a set of equality outcomes which it considers will enable it to better perform the equality duty as detailed in section 149 of the Equality Act 2010.

The Board is committed to raising awareness of equality and diversity.

A decorative header image featuring silhouettes of a diverse group of people of various ethnicities and ages, facing right, set against a green background.

# Procurement

To ensure the delivery of high-quality services the Council expects suppliers to comply with the Equality Act 2010. Our Conditions of Contract for Services states – “The provider shall comply with the Equality Act 2010 and shall take all reasonable steps to secure the observance of this provision by all servants, employees or agents of the Provider and all sub-contractors employed in the execution of the Contract.”

Our Conditions of Contract for the purchase of goods states – “The Supplier must not unlawfully discriminate against any person within the meaning of the Equality Act 2010 in its activities relating to the Contract or any other contract with the Purchaser.”



# Impact Assessment

An impact assessment is a tool that helps us to check whether our policies and practices are fair and inclusive.

An impact assessment must be completed when designing policies and strategies, establishing practices and making major decisions (including financial decisions). We use our Impact Assessment Toolkit to assess whether the decisions we make are likely to impact on different groups of people across the region, areas we assess include –

- Age
- Disability
- Sex
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sexual orientation
- Human rights
- Children's Rights
- Care Experienced Young People
- British Sign Language Users
- Armed Forces and Veterans
- Health and Wellbeing and Health Inequalities
- Poverty
- Economic and Social Sustainability
- Consumer Duty
- Environmental Sustainability, Climate Change and Energy Management

The results of our assessments should highlight any barriers or discrimination that might affect people using our services which ensures we meet our statutory duties under the Equality Act 2010 and the Fairer Scotland Duty.

We publish a summary of the results from all of the impact assessments we have completed on our website for a period of six months, they can be found here <https://www.dumgal.gov.uk/article/16224/Impact-assessments>

Our Impact Assessment Toolkit and Guidance are regularly reviewed to reflect any appropriate developments in practice and Legislation. In 2024, we added an additional six categories to our toolkit including, Children's Rights, Care Experienced Young People, British Sign Language Users, Armed Forces and Veterans, Poverty and the Consumer Duty.

A copy of our Impact Assessment Toolkit can be found on our website <https://www.dumgal.gov.uk/article/16224/Impact-assessments>



# Partnership Working

Dumfries and Galloway Council recognise that engagement with individuals, communities and partner organisations is crucial to ensuring we are an inclusive organisation and meet our duties under the Equality Act 2010.

Listed below are some examples of the partnership working that our Council is involved in to promote equality -

- Within the Council, we have established four Staff Networks which provide employees the opportunity to contribute to addressing and solving issues for all under-represented and disadvantaged groups and individuals within our Council. We have introduced four staff networks –

- LGBTQ+ Network
- Women's Network
- Disability and Long-Term Health Conditions Network
- Carers Network

The aims of the Staff Networks are to; provide members with a community of support, to be an inclusive group, working within the Council to ensure that all staff have further opportunity to be involved in shaping our culture, acting as internal advisers, providing lived experience when shaping service delivery and to challenge discrimination, inequalities and promote diversity and equality of opportunity.

- The Community Planning Partnership who's vision is to "Work together to create an ambitious, prosperous and confident Dumfries and Galloway where people achieve their potential."
- The Poverty and Inequalities Partnership was established in 2021 by the Community Planning Partnership to deliver our [Poverty and Inequalities Strategy 2021 – 2026](#). The Partnership is made up of public and third sector and members of the Tackling Poverty Reference Group who have lived experience of poverty and inequalities.
- The Public Protection Committee with a Violence Against Women Subcommittee that brings together staff from across a variety of organisations who are responsible for the responding to Equally Safe. Equally Safe is Scotland's national strategy to prevent and eradicate violence against women and girls. The strategy recognises that violence against women is closely linked to gender inequality (and indeed both causes and is caused by gender inequality). Violence against women includes: domestic abuse; rape and sexual assault; commercial sexual exploitation (including prostitution); trafficking, Female Genital Mutilation and honour based abuse (including forced marriage). <https://www.gov.scot/publications/equally-safe-scotlands-strategy-prevent-eradicate-violence-against-women-girls/pages/2/>





- Dumfries and Galloway Commission on Representation and Engagement – this group includes Third Sector Dumfries and Galloway LGBT Plus, DG Voice and Dumfries and Galloway Multicultural Association. The Commission has strengthened links between all member organisations to maximise positive outcomes for the people they support, allows sharing of good practice across all partners and ensures effective forward planning in relation to representation and engagement activity across all communities in Dumfries and Galloway.
- The Equality and Diversity Working Group is a local group made up of a number of organisations who come together to ensure joint working between public sector organisations and communities of interest in relation to the duties within the Equality Act 2010. Membership includes –
  - **Public Sector** – Dumfries and Galloway Council, NHS Dumfries and Galloway, Dumfries and Galloway Health and Social Care Partnership, Police Scotland V Division, Dumfries and Galloway College, Scottish Fire and Rescue Service, Scotland's Rural College, Swestrans, South of Scotland Enterprise and the Scottish Prison Service,
  - **Representative Diversity Groups** - DGVoice, Dumfries and Galloway Inter Faith Group, Dumfries and Galloway Multicultural Association, LGBT Youth Scotland, Over 50s Group, LGBT Plus and Dumfries and Galloway Society for the Deaf.
  - **Other Sectors** - Dumfries and Galloway Citizens Advice Bureau and Third Sector
- Locally there is a Public Sector Diversity Officers Group which is a peer support group of Diversity Leads from NHS Dumfries and Galloway, Police Scotland V Division, Scottish Prison Service, Scotland's Rural College and Dumfries and Galloway Council.
- Nationally, Dumfries and Galloway Council are represented in the Scottish Council's Equality Network. This is a peer support network for Equalities Officers from each Local Authority. This is a group which allows the opportunity for information sharing, discussion and the sharing of knowledge and expertise around our duties under the Equality Act 2010 as well as opportunities to engage with national bodies including the Scottish Government and the Equality and Human Rights Commission.
- Dumfries and Galloway Council, Dumfries and Galloway College, and other community partners, are providing formal and informal opportunities for individuals in communities across Dumfries and Galloway to develop their English Language skills. This provision is supporting individuals, including refugees, with English as a second language to be able to complete essential activities such as going shopping or to the doctor, while also supporting progression to positive destinations such as further learning, volunteering and employment. Provision is also helping parents to be able to support their child's learning, while also providing opportunities to gain a qualification.



## Awareness Days

We continue to develop and raise awareness of protected characteristics through a calendar of special days and weeks including -

- Scottish Interfaith Week
- LGBT History Month
- International Women's Day
- 16 Days of action against violence against girls
- Show Racism the Red Card
- Black History Month
- Transgender Day of Remembrance
- International Day of People with Disabilities
- Gypsy, Roma and Traveller History Month

The Equality and Diversity Working Group develop an annual Awareness Days Calendar, highlighting special days, weeks and months as a tool for all partners to refer to and plan events to raise awareness of protected characteristics. A copy can be found here <https://www.dumgal.gov.uk/communityplanning/article/24192/Working-Groups>

We continue to work closely with our Partners to support and promote any local activity through our social media channels, press releases, posters, events and all staff emails to encourage participation.



# Accessibility

Dumfries and Galloway Council are committed to ensuring our services and information are accessible to all. We strive to achieve this through subscribing to a number of services that promote accessibility.

## **Telephone Translation Service**

We subscribe to a telephone translation service which helps our staff communicate effectively with members of the public where English is not their first language.

This service provides access to interpretation for more than 140 languages over the telephone and is available 24 hours a day, 7 days a week. Language posters and cards are displayed in public buildings to help to identify the language that needs to be translated.

## **British Sign Language (BSL) Video Interpreting Relay Service**

[Contact Scotland BSL](#) provides a telephone access service for deaf BSL users across Scotland through an online BSL interpreting video relay service (VRS). This service is available 24 hours a day, 7 days a week and allows a deaf BSL user to contact the Council via telephone.

## **Access to information**

All our publications carry a note that the information is available in other languages and other formats on request. We regularly produce printed material in a number of different languages. Our graphic design ensures the use of inclusive images of all Protected Characteristics on all our material.



# British Sign Language (BSL) Plan

The Scottish Government wants to make Scotland the best place in the world for British Sign Language (BSL) users to live, learn, work and visit. This means that people whose first or preferred language is BSL will be fully involved in daily and public life in Scotland, as active, healthy citizens, and will be able to make informed choices about every aspect of their lives.

BSL is a language in its own right, with its own grammar, syntax and vocabulary. It has its own dialects and rich variation. Most importantly, it is a language which enables many of our Deaf and Deafblind citizens to learn, work, parent, be creative, live life to the full and to make their contribution to our communities, our culture and our economy.

The BSL (Scotland) Act 2015 requires public bodies in Scotland to publish plans every six years, showing how they will promote and support BSL.

In 2024, we published our second British Sign Language Plan which was developed through engagement with our local community and is a reflection of the insight provided by the participants and our shared ambitions for our work over the next six years.

Our BSL Plan can be found on our website  
<https://www.dumgal.gov.uk/BSL-plan>



## Conclusion

Dumfries and Galloway Council is committed to equality of opportunity for all people within our Community.

This report details the work we have undertaken over the last two years to mainstream equalities and sets out our ambition for the next four years on how we intend to tackle discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic.

We will continue to work in partnership with our local groups to promote equality and support those living, working and learning in Dumfries and Galloway.

# Appendix 1 - Progress on Equality Outcomes 2021 – 2025

On 25 March 2021, Dumfries and Galloway Council Full Council agreed 14 Equality Outcomes for the period 2021 – 2025 which included outcomes for the Education Authority and Licensing Authority.

The tables below detail the progress made in relation to each of the 2021 Equality Outcomes over the last four years.

## Dumfries and Galloway Council Equality Outcomes 2021 – 2025

| Equality Outcome                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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| Ensure our services and information are fully accessible and available in a range of formats and languages for disabled people and for those where English is not their first language. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Activities                                                                                                                                                                              | Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Give people a choice in how to access services                                                                                                                                          | We have social media pages, websites, emails and printed material available on request.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Improve communications and language to ensure that our information and services are accessible                                                                                          | We always aim to use plain English across all our written material. Our website has been audited for accessibility in line with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018 and we have made various improvements. We are currently ranked 215th in local authorities in the UK and we have an accessibility score of 89%. We have also updated our accessibility statement to reflect areas we still need to work on.                                                                                                                                                                                                           |
| Understand the languages spoken and written in our region                                                                                                                               | All Council staff have access to our Translation and Interpreting Service which provides language translators on a 24/7 basis via a telephone service. During 2025 we will be launching the use of an app for translation and interpreting services which facilitates both audio and video calls.                                                                                                                                                                                                                                                                                                                                                                                       |
| Continue to work towards our objectives within our local British Sign Language Plan                                                                                                     | <p>We continue to improve communication and access to services for people who use British Sign Language (BSL). Our new six year <a href="#">BSL Plan</a> was published in June 2024 and details our ambitions for our work over the next six years to ensure BSL users have equal access to information, services and opportunities within our Council.</p> <p>Our Council Website homepage has been updated to include a <a href="#">BSL</a> button which takes the user to a host of Council information available in BSL.</p> <p>As part of our BSL Plan 2024 – 2030, we are developing a Deaf/ BSL Awareness training course for our staff to increase awareness and knowledge.</p> |



Introduce a Text Relay Service as a means of contacting the Council

British Sign Language customers can currently contact us by using Contact Scotland BSL and we continue to increase availability of Council information in BSL (examples include complaints procedure, kerbside recycling and equality outcomes).

### Overall Equality Outcome Update

Dumfries and Galloway Council are committed to ensuring our services and information are accessible to all. We strive to achieve this through subscribing to a number of services that promote accessibility, this includes a telephone translation service and through the use of Contact Scotland BSL who provide a video interpreting relay service. All our publications carry a note that the information is available in other languages and other formats on request. We regularly produce printed material in a number of different languages.

### Equality Outcome

Reduce digital exclusion in Dumfries and Galloway for younger and older people, disabled people and minority ethnic communities.

#### Activities

#### Update

Support the enabling of better digital connectivity across the Region

Our Council has facilitated the delivery of the Scottish Government R100 programme and promoted both UK and Scottish Government Digital Connectivity Voucher Schemes. In addition, our Council continues to monitor the evolving Shared Rural Network (SRN) 4G programme to understand implications for improved coverage across the region and any proposed Borderlands led 4G/5G interventions.

Work with other partners about the availability of equipment including Connect Scotland

Over this reporting period there has been a range of applications made to Connecting Scotland to ensure adults, young people and Resettlement adults have access to digital devices to encourage essential digital skills. Various organisations have made successful bids to [Connecting Scotland](#) to ensure that our communities have laptops/tablets to complete all their learning requirements. Services include Education; Employability; Lifelong Learning, NHS & Third Sector organisations.

Recent Collaboration has taken place in agreement with Dumfries and Galloway Resettlement Board and Third Sector organisations such as DGMA and MOOL to provide digital devices to allow the additional set up of Digital Cafes for ethnic minority communities.

There is currently no national Connecting Scotland Funding available at this present time.



## Promote digital learning

Within Dumfries and Galloway there are a wealth of organisations offering digital skills training and development to individuals, employees, and businesses at a range of levels. Dumfries and Galloway's Community Planning Partnership (CPP) Board continue to work with partners to develop a coordinated approach and building on the work led on by Dumfries and Galloway College through the Community Planning Partnership during 2023 to map our digital provision, gaps and provide a framework for partners going forward.

Tackling digital exclusion is identified a key outcome as part of the new Local Outcomes Improvement Plan for Dumfries and Galloway which was agreed in September 2023.

A specific project has been developed linked to this to take forward some of the key issues and barriers highlighted in Third Sector D&G's (TSDG) Digital Exclusion Research [Report – Digital Exclusion in Dumfries and Galloway, September 2022](#)

This will focus on specific areas such as access, motivation, age, income, disability and literacy. In addition to this an interactive map will be produced to help highlight the range of digital support available to our communities across Dumfries and Galloway through Public bodies and the Third Sector.

One example of digital learning across the authority is from the Lifelong Learning Service who currently run groups focusing on specific digital skills throughout the region, ranging from drop-in digital support, to beginners digital literacy, intermediate digital learning to advanced ICDL with digital qualifications [Deliver ICDL - IT user qualification \(previously ECDL\) | BCS](#). This delivery is across communities in Dumfries and Galloway and online with 1:1 and group provision available.

The aim of the service digital provision focusses as Essential Digital Skills and Digital Adoption skills to enable adults to participate in the digital world from the basics of understanding how your child learns in the digital world, to online necessities such as ordering medication/online shopping to providing digital adoption skills for employment. We have a high number of older people who attend our digital classes to increase their skill base.

There has been adaption to suit the needs of learners and the service now facilitates a hybrid approach to learning, incorporating digital related classes a week which are a mixture of online and face to face. Delivery includes a high range of online digital ESOL learning classes to meet the Scottish Government and Dumfries and Galloway Resettlement Board requirements of ESOL English language learning for resettled guests and asylum seekers based in Dumfries and Galloway.





Overall Equality Outcome Update – The importance of continuing to improve digital connectivity to support our businesses and eliminate digital isolation in our rural communities continues to be a key priority and there is still work to do.

The most recent Local Outcomes Improvement Plan 2023-2033 for Dumfries and Galloway has identified digital has a continued priority with the Community Planning Board having a key role to play in helping to support a co-ordinated approach to digital across partners going forward.

#### Equality Outcome

Develop a more diverse organisation which better represents the local population

##### Activities

Develop a more diverse workforce that represents our local population

##### Update

###### Recent Improvements

Enhancements have been made to the recruitment documentation and processes to encourage candidates who have a disability or long-term health condition.

New guidance launched on the Council's approach to support employees needing adjustments.

Staff network groups have been formed and will be consulted to help to identify accessibility issues and actions that can be taken to overcome these.

Carers Policy enhancements to remove the need for a medical certification of dependents prior to joining the register.

###### Planned Actions

The Council's Recruitment and Selection process is currently being reviewed with the aim to digitise, simplify and implement changes which further promotes equality of opportunity and the attraction of a more diverse workforce that represents our local population.

A Recruitment Policy review is planned in 2025 which will enhance our approach to recruitment with a focus on 1) introducing values-based recruitment 2) broadening our sourcing strategies by introducing new candidate attraction techniques with an Equality, Diversity and Inclusivity Statement added to all adverts 3) assessing our job advert language to ensure sufficient information about flexible working, employee benefits, and wider employee support to maximise diverse talent



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| Develop a more diverse workforce that represents our local population                                                                                                                  | <p>Promote diversity training (which is already developed).</p> <p>Review recruitment and selection training and hold annual interviewer training.</p> <p>We plan to progress opportunities to promote our externally advertised vacancies through partnership organisations that support diversity and protected characteristics groups within our local population.</p> <p>Taking a data-driven approach to support culture change by tracking key indicators and areas that require focus and improvement.</p> <p>Build a communications campaign based on the benefits of a diverse workforce based on lived experience of the existing workforce.</p> |
| Support the national work on participation in public life to encourage people from protected characteristic groups into Elected positions                                              | <p>During the Scottish Parliamentary 2021, the Local Government 2022 and recent byelection we have promoted the Electoral Commission Guidance on standing for election and the Access to Elected Office Fund (Scotland) via our webpages. During the Local Government Elections 2022 we assisted the Scottish Government by distributing, to all candidates, the 2022 Local Government Candidate Diversity Survey. This survey was responding to long-standing calls from stakeholders and across the political spectrum for better data to understand the diversity of election candidates.</p>                                                           |
| Undertake a review of recruitment procedures to ensure that they are in line with best practice to improve and increase workplace diversity                                            | <p>The Council's recruitment and selection policy is currently being reviewed as part of our ongoing programme of HR Policy refresh. The Council is committed to applying equality of opportunity at all stages of the recruitment and selection process. Shortlisting, interviewing and selection is carried out without regard to age, disability, sex, gender reassignment, pregnancy, maternity, race, sexual orientation, religion or belief, marital or civil partnership status, political opinion or trade union membership.</p>                                                                                                                   |
| Overall Equality Outcome Update – Work continues to be delivered on this important work and further planned actions will be embedded within the HR Team Plan for the period 2025/2026. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |



### Equality Outcome

Provide a safe and secure workplace for our staff and Elected Members from protected characteristic groups.

#### Activities

#### Update

Further development of the existing LGBTQ+ Staff Network

Our Council has engaged with employees to identify which Staff Networks we should establish. As a result of this engagement, a LGBTQ+ Staff Network has been established. The aims of the network are to –

- Provide members with a community of support
- To be an inclusive group, working in Dumfries and Galloway Council to ensure that all staff have further opportunity to be involved in shaping our culture, acting as internal advisers in relation to their membership and provide employee lived experience when shaping service delivery
- To challenge discrimination and inequalities, and promote diversity and equality of opportunity
- To increase awareness of the differences in experience for employees who are LGBTQ+ working across Dumfries and Galloway Council and engage the workforce to take positive action

Membership is open to all staff, whether permanent, temporary or casual, across all grades who are LGBTQ+.

Explore the creation of new protected characteristic group staff networks

Our Council wants to provide a positive employee experience, and we are committed to creating a more diverse and inclusive organisation. One of the ways we will support this is through the development of specific staff networks which contribute to addressing and solving issues for all under-represented and disadvantaged groups and individuals within our Council. As a result of staff engagement, we have now established four Staff Networks –

- LGBTQ+ Network
- Women's Network
- Disability and Long-Term Health Conditions Network
- Carers Network



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| Explore the creation of new protected characteristic group staff networks                                 | <p>The purpose of the Staff Networks is to –</p> <ul style="list-style-type: none"><li>• Provide members with a community of support</li><li>• Provide a safe space to share experiences with other members</li><li>• Enable members to be part of a collective voice to influence positive change, promote inclusion and challenge discrimination</li><li>• Raise awareness of the network and increasing understanding of the challenges experienced by members</li><li>• Build connections and share best practice with other staff networks and where appropriate including with our partner organisations such as the Health and Social Care Partnership and NHS Dumfries and Galloway</li><li>• Raise awareness amongst the wider workforce of the experiences and contributions of network members</li><li>• Contribute to the wider equality, diversity and inclusion agenda</li><li>• Improve our council's provision for the communities we serve</li><li>• Act as a connector between potential services and colleagues</li></ul> |
| Undertake relevant 'charter' schemes, e.g. LGBT Youth Charter Mark, Equally Safe at Work                  | <p>Dumfries and Galloway Council has commenced working towards Equally Safe at Work Bronze level accreditation. This is an 18 month programme with completion expected in March 2026. Dumfries and Galloway Council achieved Disability Confident Leader status and is a Carer Positive Exemplar employer. Our Youth Work Service currently holds the Silver LGBT Charter Mark and will be working towards achieving Gold accreditation in 2025.</p> <p>In October 2024, the Youth Work Service started work to continue our commitment to LGBT young people across the region by undertaking the Gold LGBT Charter Mark Award. The service continues to hold its Silver Charter. Over the year ahead, the Service will undertake training relevant to the Charter Award level, as well as work on reviewing Council policy and our own practices and resources, and setting up a Champions group that will include staff and young people from across the region. We will continue to work on this for the period ahead.</p>                |
| Improve our recording and monitoring of employee and Elected Member data on the protected characteristics | <p>We collect and use data on equalities using various mechanisms. These include data on our employees through our integrated HR and Payroll ITrent system. The definitions used have been mapped across to the Census 2021 data to allow comparisons to take place with the local population. There will be regular engagement with all employees and applicants to communicate the importance and merits of disclosing equality information. It is hoped that along with MyDetails self-service which enables a high number of employees to access and update their equality information directly into the HR/Pay System, that this approach will help facilitate greater disclosure of information.</p>                                                                                                                                                                                                                                                                                                                                   |



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| <p>Develop a People Strategy to promote fairness and respect across our organisation</p>                                                                                                                                     | <p>Our <a href="#">People Strategy 2021 – 2026</a> promotes respect and fairness and includes our vision, values, core behaviours, outcomes and success measures. A key success measure for the providing a positive experience outcome is increased sense of trust and fairness in our Council. Our <a href="#">SUPPORT</a> behaviours provide the foundation for our staff to work together to deliver our council vision -</p> <p>Strengthen – our communities</p> <p>Understand – our children’s needs</p> <p>Protect – our vulnerable people</p> <p>Promote – equality and diversity</p> <p>Open and transparent – at all times</p> <p>Respect – our environment</p> <p>Treat – each other with kindness</p> <p>The People Strategy action plan is reported to committee annually, this provides the opportunity for elected members to scrutinise the progress on projects included in the strategy to deliver on it’s aim.</p> |
| <p>Implement an Organisational Development Framework</p>                                                                                                                                                                     | <p>Our Organisational Development Framework is developed and agreed. Engagement was undertaken with services to support delivery of the framework. The OD Framework is how we will deliver on our People Strategy Outcomes to fulfil this there has been a focus on leadership development, employee engagement learning and development and wellbeing.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p>Overall Equality Outcome Update – Our People Strategy and Organisational Development Framework have been developed, and actions and activities are planned/underway to successfully deliver the remaining objectives.</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |



| <b>Equality Outcome</b><br>Support members of protected characteristic groups to have equality of access to a prosperous future. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| Activities                                                                                                                       | Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Support and develop new and existing businesses to adopt Fair Work principles and practices                                      | <p>Dumfries and Galloway Council supports businesses who access Employer Recruitment Incentives to complete Fair Work assessments and share outcomes.</p> <p>Dumfries and Galloway Council and the multiagency Dumfries and Galloway Local Employability and Skills Partnership supports an Employer Engagement Partnership formulating how partners might take forward Fair Work practices across the region.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Adopt the Young Person's Participation Strategy to widen accessibility                                                           | <p>The Youth Participation and Engagement Strategy sits underneath our Council's over-arching Community Engagement Strategy and directly contributes to the following objective within this:</p> <p><b>Objective 1:</b> To ensure our decision-making structures and processes are understood and accessible for individuals and communities.</p> <p>The Youth Work Service has continued to work alongside the regional Youth Council and Members of the Scottish Youth Parliament, and has supported them to carry out consultation with their peer groups, as well as developed local action plans that were based on the needs of young people in their Ward area.</p> <p>Youth Councillors also have an ongoing role engaging with Elected Members, Community Planning Partnership, and other relevant organisations and forums to represent the views of young people. Nominated Youth Councillors have a particular role to represent those from protected characteristic groups, ensuring they are heard and considered when making any changes to Council policy or practice. Nominated Youth Councillor remits for the representation of marginalised groups include: care experienced young people, young carers, young people with additional support needs and disabilities, young parents, gypsy/traveller young people, young people with ethnic minority identities and LGBT young people.</p> <p>The Youth Work Service works alongside and has provided support to several youth participation forums that represent young people from marginalised groups, including: Listen2Us for care experienced young people, Young Women's Network for young women and girls, Chameleons for LGBT young people, and the Youth Matters steering group for young people with Additional Support Needs. Each of these groups have been leading on and designing initiatives to ensure that young people with protected characteristics and from marginalised groups have the opportunity to have their voices heard, and to shape the decisions that affect them.</p> |



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| Support the Scottish Government's Young Person's Guarantee to develop a local Young Employment Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                          | Support for young people forms an integral part of the Dumfries and Galloway Local Employability and Skills Partnership Delivery Plan 2022 – 2027 through its priority planning focused on young people who have experienced care, on young people with disabilities and additional support needs and on a place-based approach which supports people in areas of deprivation.                                                                                                                                                                                                 |
| Provide support and funded access to training to upskill and improve the employment circumstances for people in low paid positions                                                                                                                                                                                                                                                                                                                                                                                                               | <p>Delivered through the 'No One Left Behind' Key Worker support where support is targeted to individuals through key sector initiatives -</p> <ul style="list-style-type: none"> <li>• Transport programme including HGV, PSV</li> <li>• Innovation funding provided alongside participatory budgeting managed by a lived experience panel</li> <li>• Childcare via programmes supported by Scottish Childminding association and Business Gateway Dumfries and Galloway</li> <li>• A college fee waiver piloted in partnership with Dumfries and Galloway college</li> </ul> |
| Promote initiatives that support the employment of disabled people                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Project Search has expanded delivery to cover both east and west areas of our region. Employment Key Workers support in organisations including The Usual Place and Better Lives Partnerships.                                                                                                                                                                                                                                                                                                                                                                                 |
| Support the Scottish Government's No One Left Behind policy for disabled people, young people and those from a minority ethnic community                                                                                                                                                                                                                                                                                                                                                                                                         | <p>Dumfries and Galloway Council supports the 'No One Left Behind' policy through the following projects –</p> <ul style="list-style-type: none"> <li>• Project Search</li> <li>• Employment Key Workers across the region</li> <li>• Whole Family Support focused on young people's transitions as well as parents of those with disabilities</li> <li>• Employer Recruitment Incentives focused on supporting those with disabilities into employment</li> </ul>                                                                                                             |
| Overall Equality Outcome Update – Dumfries and Galloway Council's Employability and Skills service is working in partnership to build an employability and skills system which focuses on positive, person-centred outcomes and supports Fair Work across our region. The Local Employability and Skills Partnership has priority groups which include supporting those who experience barriers in accessing the labour market and this commitment to fair work is reflected throughout our collaborative Partnership Delivery Plan (2022-2027). |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |



| Equality Outcome<br>Support people in Dumfries and Galloway to feel safe to report Hate Crime. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| Activities                                                                                     | Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Work with our local community to identify and address any community safety issues              | Community Safety Officers undertake a framework of Anti-Social Behaviour detection, deterrence and reassurance foot patrols and deliver 24 Community Safety Engagement Days per year as well as participate in ad hoc engagement events in schools and within communities. The Community Safety Team's primary activity is to enforce littering, dog-fouling, fly-tipping, collecting stray dogs, to arrange appropriate disposal of abandoned cars and safely collect and dispose of needles and syringes. In addition, they help mediate neighbour disputes (domestic noise) and act as secretariate to the Police led Dumfries and Galloway Antisocial Behaviour Strategy (ASB) Group and the three area based monthly ASB Active Case Management Panel meetings.                                                                                                       |
| Ensure interventions are early and effective                                                   | <p>The Community Safety Team chairs and is an active contributor to the three area based Anti-Social Behaviour Active Case Management (ACM) Panel meetings that take place monthly.</p> <p>Operational activity is co-ordinated at a local level through data led analysis of emerging patterns and trends on a monthly basis across the whole region. The regionwide Patterns and Trends Tactical Oversight Group and the ACM Panels are formal local partnership arrangements and adopt a problem-solving approach to consider the most problematic cases and emerging trends. The meetings ensure shared situational awareness, share and maximise use of finite resource, and ensure accountability and progress toward improved outcomes for people and communities affected by antisocial behaviour</p>                                                              |
| Ensure our advice and support on community safety is accessible to all                         | <p>Our Community Safety Team responds to antisocial behaviour and enforce environmental or other local issues. They work across the region to make communities and individuals feel safe and secure.</p> <p>The Community Safety Team can help with, and enforce penalties, for:</p> <ul style="list-style-type: none"><li>• <a href="#">dog fouling</a></li><li>• <a href="#">fly tipping</a></li><li>• <a href="#">littering</a></li></ul> <p>They also provide a <a href="#">mediation service</a> to support people, like neighbours, who are in conflict. The team can help you agree on practical solutions to certain issues.</p> <p>Antisocial behaviour causes alarm and distress. The Community Safety Team are committed to tackling antisocial behaviour and are dedicated to making it easier for communities and individuals to seek advice and support.</p> |





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| Ensure our advice and support on community safety is accessible to all                                                                                                 | <p>Antisocial behaviour comes in many forms and may include:</p> <ul style="list-style-type: none"><li>• <a href="#"><b>domestic noise nuisance</b></a></li><li>• rowdy behaviour</li><li>• <a href="#"><b>fly tipping</b></a></li><li>• <a href="#"><b>littering</b></a></li><li>• Fire setting</li><li>• Vandalism/graffiti</li><li>• <a href="#"><b>abandoned vehicles</b></a></li><li>• <a href="#"><b>discarded needles</b></a> and drug misuse</li><li>• <a href="#"><b>animal nuisance</b></a> and <a href="#"><b>dog fouling</b></a></li></ul> <p>We've worked with our partners in Dumfries and Galloway to develop a <a href="#"><b>strategy for tackling antisocial behaviour</b></a>. We also have a dedicated Community Safety Team.</p> <p>Further information on Community Safety can be found on our website - <a href="#"><b>Community safety - Dumfries and Galloway Council (dumgal.gov.uk)</b></a></p> |
| Work with our local community to ensure they feel supported to report hate crime either directly to Police Scotland or through our local third-party reporting centres | <p>We continue to encourage any communities or individuals who experience Hate Crime to report it to Police Scotland and we promote the reporting of Hate Crime through our website <a href="#"><b>Community safety - Dumfries and Galloway Council (dumgal.gov.uk)</b></a></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Promote women's safety and wellbeing                                                                                                                                   | <p>Violence against women and girls is an important safety and wellbeing issue for women as it is recognised that it causes and is caused by women's inequality. There is a multiagency Violence Against Women and Girls Subcommittee and Public Protection Committee that regularly meet to discuss how partners (including the Council) can work together to prevent such abuse and provide support to survivors of violence against women.</p> <p>During 16 days of activism for the elimination of violence against women there was a programme of events and information on social media to increase knowledge of all forms of violence against women. This happened on an annual basis and has included events to raise awareness of the many harms caused to women and discussions on how best to support victim/survivors.</p>                                                                                     |



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| Promote women's safety and wellbeing                                                                                                                                                                                                                                                                                                                                                          | <p>Regular public adverts and awareness messages are sent on social media to encourage greater understanding of what constitutes abuse as well as information on local organisations and national helplines where women experiencing abuse and violence can access support.</p> <p>Since 2022 a programme of training and awareness on Safe and Together (an internationally recognised approach to domestic abuse) started with the aim of providing training to staff to enable them to further enhance the safety and wellbeing of survivors and their children. In addition there has been an ongoing programme of training including Domestic Abuse, Revenge Porn, Trafficking, Commercial Sexual Exploitation and Trauma Informed Response to Rape and Sexual Assault.</p> <p>The Council has been part of the Equally Safe at Work programme as a shadow member and has plans to work towards the Bronze Award.</p> <p>The local White Ribbon campaign has been reinvigorated and staff have been trained to White Ribbon speakers, encouraging them to raise awareness of all forms of violence against women.</p> <p>The Public Protection Committee has developed at Commercial Sexual Exploitation (CSE) position statement that recognises the harm caused and going forward there are plans to progress training for staff from across services to support women involved in selling and exchanging sex and other forms of CSE.</p> |
| Ensure the people who are deemed most at risk from harm will be identified, supported and protected                                                                                                                                                                                                                                                                                           | Any instances of Hate Crime identified via ASB Active Case Management Panel process are referred to Police Scotland V-Division colleagues.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Overall Equality Outcome Update                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Community Safety Officers undertake a framework of Anti-Social Behaviour detection, deterrence and reassurance foot patrols to make communities and individuals throughout our region feel safe and secure. We continue to encourage any communities or individuals who experience Hate Crime to report it to Police Scotland and we promote the reporting of Hate Crime through our website. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |



| Equality Outcome                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| Involve a wider range of people with protected characteristics in local decision making and activities.          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Activities                                                                                                       | Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Work with the local protected characteristic groups to widen involvement in local decision making and activities | <p>The Commission on Representation and Engagement has encouraged greater participation in public life including representation on third sector organisations' boards and activities.</p> <p>The Equality and Diversity Working Group continues to participate in Stakeholder Impact Assessments and any ongoing consultation and engagement events to ensure any changes to policy, practice or decision making are considerate of those with protected characteristics.</p> <p>Dumfries and Galloway's Youth Council ensures that the voices of our local young people, particularly those from protected characteristic groups are heard and considered when making any changes to Council policy or practice. In total there are 35 Elected positions from across the region.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Continue to develop involvement of our BSL community                                                             | Through the delivery of our British Sign Language Plan we are working with the local deaf community to increase participation and engagement in local decision making and activities.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Continue to develop involvement of our Gypsy/ Traveller Community                                                | <p>The Council operates two Gypsy/Traveller sites at Collin (near Dumfries) and Barlockhart Park (near Glenluce). The Scottish Government has put in place a robust framework so that the accommodation needs of Gypsy/ Travellers are properly assessed, and effectively met, at a local level. The Scottish Social Housing Charter sets out the standards, and outcomes, required to be met on Gypsy/Traveller sites. These include equalities, communication, participation, value for money and rents/service charges.</p> <p>Our Gypsy/Traveller Service has dedicated officers who support the residents of the Council's two Gypsy/Traveller sites within Dumfries and Galloway and support residents in a wide range of ways tailored specifically for this community.</p> <p>Accommodation is one of the most important issues faced by this community and has an impact on a wide range of other issues. The Council's Barlockhart Park site now meets the Scottish Government's Minimum Site Standards.</p> <p>The Options Appraisal for the Thistle Grove, Collin site was presented to Full Council on 14 December 2023. The Council's decision was: Option 1 - "agreed to redevelop on current site as the preferred option".</p> |



Continue to develop involvement of our Gypsy/ Traveller Community

The agreed next steps are being progressed:

Members have taken forward through the Council budget setting process the preferred option and the associated funding requirements.

Officers implementing the decision via a Project Implementation Plan. Reporting of the implementation will be through the appropriate Committees or Full Council.

The Council works with site residents to raise awareness of key rights and entitlements and helps to ensure that the Gypsy/Traveller service is responsive to Gypsy/Travellers' specific needs and preferences using formats and methods that suit their varied needs. We work to improve educational outcomes for Gypsy/Travellers by supporting them to take advantage of their right to education and work with NHS colleagues to tackle health inequalities.

The Gypsy/Traveller service continues to work with various partners including Social Work, NHS, Community Development, Education and others to ensure that Gypsy/Traveller families and specifically the most vulnerable groups are supported.

The Council helps Gypsy/Travellers to increase uptake of financial support they are eligible for by supporting them to access relevant services. Gypsy/Traveller Service officers have attended Universal Credit Training to assist residents with their claims. Parents are supported to overcome barriers to work, and in-work poverty and strive to improve standards of living by reducing daily living costs for Gypsy/Travellers ensuring value for money for rents/service charges. Electricity Smart Meters have been installed at both sites to allow site residents to manage their electricity consumption more easily by offering online and cash payment methods.

The Council works to ensure that its Gypsy/Traveller sites and encampments are managed so that Gypsy/Traveller occupants can live safely and securely. We work in partnership with Police Scotland and Community Safety colleagues in a way that recognises cultural sensitivities.

The Council works to strengthen community development and engagement and make sure that Gypsy/Travellers are consulted and fairly represented in decisions that are made at a local level.

Overall Equality Outcome Update – Dumfries and Galloway Council recognises that engagement with individuals and communities is crucial to ensuring we are an inclusive organisation and meet our duties under the Equality Act 2010. The Council continues to engage and consult with our local community on changes to policy, practice and decision making, particularly to ensure that those within protected characteristic groups have their voices heard and opinions listened to. We continue to engage with a number of local groups and communities to increase participation from those within protected characteristic groups.



| Equality Outcome                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| Support people with protected characteristics to have good mental health and wellbeing.                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Activities                                                                                                                                                                     | Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Work in partnership with NHS Dumfries and Galloway and the Health and Social Care Partnership to gain greater understanding of any barriers and work together to address these | <p>Dumfries and Galloway Council continue to work closely with NHS Dumfries and Galloway and the Health and Social Care partnership to understand, monitor, analyse and collectively address any barriers to people with protected characteristics. A key ambition outlined in the Health and Social Care Partnership Workforce plan 2022-2025 is to develop a multi-agency workforce data set and a set of key performance indicators to monitor and report workforce performance data including protected characteristics.</p> <p>The Council and NHS have jointly developed a revised Memorandum of Understanding for the arrangements for the operational management of the Dumfries and Galloway Health and Social Care Partnership (2025). This document provides the framework of engagement between the two organisations workforces and sets out the principles and importance of equality and diversity and commits to promote equality and diversity across all workforce activities.</p> |
| Maintain our Healthy Working Lives Gold Award Status                                                                                                                           | Healthy Working Lives no longer provide an award system however Dumfries and Galloway Council continues to follow the framework to support employee's health, safety and wellbeing.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Provide mental health and wellbeing information and support on our website                                                                                                     | <p>We provide a range of mental health and wellbeing information and support on our website. This includes our Mental Health and Wellbeing Policy and Resource pack, access to confidential (self-referral) counselling, support from our Well Being Champions who are trained in Mental Health First Aid, SafeTALK and promote safety, empowerment and trust across the Council and a range of health and wellbeing campaigns are delivered each year through the Strategic Health and Wellbeing group.</p> <p>In 2024, the Council invested in mental health training of more than 300 managers across the Council at all levels to increase knowledge and confidence of managers and to deal with stigma and encourage more conversations in the workplace around mental health.</p>                                                                                                                                                                                                              |



Roll out a community-based approach to addressing low level mental health in young people

To support young people within Dumfries & Galloway to deal with the impacts of COVID-19, Our Council has invested in setting up a 3-year community based young people's low level mental health support service that is delivered within Dumfries & Galloway across all 12 ward areas. Within each ward area the youth information worker has been delivering the following:

### **1-2-1 Support**

These support programmes aim to help young people to learn strategies to cope with their difficult feelings and work is focussed on individual needs. These programmes are weekly 45-minute sessions for around 6-12 weeks. Partners can refer a young person for 1-2-1 support using the referral from below. Young people are able to self-refer by speaking to a Youth Information Worker.

### **Group Work**

These programmes are designed to focus on young people's overall health and wellbeing with a specific focus on a targeted or identified groups. Programmes are run weekly for 12 weeks and examples of programmes are:

- Seasons for Growth (Loss and Bereavement)
- Living Life to the Full (Confidence and Self Esteem)
- Your Resilience
- The group work and issue-based programmes are usually delivered with between 6-10 young people (depending on the venue) and the content of the sessions will be flexible to the needs of each group.

The Community-Based Low Level Mental Health Support came to an end in November 2023 as the funding for this ended. Young people who had been receiving support through the project continued to be offered support through Youth Information Workers in school or signposted into youth groups and projects within their local community.

The Community Based Low Level Mental Health project was designed to complement the Youth Information Workers in School project, by providing similar support through a community-based approach on evenings and weekends. The programme offered low level mental health support through one-to-ones and structured issue-based group work programmes.



Progress the multi-agency protocol to support young people not attending school due to anxiety issues

The mental health pathway has now been shared on the new Children's Services website.

It has not been possible to develop a multiagency protocol for managing emotionally based non-attendance but Education is developing a single agency Attendance Framework which has to date included advice for professionals and parents. Educational Psychology is also taking forward 2 research projects on attendance. The first of these is looking into the factors that help young people get back to school following a period of extended non-attendance. The other research project is working with a School cluster to consider their recent attendance data patterns and to identify/implement specific training/interventions.

Overall Equality Outcome Update – Our Council values our workforce and recognises the importance of supporting employee's mental health and wellbeing. The Strategic Health and Wellbeing group continue their programme of work to engage with the workforce on their health and wellbeing and to enhance and promote the range of existing support available.

## Dumfries and Galloway Council Education Authority Outcomes 2021 – 2025

**Equality Outcome** - Raise attainment, achievement and participation for children with Protected Characteristics.

| Activities                                                              | Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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| Progress the actions within the Time for Inclusive Education Plan (TIE) | <p>Schools can access TIE education resources within the GLOW site. Some secondary schools are working towards their LGBT charter mark. All secondary schools in the authority have trained staff and many secondary schools have the Mentors in Violence Prevention (MVP) programme up and running. Homophobic bullying is being recorded within the SEEMiS bullying and equalities module.</p> <p>Equally Safe at School is being promoted to secondary schools.</p> <p>MVP and its role within the primary setting is being promoted to primary schools with the hope that some may become involved in the trial of it.</p> |



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| <p>We will deliver the priorities and drivers of the National Improvement Framework through the Education Plan and improvement planning</p> | <p>The vision for education in Scotland is set out within the NIF as:</p> <ul style="list-style-type: none"><li>• Excellence through raising attainment and improving outcomes: ensuring that every child and young person achieves the highest standards in literacy and numeracy, as well as the knowledge and skills necessary to shape their future as successful learners, confident individuals, responsible citizens, and effective contributors; and</li><li>• Achieving equity: ensuring every child and young person has the same opportunity to succeed, no matter their background or shared protected characteristics, with a particular focus on closing the poverty related attainment gap.</li></ul> <p>The key priorities of the National Improvement framework are:</p> <ul style="list-style-type: none"><li>• Placing the human rights and needs of every child and young person at the centre of education</li><li>• Improvement in children and young people’s health and wellbeing</li><li>• Closing the attainment gap between the most and least disadvantaged children and young people</li><li>• Improvement in skills and sustained, positive school-leaver destinations for all young people</li><li>• Improvement in attainment, particularly in literacy and numeracy.</li></ul> <p>These five key priorities are mirrored in the Dumfries and Galloway Education Improvement Plan 2023-2027 and are supported by two frameworks; ‘Framework for Improvement’ and ‘Framework for Inclusion’. Again, these mirror Scottish Government priorities of ‘Excellence and Equity’. Both frameworks focus on collaboration with school staff and building capacity of practitioners.</p> |
| <p>We will deliver the priorities and drivers of the National Improvement Framework through the Education Plan and improvement planning</p> | <p>There has been an increased focus on data literacy and data sharing which allows practitioners to identify successful practice in other schools. CfE attainment data is now gathered three times a year and is used by schools to monitor and capture progress and enables them to further identify and plan strategies, approaches with a particular focus on literacy, numeracy and health and wellbeing, including mental health and wellbeing.</p> <p>Local authority Quality Improvement Officers continue to provide both support and challenge to school leaders. Schools have further developed ownership of improvement and have responded to and utilised professional judgement, data and evidence as part of their decision-making processes. The local authority and schools have worked in partnership to develop co-ownership of change and improvement that is essential to realise the ambitions of excellence and equity for all learners and address the poverty-related attainment gap.</p> <p>As part of the work of the Scottish Attainment Challenge (SAC) each local authority was required to set ‘Stretch Aims’ to both improve outcomes and close the poverty related attainment gap.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |





Build capacity, identify inequalities and barriers and prioritise well considered support and mitigation, to help schools priorities the most appropriate next steps to further drive equality improvements to close the attainment gap

All schools reported that Pupil Equity Funding (PEF) was used to reduce inequality of educational outcomes and improve experiences for identified children and young people. Schools allocated PEF to address areas such as; literacy, numeracy, health and wellbeing needs, financial barriers, participation and parental engagement, in line with National Improvement Framework priorities and drivers. Additional staffing was used to target individuals and small groups where evidence showed that the pace of progress could be improved.

Quality Improvement Officers and the Education Scotland Attainment Advisor continue to support and challenge schools in their use of PEF to reduce the Poverty Related Attainment Gap.

Strategic Equity Funding (SEF) is funding Nurture Teachers in NWCC, Sanquhar, Stranraer, Douglas Ewart, Annan and Lockerbie Clusters as well as Dumfries Burgh. In addition, there is a comprehensive professional learning programme for Learning Assistants and ELC Practitioners to support them to meet the needs of all learners. Keeping Trauma In Mind and RespectMe training has been offered to school staff. Each school has an identified Inclusive Practice Lead who undertook three days training led by NurtureUK and all schools were offered staff training in Inclusive Practice/Nurture. Inclusive Practice Principal Teachers deliver a range of bespoke training to individual schools and clusters to support staff to meet pupil needs.

Overall Equality Outcome Update – Priorities to promote equality remain a priority within key documents driving development across the service and schools including the Service Business Plan, National Improvement Framework, Children’s service plan and Pupil Equity Funding deployment.

## Equality Outcome

Reduce identify-based bullying and harassment in schools

### Activities

Continue to commission services for LGBT young people

### Update

Our Council has continued to commission Services for young people delivered by LGBT Youth Scotland. The Commission has been renewed for 3 years up to 31st March 2027. The purpose outlined within the commission is for the delivery of LGBT youth groups to actively engage young people in social action across Dumfries and Galloway.

The Youth Work Service has continued to take part in campaigns relevant to LGBT identity, such as Purple Friday, LGBT History Month and Transgender Day of Remembrance to name a few.

As previously mentioned, the Youth Work Service has recently started work on the Gold LGBT Charter Mark.



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| <p>Progress the actions by working with local and national parental organisations (including RespectMe)</p>                                                                                                                                                                  | <p>The Reward Programme aims to help schools to showcase and celebrate their anti-bullying work. The self-assessment toolkit will help schools through the evaluation stages to gain the award. Seven schools have completed the award. Six are progressing with the award. With a further two schools showing further progress towards taking up this reflective programme which focuses on the ownership and impact of policies and practice that support positive relationships in schools that address bullying behaviours.</p> <p>The reward programme continues to be promoted in Dumfries and Galloway. This work sits alongside the online Respectme modules that are being promoted to a number of different sectors including Staff, Parents, Pupils, Elected Members.</p> <p>In addition, there is a review under way around the theme of bullying and the final report will be issued in the summer of 2025 that will help to inform next steps and planned actions.</p> <p>respectme online Anti-bullying online modules can be accessed by a dedicated Dumfries and Galloway link. As of October 2024, 524 members of staff (Teacher/Teaching Assistant) had completed the E-Learning anti-bullying module. We have also promoted the modules via the following platforms.</p> |
| <p>Progress the actions by working with local and national parental organisations (including RespectMe)</p>                                                                                                                                                                  | <p>Full Council and Youth Council Forum February 2024 regarding Bullying Direct mailing to Parent Councils, Youth Council Members and Elected Members, February 2024, and circulated March onwards for Parent Councils/Parents. Information has been included in the Education Authority Handbook for all school August 2024 for session 2024-25 in order to increase exposure to the modules for parents.</p> <p>The authority's ant-bullying guidance will be updated in the wake of the new publication from the Scottish Government and monitoring of bullying incidents continues to be monitored, and feedback is shared with schools.</p> <p>There is an annual rolling programme for staff to undertake the respectme modules offered as part of their professional learning and is promoted via Engage – Education Services Communication Tool for all staff.</p>                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <p>Overall Equality Outcome Update – Priorities to promote equality remain within work being taken forward in partnership with LGBT Scotland at a local level within Individual Schools and work with respectme in relation to anti-bullying and positive relationships.</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |



| Equality Outcome - Increase partnership working between pupils, parents and professionals in policy development in schools. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| Activities                                                                                                                  | Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Coordination of work with pupil councils linked to the Youth Council                                                        | <p>A Pupil Council Charter has been drafted and is in the process of review by stakeholders including Headteacher representatives, Pupil Council lead representatives and pupil councils themselves. The new Youth Participation and Engagement Strategy is reflected in the Pupil Council Charter and key contacts for Pupil Councils in schools has been shared with the Youth Council co-ordinator to support engagement.</p> <p>Education services have centrally created a regional Pupil Council Charter with students that outlines the role, responsibility and influence of Pupil Councils, as well as ensuring every Secondary School gives pupils a minimum level of influence in their school community. Youth Councillors have continued to link in with Pupil Councils in their respective areas and collaborate when appropriate.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Deliver on Youth Council Actions                                                                                            | <p>Dumfries and Galloway Youth Council meet once per year with Elected Members from Dumfries and Galloway Council for a joint meeting that focuses on young people. On 7 February 2024, this meeting involved Members and Youth Councillors working together to identify actions that could be explored within different sub-groups linking in with committees. Each subgroup came up with 3 actions that were taken away and scoped out further. Each action has been assigned to a member of Council staff to lead on and develop, as well as staff continuing to engage with Dumfries and Galloway Youth Council on the identified projects to update on progress, and if further consultation is required.</p> <p>Actions that have been taken forward are:</p> <ul style="list-style-type: none"> <li>• Development of a "How To" resource for young people focusing on useful information relating to a number of topics such as setting up bank accounts, registering to vote, how to apply for university. The site would act as a "one stop shop" for young people to access reliable information.</li> <li>• Roll-out of the Feeling Sh*t Kit (the kits provide helpful resources and information to improve mental health and wellbeing) and liaising with the original management committee who developed the resource, to explore potential updated changes as well as the proposed expansion.</li> <li>• Development of an Anti-Vaping programme which would include anti-vaping champions, providing training and support for peer education, as well as sessions to be held with Trading Standards based on this.</li> </ul> <p>These will be reported to the Joint Meeting of Full Council and Youth Council on 5 February 2025.</p> <p>The Youth Council also meets the Community Planning Partnership on an annual basis for a Joint Meeting. The last meeting in September 2024 focussed on Children's Rights with representatives from the Youth Council Leadership Group in attendance along with various Community Planning partners.</p> |



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| Deliver on Youth Council Actions                                                                                                                                                                        | <p>Youth Councillors across the region have carried out frequent consultation with their peers, and this has allowed them to raise and address issues that affect young people in their local communities.</p> <p>Youth Councillors have used the information gathered through consultation to develop local action plans that are based on the needs of young people in their Ward area.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Implement the Parental Involvement Strategy                                                                                                                                                             | <p>The strategy and supporting tools on GLOW are accessed by staff to support their work in schools. From data shared at school level there is some evidence of dedicated plans, policies and strategies for Parental Involvement and Engagement. Schools also provide opportunities for parents to be involved in the life of the school and for parents to be involved in learning with their children. There is also evidence of volunteering and engagement of working with community partners.</p> <p>Parents/carers are provided with advice and support via statutory handbook information which is augmented by Authority information summarised in <a href="#">Education Authority Handbook</a> .This is also supported by additional information on the following page <a href="#">Parental Involvement and Engagement (PIE) - Dumfries and Galloway Council (dumgal.gov.uk)</a>. An <a href="#">Easy read Parental Involvement</a> strategy is now on this page. The page also includes information on the Stages of Intervention process for those families where a child or young person may need more support. <a href="#">Stages of Intervention Process - Dumfries and Galloway Council (dumgal.gov.uk)</a> by working with parents and staff. A dedicated page is also maintained for Parent Councils, as the representative body of the Parent Forum (all parents and carers of the school).</p> <p>As representatives of the whole Parent Forum, Parent Councils are asked to work with schools to conduct 'surveys' of all families to ensure all opinions are sought. This message will continue to be reinforced to reflect those 'hard to reach' parents. This is promoted through regular Parent Council engagement notices, meetings and via the regional forum.</p> <p>Engagement with parents is also undertaken for specific targeted pieces of work which have included, families with children with additional support needs.</p> <p>Initial actions have also been taken to identify the profiles of those parents volunteering within schools in order to identify any barriers or opportunities.</p> |
| Overall Equality Outcome Update – Priorities to promote equality remains within work being taken forward in conjunction with Schools, Parent Councils, Pupil Councils (Pupil Voice groups) and Parents. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |



**Dumfries and Galloway Council Licensing Authority and Licensing Board Equality Outcomes 2021 – 2025**

| Equality Outcome - Increase the number of accessible taxis                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Activities                                                                                                                                                                                                                                                                                                                                                                    | Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Improve the number of wheelchair accessible vehicles. This will include consultation with taxi and private hire car operators and the public and undertaking a review to identify unmet need and actioning where appropriate                                                                                                                                                  | On 14 December 2023 Full Council agreed to support the terms of a Motion before it that officers bring forward a report to Communities Committee outlining options that could be taken by the Council to help increase the number of accessible taxis in the region. The Motion referred to the increased difficulty in securing taxi and private hire service in Dumfries and Galloway is being acutely felt by people with disabilities. A Council internal Working Group was established and met to agree an action plan to include the commissioning of a survey to identify demand for taxis, private hire cars and wheelchair accessible vehicles and whether current numbers meet that demand. Funding was approved to commission an external service provider to undertake this survey and, at the time of writing this update (October 2024), submission of a completed survey to the licensing service is imminent. Once received, the results/findings of the Survey shall be submitted to the Working Group with a view to assessing its findings. A report shall then be placed before the successor Committee for its consideration and next steps. |
| Overall Equality Outcome Update – A survey conducted by an external service provider is due to be submitted to the licensing service imminently detailing findings including what can/should be done in respect of increasing the number of wheelchair accessible vehicles for persons with mobility requirements throughout the region. This work will continue to progress. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |



| Equality Outcome                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| Increase awareness of equality and diversity across license holders.                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Activities                                                                                                                                                                                                                                                          | Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Development and implementation of a customer training course for taxi and private hire cars to raise awareness of all protected characteristics and promote understanding and respect for equality and diversity                                                    | This was added to the Licensing Business Plan 2023-2024 . The licensing service approached the Council's Learning and Development team in respect of creating a customer training course for taxi/private hire drivers to raise awareness of disability etiquette and equality and diversity. However, this team advised that they only provide training for Council staff. The licensing service is currently making queries with other Local Authorities to ascertain their approach to developing a customer training course. This work is currently in progress.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Increase awareness among the licensed trade of the needs of their disabled customers, and promote good practice                                                                                                                                                     | The Licensing Authority has increased awareness amongst the trade of the needs of disabled persons by undertaking a proactive approach notifying Operators of their new legal obligations ensuing from the Taxis and Private Hire Vehicles Disabled Persons Act 2022 (new law which came into effect June 2022). This Act aims to ensure that disabled persons can use taxis and private hire cars with confidence that they will not be discriminated against. Notification has included sending letters to Operators detailing their legal obligations and also posting information on the Licensing Service's webpage to inform both the trade and general public. If there are any amendments to this new law, then the Licensing Authority will endeavour to notify the trade of said amendments to further increase awareness. If any complaints are received in respect of allegations that taxi drivers are not assisting disabled persons as per their statutory duty, then the licensing service investigates these complaints fairly and thoroughly and reiterates the legal position (if needed) to the driver and also to the Operator (if relevant) of the vehicle. |
| Overall Equality Outcome Update – There is law in place protecting disabled persons in respect of taxi/phc driver duties to carry them without discrimination. However, the licensing service deals with allegations to the contrary in a fair and thorough manner. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |



**Equality Outcome - Reduce the opportunities for children and young people to be involved in risky behaviours relating to alcohol and gambling**

| Activities                                                                                                | Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| Support awareness programmes about the dangers of under-age consumption of alcohol and gambling           | The Licensing Board is happy to support any awareness programmes in this regard when it is able to do so.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Support reductions in opportunities for alcohol and gambling to be available to children and young people | <p>If any campaigns are undertaken by partner agencies then the Licensing Board is happy to support and participate in said campaigns as and when they arise if it is able to do so.</p> <p>The Council's Licensing Standards Officers (LSOs) also routinely visit licensed premises to check statutory signage and staff training records. They routinely discuss the importance of there being an age verification policy in place whereby if it appears to a person selling alcohol that a customer looks under aged 25 years, then they must check that persons ID to ensure that the person is aged 18 or above. This pro active approach supports reductions in opportunities for alcohol to be made available to children and young persons.</p> |

**Overall Equality Outcome Update – The Council's Licensing Standards Officers (LSOs) routinely visit licensed premises to check statutory signage and staff training records. They routinely discuss the importance of there being an age verification policy in place whereby if it appears to a person selling alcohol that a customer looks under aged 25 years, then they must check that persons ID to ensure that the person is aged 18 or above. This pro active approach supports reductions in opportunities for children and young persons to be involved in alcohol and gambling.**





## Appendix 2 – Our Workforce

### Introduction.....

### Key Messages from the 2022/23 and 2023/24 data .....

### Our Workforce Profile.....

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### Training and Development.....

Sex

Age

Race

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This report provides a profile of the Council's workforce based on employment records for April 2022 to March 2023 and April 2023 to March 2024. The data shown is based on total employment records of 7214 in 2022/23 and 7430 in 2023/24.

The report also provides information on data trend analysis for the key protected characteristics and a breakdown of equalities reporting for the following areas within the employee lifecycle - recruitment, training and development, employment relations and retention.

The information detailed in this report has been compiled from a number of different and independent information systems including iTrent (HR/Payroll System), Talentlink (National Recruitment Portal), and the HR Employment Relations Case Management system.

The Council collects equal opportunities information at the recruitment stage and from current employees. Whilst we encourage individuals to share this information and reinforce that this is confidentially stored and only used in an anonymised way, it is not mandatory for this information to be provided. This can lead to individuals choosing not to share information or only answering specific questions.

The Council uses the data it collects in order to better perform the equality duty and to understand the recruitment and workforce profile, enabling us to identify areas of improvement and eliminate any adverse impact on equality when developing or amending HR policies.

We have aligned the definitions used within the Council's payroll and Human Resources System (iTrent) to the Census 2022 definitions. This has enabled us to make comparisons between our workforce and the local population. We continue to engage with employees to communicate the importance and merits of disclosing equality information as this will provide deeper insights across our equality agenda. MyDetails self-service enables a higher number of employees to access and update their equality information directly into the HR/Payroll System, and this enhancement will help facilitate greater disclosure of information. We have seen an improvement in the disclosure rates across the protected characteristics, however work will continue to improve these rates, particularly with employees who may not be digitally literate or have access to the system.

Based on the feedback from our employee engagement survey we have set up three new employee network groups – Women, LGBT+ and Disability and Long Term Health Conditions, alongside our Carers network. The Networks will help identify and put measures in place to remove barriers to opportunity and development, build confidence, and empower all staff to have a fulfilling and rewarding career.

# Key Messages from the 2022/23 and 2023/24 data

## Our Workforce Profile

Our workforce gender profile shows that the largest percentage of employees at Dumfries and Galloway Council is female (75.44%), this is reflective of the trends within the wider public sector.

The majority of employees are aged 45 and over (55.79%), with the average age remaining static at 46 years for the last three years.

The percentage of employees aged 16 to 24 remained static in 2022/23 at 4.48% with a slight increase to 4.83% in 2023/24. Our Council continues to work with partners (e.g. Schools, Colleges and Universities) to raise awareness of the jobs and career pathways available in the Council and to explore and expand opportunities to attract more young people to join our Council through participation in youth employment schemes and current trainee and graduate programmes. This includes the development of a dedicated calendar of career events across our region. We have developed and supported career pathways which starts at work experience through to Modern Apprenticeship and a number of 16-24 year old have joined Dumfries and Galloway Council through the successfully supported Kickstart Scheme.

The 2022 census data shows that Dumfries and Galloway has a small black or minority ethnic population at 1.9%. This is reflected in our employee statistics with 1.06% of employees declaring an ethnicity other than white in 2023/24. This is an increase from 0.92% in 2021/22.

The percentage of employees that have declared a disability has seen a small increase of 0.05% from 2021/22 to 2.6% in 2023/24.

**75.44%**

**Female employees**

**4.83%**

**Employees aged 16 - 24 years**

**1.06%**

**Employees declaring as BAME**

**2.60%**

**Employees with declared disability**



We are a Disability Confident Employer which affirms our commitment to supporting our disabled colleagues and to those who wish to join our workforce. We are working towards achieving Disability Confident Leader status in 2025. We have published guidelines for managers and employees on how we can support individuals with a disability and the need to consider reasonable adjustments to help them stay in employment and we will work closely with our Disability and Long-Term Health Conditions Employee Network to identify ways to further support our workforce, using their lived experience to help influence and shape Council policy. We welcome and support applications from disabled applicants through the guaranteed job interview scheme.

The majority of staff identify as heterosexual (60.64%). The trend continues to see a decrease in the number of staff who prefer not to disclose/did not answer (from 53.92% in 2018/19 to 37.64% in 2023/24). However the non-disclosure rates remain high and therefore more work is planned for 2025 to increase engagement with staff to promote the importance of sharing their protected characteristics information on a voluntary basis.

Among those employees (64.02% in 2023/24) who have declared their religion or belief, the majority are Atheist or None (48.53%), followed by Christian: Church of Scotland (28.61%).

The majority (50.74% in 2023/24) of the workforce have declared that they are in a married or in a civil partnership.

Overall we have seen an increase in the number of employees choosing to disclose their protected characteristic. We will continue to promote a culture where employees feel 'safe' disclosing their protected characteristics and help them to understand the value of disclosing such information. By doing so they will support us to understand the needs of our workforce; identify potential areas for improvement; design inclusive policies that better support our minorities; create a more inclusive and diverse environment; and contribute to a more positive employee experience by fostering a sense of belonging and trust.



## Recruitment

Dumfries and Galloway Council is committed to ensuring that its recruitment process is inclusive and accessible to all and candidates are assessed solely on the basis of their competency to do the job and appointment will always be on merit.

The majority of applications are from females (65.97% in 2023/24).

The highest percentage of applicants in 2023/24 were from age range 25 to 34, with the highest percentage of shortlisted candidates also from the 25 to 34 age range. This would indicate we are attracting younger people to the Council to create expertise and experience for the future, so aiding succession planning.

The highest percentage of applications were from candidates declaring White as their ethnicity (86.13% in 2023/24). There has been an increase to 8.3% of applications from candidates declaring as Black, Asian, Minority Ethnic (BAME) in 2023/24 (3.01% in 2021/22)

The percentage of applicants that have declared a disability is 4.57%, which is an increase of 1.99% from 2021/22, with non-disclosure rates also improving to 5.18% in 2023/24 from 13.88% in 2021/22. We are an accredited Disability Confident Employer and promote the guaranteed job interview scheme and the availability of reasonable adjustments to support prospective applicants. We will work with our newly formed Disability and Long Term Health Conditions staff network to identify how we can continue to support our existing employees and encourage applications from candidates who have a disability or long term health condition.

There has been an increase in candidates declaring as LGBT+ to 4.57% from 3.71% in 2021/22 with an increase in the disclosure rate 7.1% from 2021/22.

**65.96%**  
of applications  
from females

**8.3%**  
of applicants  
of BAME  
ethnicity

**4.54%**  
of applicants  
declared that they  
have a disability

**4.56%**  
of applicants  
declared as LGBT+



The largest group of applicants, shortlisted and offered candidates, have declared as atheist or no religion (59.68% of all applications in 2023/24) which is commensurate with the 2022 census data where 52% of Scotland's population declared as having no religion.

The majority of applicants declared as single (46.36%) which is similar to previous years, however there has been a slight increase in the non-disclosure rate of 4.9% since 2021/22.

### **Leavers**

In 2023/24 69.25% of leavers were female, which is to be expected with the majority of our workforce being female.

The highest percentage of leavers is in the age category 55+ with 29.5% retiring from the Council. It is noted that the majority of leavers in this category, 38.4%, is attributed to casual workers who have not worked for the Council in the previous 12 months.

In 2023/24 2.76% of leavers declared as disabled and 1.84% of leavers declared as Lesbian, Gay, Bisexual or other.

### **Employment Relations**

Despite the predominantly female workforce, the proportion of women and men in employee relations cases does not follow this trend with the majority of disciplinary, fair treatment at work and grievance cases involving male employees. The majority of capability cases however were for female employees and is likely driven by the larger numbers of female workers in the overall workforce numbers.

The percentage of employment relations cases in 2023/4 for employees who have declared as Black, Asian, Minority Ethnic (BAME), Disabled or LGBT+ is commensurate with the percentages in the workforce. However it is important to highlight that the percentage of non disclosure rate for these protected characteristics remains high.

### **Training and Development**

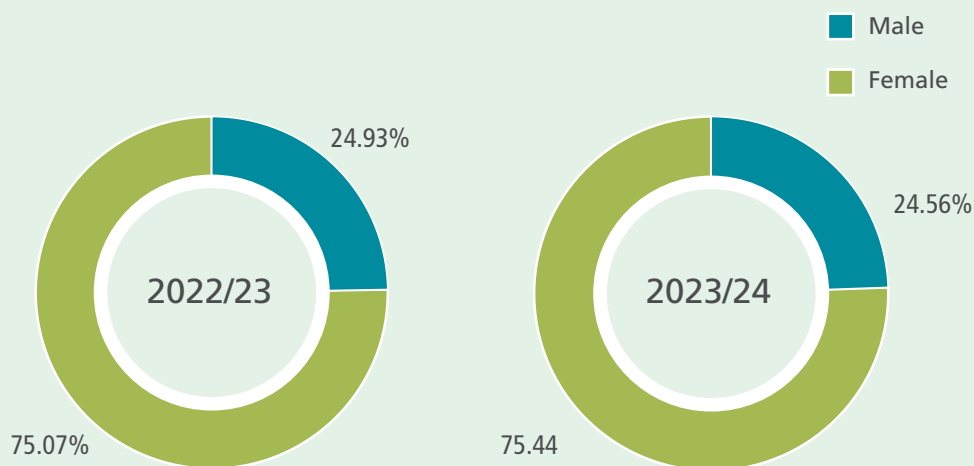
The training statistics presented are predominantly reflective of the protected characteristics composition within our workforce and there are no obvious trends to indicate less favourable treatment.



# Our Workforce Profile

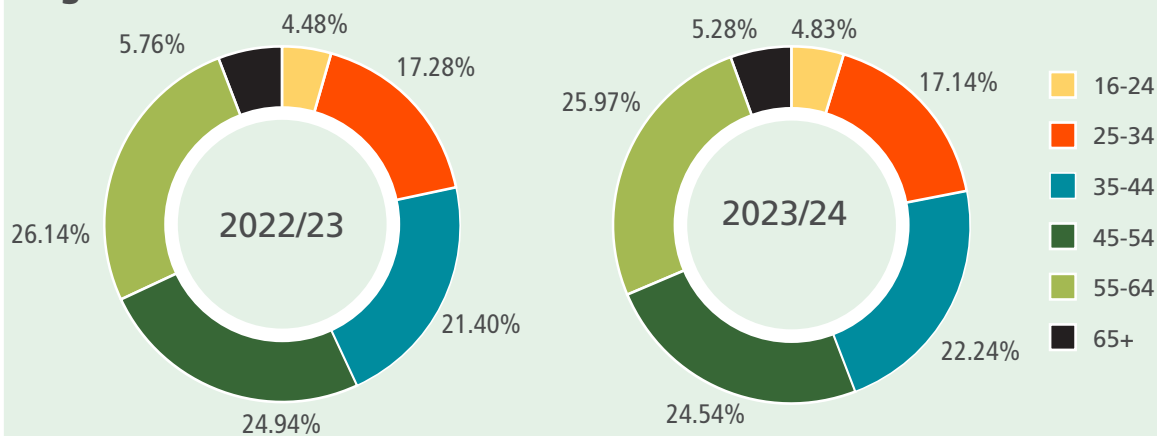
The following section provides further details of the workforce composition within the Council by protected characteristic.

## Sex



The overall Council workforce is predominantly female, and this has remained a static metric over the years.

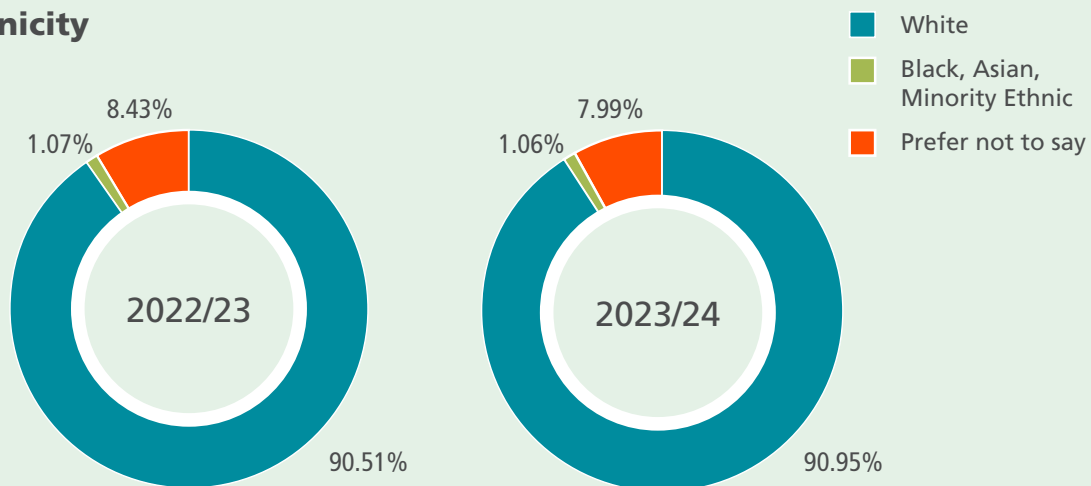
## Age



Our workforce continues to be predominantly made up of employees aged 45 and above .  
The percentage of employees in the 16-24 age group has increased slightly from 2022/23.



## Ethnicity



The profile of our Black, Asian, Minority Ethnic (BAME) workforce has remained static over the previous two years however is a slight increase from the previous report in 2021/22 of 0.14%.

The percentage of workforce that has preferred not to say has continued to decrease from 8.57% in 2021/22 to 7.99% in 2023/24.

## Disability

|                                  | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| Disabled                         | 2.69%   | 2.60%   |
| Not disabled                     | 90.17%  | 90.83%  |
| Prefer not to say/Did not answer | 7.14%   | 6.57%   |

There has been a slight decrease of 0.09% in the percentage of our workforce that have declared themselves as having a disability.

We are a Disability Confident Employer and working towards achieving Disability Confident Leader status in 2025.

## Sexual orientation

|                                  | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| Heterosexual                     | 58.19%  | 60.64%  |
| Lesbian, Gay, Bisexual, Other    | 1.67%   | 1.72%   |
| Prefer not to say/Did not answer | 40.13%  | 37.64%  |

As with many organisations, the non-disclosure rate from employees is high and we therefore have limited information available. However, 1.72% of the workforce declared as lesbian, gay, bisexual or



other, which is an increase of 0.16% from 2021/22. The percentage of the workforce who prefer not to say remains high at 37.64%, however this has continued to decrease year on year (% from 2020/21).

We anticipate by reporting, highlighting and analysing our limited data and engaging with employees on the merits of sharing this information and liaising with the new LGBT+ staff network, more employees will be encouraged to share their personal diversity information to increase the accuracy of our reporting in future years.

### Religion or belief

|                                  | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| Christian: Church of Scotland    | 18.51%  | 18.31%  |
| Christian: Roman Catholic        | 3.31%   | 3.24%   |
| Other Christian                  | 4.69%   | 4.68%   |
| Atheist or None                  | 28.42%  | 31.07%  |
| Muslim                           | 0.18%   | 0.22%   |
| Other Religion or Belief         | 6.82%   | 11.17%  |
| Prefer not to say/Did not answer | 38.07%  | 35.98%  |

With exception of prefer not to say/did not answer category, Christian Church of Scotland and Atheist or None have the highest percentages. The greatest increase has been in the atheist or none category which has been a year on year increase since 2020/21 (from 22.51% in 2020/21)

The percentage of employees that have preferred not to declare/did not answer to confirm their religion or belief is high at 35.98%. However this percentage has decreased year on year from 43.24% from 2020/21.

### Marriage and Civil Partnership

|                                  | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| Married/Civil Partnership        | 51.29%  | 50.91%  |
| Single                           | 26.50%  | 27.00%  |
| Other*                           | 16.00%  | 15.97%  |
| Prefer not to say/Did not answer | 6.21%   | 6.12%   |

\* Includes divorced, separated, widowed, civil partnership dissolved and living with partner.

Whilst there are some small variations between the years, the highest category remains as married/civil partnership.



**Pregnancy and Maternity**

|                                             | 2022/23 | 2023/24 |
|---------------------------------------------|---------|---------|
| Maternity leave                             | 3.2%    | 1.6%    |
| Returned to work from maternity leave       | 97.2%   | 98.5%   |
| Did not return to work from maternity leave | 2.8%    | 1.5%    |

The percentage of employees who did not return from maternity leave in 2023/24 has reduced by 1.3% compared to 2022/23.

**Gender Reassignment**

|                                  | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| Yes                              | 0.06%   | 0.04%   |
| No                               | 61.72%  | 64.26%  |
| Not sure                         | 0.04%   | 0.05%   |
| Prefer not to say/Did not answer | 38.17%  | 35.64%  |

The percentage of employees who have declared that they are currently undergoing or have undergone gender reassignment over recent years has remained static.

The percentage of employees that have preferred not to declare/did not answer remains high at 35.64% in 2023/24, however, this is a decrease of 9.02% from 2020/21.

## Recruitment

The following section provides a breakdown of recruitment applications to the Council by disclosed protected characteristic information.

|                   |                                      | 2022/23                     |                        |                    | 2023/24                     |                        |                    |
|-------------------|--------------------------------------|-----------------------------|------------------------|--------------------|-----------------------------|------------------------|--------------------|
|                   |                                      | Shortlisted for interview % | Appointed Applicants % | All Applications % | Shortlisted for interview % | Appointed Applicants % | All Applications % |
| <b>Sex</b>        | Male                                 | 29.98                       | 58.79                  | 31.28              | 26.16                       | 26.17                  | 29.62              |
|                   | Female                               | 62.07                       | 26.65                  | 64.2               | 66.09                       | 55.96                  | 65.97              |
|                   | Prefer not to say/did not answer     | 7.59                        | 14.56                  | 4.52               | 7.75                        | 18.91                  | 4.40               |
| <b>Age</b>        | 16-24                                | 18.14                       | 16.92                  | 18.86              | 14.42                       | 14.02                  | 15.9               |
|                   | 25-34                                | 22.53                       | 18.34                  | 25.91              | 25.62                       | 18.97                  | 29.14              |
|                   | 35-44                                | 17.93                       | 16.45                  | 21                 | 22.76                       | 20.43                  | 23.77              |
|                   | 45-54                                | 17.23                       | 16.64                  | 15.97              | 16.86                       | 14.62                  | 15.8               |
|                   | 55-64                                | 12.01                       | 11.06                  | 9.73               | 10.48                       | 10.6                   | 9.08               |
|                   | 65+                                  | 0.58                        | 0.85                   | 0.63               | 1.16                        | 1.79                   | 0.83               |
|                   | Prefer not to say/Did not answer     | 11.59                       | 19.75                  | 7.9                | 8.70                        | 19.57                  | 5.49               |
| <b>Race</b>       | White                                | 89.28                       | 84.12                  | 89.75              | 88.95                       | 80.48                  | 86.13              |
|                   | BAME                                 | 2.03                        | 1.04                   | 4.87               | 2.86                        | 1.47                   | 8.3                |
|                   | Prefer not to say/Did not answer     | 8.7                         | 14.84                  | 5.37               | 8.19                        | 19.08                  | 5.57               |
| <b>Disability</b> | Disabled                             | 3.52                        | 2.17                   | 4.17               | 4.25                        | 3.11                   | 4.54               |
|                   | Not Disabled                         | 87.37                       | 82.7                   | 90.50              | 86.87                       | 78.41                  | 90.28              |
|                   | Prefer not to answer/ Did not answer | 9.11                        | 15.12                  | 5.32               | 8.88                        | 19.52                  | 5.18               |



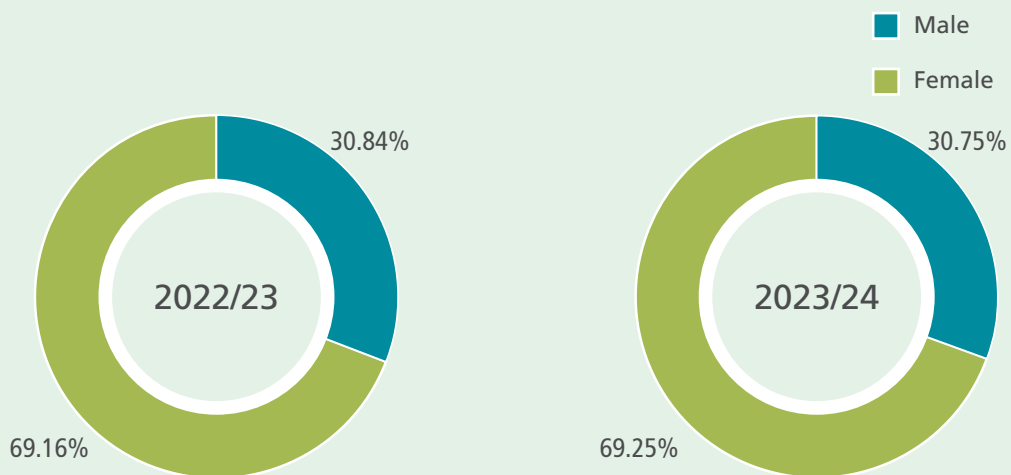
|                                           |                                        | 2022/23                           |                              |                          | 2023/24                           |                              |                          |
|-------------------------------------------|----------------------------------------|-----------------------------------|------------------------------|--------------------------|-----------------------------------|------------------------------|--------------------------|
|                                           |                                        | Shortlisted<br>for<br>interview % | Appointed<br>Applicants<br>% | All<br>Applications<br>% | Shortlisted<br>for<br>interview % | Appointed<br>Applicants<br>% | All<br>Applications<br>% |
| <b>Sexual<br/>Orientation</b>             | Heterosexual                           | 83.48                             | 78.26                        | 86.58                    | 76.34                             | 84.19                        | 86.77                    |
|                                           | Lesbian Gay,<br>Bisexual,<br>Other     | 4.60                              | 3.50                         | 5.41                     | 3.97                              | 4.76                         | 4.57                     |
|                                           | Prefer not to<br>say/Did not<br>answer | 11.88                             | 18.24                        | 5.32                     | 20.73                             | 11.05                        | 8.67                     |
| <b>Religion or<br/>Belief</b>             | Christian:<br>Church of<br>Scotland    | 16.48                             | 16.64                        | 15.59                    | 15.42                             | 14.08                        | 14.59                    |
|                                           | Christian:<br>Roman<br>Catholic        | 4.8                               | 3.78                         | 5.59                     | 5.1                               | 4.84                         | 5.18                     |
|                                           | Other<br>Christian                     | 3.31                              | 3.12                         | 4.14                     | 4.38                              | 2.5                          | 5.82                     |
|                                           | Atheist or<br>None                     | 59.34                             | 55.67                        | 61.79                    | 61.74                             | 57.34                        | 59.69                    |
|                                           | Muslim                                 | 0.37                              | 0.19                         | 0.90                     | 0.83                              | 0.17                         | 3.55                     |
|                                           | Other<br>Religion or<br>Belief         | 0.87                              | 0.76                         | 1.39                     | 1.03                              | 0.52                         | 1.83                     |
|                                           |                                        |                                   |                              |                          |                                   |                              |                          |
| <b>Married/<br/>Civil<br/>Partnership</b> | Married/<br>Civil<br>Partnership       | 35.20                             | 34.78                        | 34.8                     | 33.14                             | 30.83                        | 46.36                    |
|                                           | Single                                 | 44.51                             | 39.22                        | 47.62                    | 45.03                             | 38.69                        | 34.47                    |
|                                           | Other*                                 | 6.42                              | 6.81                         | 7.08                     | 9.73                              | 8.55                         | 9.62                     |
|                                           | Prefer not<br>to say/Did<br>not answer | 13.87                             | 19.19                        | 10.50                    | 12.10                             | 22.97                        | 9.55                     |

\* Includes divorced, separated, widowed, civil partnership dissolved and living with partner.

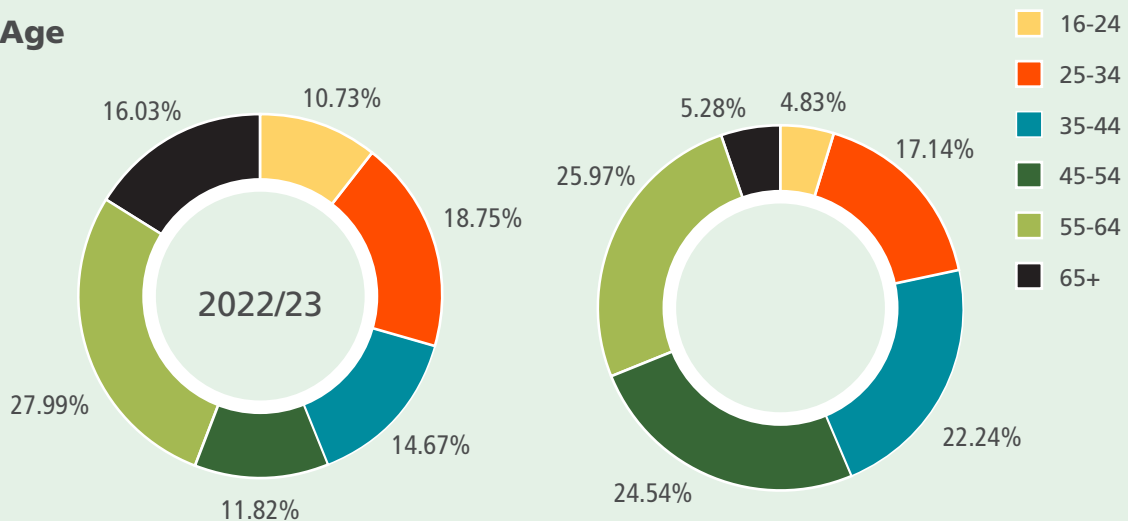
## Leavers

The following section provides further details of the proportion of employees who have left employment of the Council by protected characteristic.

### Sex



### Age





## Race

|                                      | 2022/23 | 2023/24 |
|--------------------------------------|---------|---------|
| White                                | 90.22%  | 86.62%  |
| Black, Asian, Minority Ethnic (BAME) | 1.77%   | 1.33%   |
| Prefer not to say/Did not answer     | 8.02%   | 11.95%  |

## Disability

|                                  | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| Disabled                         | 4.08%   | 2.66%   |
| Not disabled                     | 86.68%  | 87.33%  |
| Prefer not to say/Did not answer | 9.24%   | 9.91%   |

## Sexual Orientation

|                                  | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| Heterosexual                     | 60.73%  | 1.84%   |
| Lesbian Gay, Bisexual, Other     | 2.99%   | 53.32%  |
| Prefer not to say/Did not answer | 36.28%  | 44.74%  |

## Religion or Belief

|                                  | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| Christian: Church of Scotland    | 16.71%  | 17.16%  |
| Christian: Roman Catholic        | 4.62%   | 2.04%   |
| Other Christian                  | 4.21%   | 4.29%   |
| Atheist or None                  | 34.51%  | 29.42%  |
| Other Religion or Belief         | 6.80%   | 6.95%   |
| Prefer not to say/Did not Answer | 33.15%  | 40.04%  |

## Marriage and Civil Partnership

|                                  | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| Married/Civil Partnership        | 45.11%  | 31.46%  |
| Single                           | 30.98%  | 49.13%  |
| Other*                           | 15.49%  | 13.28%  |
| Prefer not to say/Did not Answer | 8.42%   | 6.03%   |

\* Includes divorced, separated, widowed, civil partnership dissolved and living with partner.

## Employment Relations

The following section provides further details of protected characteristic information by employment relations cases (Discipline, Fair Treatment at Work(FTAW), Grievance and Capability).

|                    |                                      | 2022/23    |        |           |            | 2023/24    |        |           |            |
|--------------------|--------------------------------------|------------|--------|-----------|------------|------------|--------|-----------|------------|
|                    |                                      | Discipline | FTAW   | Grievance | Capability | Discipline | FTAW   | Grievance | Capability |
| Sex                | Female                               | 25.81      | 77.77  | 54.55     | 69.44      | 37.18      | 42.86  | 40.00     | 100.00     |
|                    | Male                                 | 74.19      | 22.22  | 45.45     | 30.56      | 62.82      | 57.14  | 60.00     | 0.00       |
| Age                | 16-24                                | 6.45       | 0.00   | 0.00      | 0.00       | 7.69       | 14.29  | 0.00      | 0.00       |
|                    | 25-34                                | 3.23       | 0.00   | 0.00      | 8.33       | 12.82      | 0.00   | 20.00     | 16.66      |
|                    | 35-44                                | 25.81      | 33.33  | 27.27     | 19.44      | 16.67      | 28.57  | 40.00     | 0.00       |
|                    | 45-54                                | 16.13      | 0.00   | 9.09      | 8.33       | 25.64      | 28.57  | 40.00     | 33.33      |
|                    | 55-64                                | 41.94      | 55.56  | 54.55     | 41.67      | 28.21      | 28.57  | 0.00      | 50.00      |
|                    | 65+                                  | 6.45       | 11.11  | 9.09      | 22.22      | 8.97       | 0.00   | 0.00      | 0.00       |
|                    | White                                | 93.55      | 100.00 | 100.00    | 97.22      | 88.46      | 100.00 | 100.00    | 91.67      |
| Race               | Black, Asian, Minority Ethnic (BAME) | 0.00       | 0.00   | 0.00      | 0.00       | 1.28       | 0.00   | 0.00      | 0.00       |
|                    | Prefer not to say/Did not Answer     | 6.45       | 0.00   | 0.00      | 2.78       | 10.26      | 0.00   | 0.00      | 8.33       |
|                    | Disabled                             | 0.00       | 0.00   | 11.11     | 5.56       | 2.56       | 0.00   | 0.00      | 0.00       |
| Disability         | Not disabled                         | 93.55      | 100.00 | 77.78     | 88.89      | 84.62      | 100.00 | 100.00    | 91.67      |
|                    | Prefer not to say/Did not answer     | 6.45       | 0.00   | 11.11     | 5.56       | 12.82      | 0.00   | 0.00      | 0.00       |
|                    | Heterosexual                         | 61.29      | 44.44  | 81.82     | 55.56      | 52.56      | 57.14  | 80.00     | 25.00      |
| Sexual Orientation | Lesbian Gay, Bisexual, Other         | 0.00       | 0.00   | 0.00      | 0.00       | 1.28       | 14.29  | 0.00      | 0.00       |
|                    | Prefer not to say/Did not answer     | 38.71      | 55.56  | 18.18     | 44.44      | 46.15      | 28.57  | 20.00     | 75.00      |





|                                |                                  | 2022/23    |       |           |            | 2023/24    |       |           |            |
|--------------------------------|----------------------------------|------------|-------|-----------|------------|------------|-------|-----------|------------|
|                                |                                  | Discipline | FTAW  | Grievance | Capability | Discipline | FTAW  | Grievance | Capability |
| Religion or Belief             | Christian: Church of Scotland    | 19.35      | 33.33 | 27.27     | 19.44      | 10.26      | 0.00  | 0.00      | 0.00       |
|                                | Christian: Roman Catholic        | 6.45       | 0.00  | 18.18     | 2.78       | 6.41       | 14.29 | 20.00     | 0.00       |
|                                | Other Christian                  | 6.45       | 11.11 | 18.18     | 13.89      | 10.25      | 0.00  | 0.00      | 8.33       |
|                                | Atheist or None                  | 25.81      | 22.22 | 18.18     | 22.22      | 33.33      | 28.57 | 40.00     | 33.33      |
|                                | Other Religion or Belief         | 0.00       | 0.00  | 0.00      | 5.56       | 0.00       | 0.00  | 0.00      | 0.00       |
|                                | Prefer not to say/Did not answer | 41.94      | 33.33 | 18.18     | 38.89      | 39.74      | 57.14 | 40.00     | 58.33      |
| Marriage and Civil Partnership | Married/Civil Partnership        | 45.16      | 33.33 | 81.82     | 58.33      | 34.62      | 14.29 | 20.00     | 75.00      |
|                                | Single                           | 35.48      | 22.22 | 0.00      | 16.67      | 38.46      | 28.57 | 40.00     | 16.67      |
|                                | Other*                           | 9.68       | 44.44 | 18.18     | 22.22      | 14.09      | 42.86 | 40.00     | 0.00       |
|                                | Prefer not to say/Did not answer | 9.68       | 0.00  | 0.00      | 2.78       | 12.82      | 14.29 | 0.00      | 8.33       |
|                                |                                  |            |       |           |            |            |       |           |            |

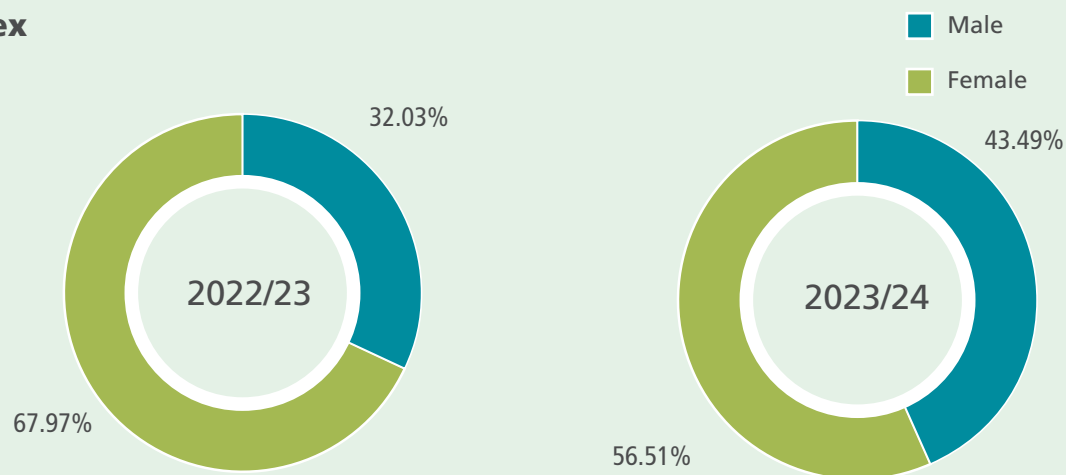
\* Includes divorced, separated, widowed, civil partnership dissolved and living with partner.

## Training and Development

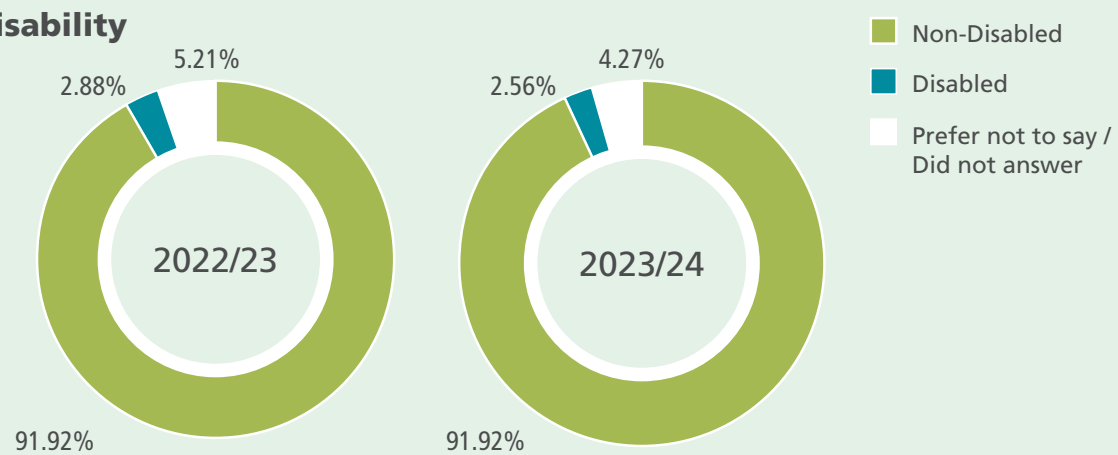
|                                                          | 2022/23 | 2023/24 |
|----------------------------------------------------------|---------|---------|
| Training/Online Courses                                  | 140     | 202     |
| Total no of employees who have attended training courses | 9,440   | 13,525  |
| Employees (headcount) who have attended training courses | 2,178   | 2,475   |

In addition to the above, employees have undertaken additional continuous professional development, conference attendance and coaching and mentoring.

### Sex



### Disability





| Race                             | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| White                            | 95.58   | 96.30   |
| BAME                             | 0.72    | 1.11    |
| Prefer not to say/Did not answer | 3.67    | 2.59    |

| Age   | 2022/23 | 2023/24 |
|-------|---------|---------|
| 16-24 | 2.67    | 7.80    |
| 25-34 | 13.14   | 18.28   |
| 35-44 | 20.71   | 22.75   |
| 45-54 | 27.87   | 22.43   |
| 55-64 | 31.83   | 26.08   |
| 65+   | 3.78    | 2.66    |

| Married and Civil Partnership | 2022/23 | 2023/24 |
|-------------------------------|---------|---------|
| Married/Civil Partnership     | 45.01   | 45.75   |
| Single                        | 29.76   | 32.92   |
| Other*                        | 19.06   | 16.53   |
| Prefer not to say             | 6.18    | 4.81    |

\* Includes divorced, separated, widowed, civil partnership dissolved and living with partner.

| Sexual Orientation | 2022/23 | 2023/24 |
|--------------------|---------|---------|
| Heterosexual       | 86.64   | 86.65   |
| LGBO               | 4.61    | 5.36    |
| Prefer not to say  | 8.75    | 8.00    |

| Religion or Belief               | 2022/23 | 2023/24 |
|----------------------------------|---------|---------|
| Christian: Church of Scotland    | 19.49   | 17.44   |
| Christian: Roman Catholic        | 3.65    | 4.44    |
| Other Christian                  | 10.16   | 8.06    |
| Atheist or None                  | 42.71   | 44.82   |
| Muslim                           | 0.10    | 0.35    |
| Other Religion or Belief         | 2.66    | 2.81    |
| Prefer not to say/Did not Answer | 21.22   | 22.08   |

# Appendix 3 – Pay Gap Report 2023/24

**Introduction.....**

**The gender pay gap figures explained .....**

**Key Messages from the March 2023 and March 2024 Data.....**

**Dumfries Council – figures and analysis as at 31 March 2023  
and 31 March 2024.....**

**Gender Pay Gap .....**

Mean and Median Pay Gap

Proportion of males and females in each pay quartile across the Council workforce

Why is there a pay gap and what is the data telling us? Trends in the Council's Gender Pay Gap

**Ethnicity Pay Gap .....**

Mean and Median Pay Gap

Proportion of White and BAME employees in each pay quartile across the Council workforce

Why is there a pay gap and what is the data telling us? Trends in the Council's Ethnicity Pay Gap

**Disability Pay Gap .....**

Mean and Median Pay Gap

Proportion of Non-disabled and Disabled employees in each pay quartile across the Council workforce

Why is there a pay gap and what is the data telling us? Trends in the Council's Disability Pay Gap

**Working to Close the Gaps .....**



# Introduction

Since 2013, listed public bodies in Scotland have a duty to publish gender pay gap information every two years, under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The information detailed in this report has been compiled from pay and employee's protected characteristics information held within the Council's HR and Payroll system (iTrent) at a snapshot date of 31 March 2023 and 31 March 2024.

During 2023, we aligned the equality definitions in the Council's payroll and Human Resources System (iTrent) with the 2022 Census definitions, which enables us to compare our workforce data with the local population of Dumfries and Galloway. We will continue to engage with our workforce to reinforce that by sharing their data they will support us to understand the needs of our workforce; identify areas for improvement; design inclusive policies and practices that better support our minorities; create a more inclusive and diverse environment; and contribute to a more positive employee experience by fostering a sense of belonging and trust.

This approach, along with the successful roll out of iTrent MyDetails self-service, enables employees to access and update their equality information directly into the HR/Payroll System, which helps the Council to understand the demographics of the workforce. There has been an improvement in disclosure rates across the protected characteristics since we last published our data in 2023.

The Scottish Joint Council for Local Government Employee's job evaluation scheme, which is implemented by the Council, continues to be the most robust method of providing a foundation for grading structures which satisfies the principle of 'equal pay for work of equal value' and which is both fair and transparent.

Our pay gap fluctuates with the changing composition of the workforce and this impacts on the average pay rates from year to year. Each salary band has a number of scale points with new employees usually being placed on the lowest point of the salary band. All employees are entitled to incremental progression until they reach the top scale point for that salary band. This therefore has the potential to lower the average pay rate where longer serving employees on a higher increment leave and are replaced at the lower increment.

**The gender pay gap is the difference between the average hourly rates of pay of men and women expressed as a percentage and is affected by fluctuations in workforce composition. where there is a positive figure this indicates that women are paid less than men. The gender pay gap is different from equal pay, as equal pay is a direct comparison of two people or groups carrying out the same or an equivalent role.**

## Mean and Median Pay Gap

We look at both the mean (average) and median (middle) for pay reporting. The mean difference is the difference in average hourly pay; adding all pay rates together and dividing by the total number of people.

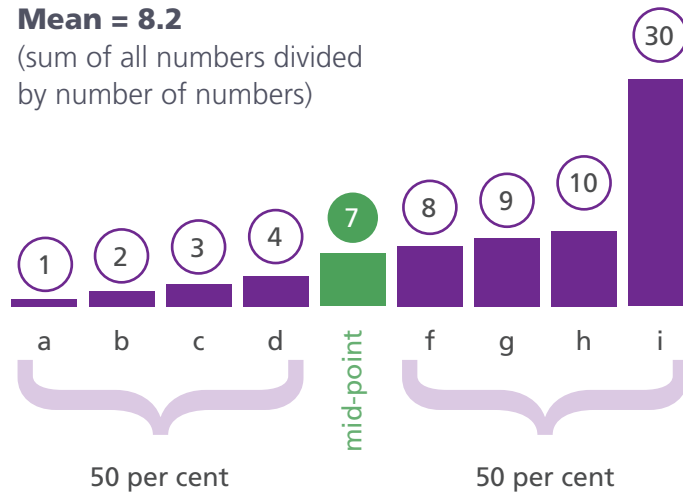
The median difference is the difference in hourly pay between the middle paid (the person at the mid-point if you were to line all employees up from low to high pay) male employee and middle paid female employee.

**Median = 7**

(mid-point)

**Mean = 8.2**

(sum of all numbers divided by number of numbers)



**The median is the most representative measure as it stops a small amount of very high or low salaries skewing the results.**



## How Are Pay Quartiles Calculated

**Our workforce is divided into four pay quartiles, from lowest to highest hourly pay. We then report the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.**

Reporting on the gender pay gap tend to focus on the median figure, which excludes the extremes and is therefore thought to be the most representative measure. It is however important to report all these measures and each one tells something different about the underlying causes of the gender pay gap and each one can highlight specific or alternative issues for consideration.

If there is a large difference between an organisation's mean and median pay gap this may indicate there is an imbalance in the data set i.e. – the presence of low earners (making the mean lower than the median) or by a group of high earners (making the mean bigger than the median).

Taking a snapshot of this data on a set date, as required by regulation, creates a level playing field for all reporting organisations. However, it does not show the fluidity of gender pay gaps, which can fluctuate from month to month and across pay quartiles depending on changes to headcount (e.g. placing within the salary band can also result in a higher rate of pay when, for example, a new start is paid at the first point of the salary band for the job and those who have been in the job for longer are further up the incremental scale or at the top point for the job).

The Councils gender pay gap figures provides insight into the structures and composition of the workforce and are based on the snapshot pay period of 31 March 2023 and 31 March 2024 and are shown as female to male pay where:

- A positive percentage figure indicates a gender imbalance across pay and roles that typically or overall, show female employees have lower pay than male employees.
- A negative percentage figure indicates typically or overall, male employees have lower pay than female employees.



## Key Messages from the March 2023 and March 2024 Data

### **Dumfries and Galloway Council is committed to workforce equality and diversity.**

Males and females who do the same work or work of equal value are paid the same.

The Council employs a higher proportion of women than men and there are more women than men in all four pay quartiles.

The mean average gender pay gap has improved to 3.26% in 2024 ( from 4.65% in 2022); this is significantly lower than the 8.8% mean pay gap for Scottish Public Sector bodies and 8.3% mean pay gap for Scotland (Office for National Statistics).

There is a slightly wider median gender pay gap of 4.52% at the Council, however this is significantly lower than the reported 8.2% median pay gap for Scottish Public Sector bodies and 9.2% median pay gap for Scotland (Office for National Statistics).

Of the Council's top 5% of earners, the majority (59.6%) were females, an increase from 56.6% in 2022.

The Council consolidated the Scottish Local Government Living Wage into the pay and grading structure in April 2020.

Dumfries and Galloway Council has a number of employees in social care roles which are more likely to be in the lower pay quartiles and are roles predominantly held by female staff.

Taking action to help drive improvements is a priority with some examples as investing in employee development programmes, supporting the workforce to grow their skills, abilities and confidence and enhancement of career pathways.

Family friendly flexible working options and employment benefits are provided which enhances the offer to staff to help manage a work/ life balance, however, when caring responsibilities materialise, it is still predominantly women who are seeking more flexible working arrangements, including reducing hours. Generally, therefore, women take more time out the labour market and the impact can slow down career development.

The Council regularly evaluate progress with the pay gaps being just one aspect of a wider workforce equality commitment.





Our disabled mean pay gap is 5.85% which is a slight increase of 0.22% from the mean pay gap reported in 2023. Our disabled median pay gap is narrower at 4.54% however it has increased from 2.9% reported in 2023. The data indicates that non disabled employees are paid more than disabled employees however, it is important to note that the number of employees disclosing a disability is greater in the lower paid roles therefore we should be cautious when drawing conclusions from the data set. We will continue to encourage employees to disclose this information.

Our ethnicity mean pay gap is 7.54% which is an improvement from 7.95% reported in 2023. Our ethnicity median pay gap is slightly wider at 10.56% which is a slight increase from 10.10% in 2023. Black, Asian, Minority Ethnic (BAME) employees have a greater representation in the lower pay quartiles with an under representation at the upper pay banding. This is a contributing factor to the pay gap. We have seen an increase in the number of employees choosing to disclose their protected characteristic information which is positive and we will continue to encourage more employees to declare their ethnicity.

We have set up three new employee network groups - Women, LGBT+ and Disability and Long Term Health Conditions, and will engage with them to help identify and put measures in place to remove all barriers, develop policy initiatives, build confidence and empower all staff to help develop their skills and ensure a fulfilling and rewarding career.

The Government acknowledges that actions taken to reduce the pay gaps may take a number of years and it cannot be assumed that the gap will significantly change year on year.

# Gender Pay Gap

Dumfries Council - figures and analysis as t 31 March 2023 and 31 March 2024

## ALL EMPLOYEES (including Teaching)

Mean (average)  
pay gap is

**3.26%**

(This is an improvement  
on the previous year  
figure of 4.27%).

The mean is the total of all females pay divided by the number of females and is compared to the total of all males pay, divided by the number of males

Female mean average pay is £18.69 per hour and Male mean average pay is £19.32 per hour.

The difference is expressed as a percentage.

It is used because it includes all the pay from the highest to the lowest, but it can be affected by the higher earners.

**£1**

**97p**



**Men**

**Women**

Median (Mid-point)  
pay gap is

**4.52%**

(This is an improvement  
on the previous year  
figure of 5.30%).

The median is the middle number in a list from lowest to highest.

Female mid-point pay is £15.63 per hour and male mid-point pay is £16.37.

The difference is expressed as a percentage.

It is used because it represents the middle value, in this case the pay level and is not so influenced by the highest or lowest earners but is affected by the distribution of men and women across the workforce.

**£1**

**96p**



**Men**

**Women**

## TEACHING EMPLOYEES

Mean (average)  
pay gap is

**5.27%**

(This is similar to the  
previous year figure of  
5.15%).

Female mean average pay is £27.67 per hour and Male mean average pay is £29.21 per hour.

The difference is expressed as a percentage.

**£1**

**95p**



**Men**

**Women**

Median (Mid-point)  
pay gap is

**0%**

(This is the same as the  
previous year figure of  
0%).

Female mid-point pay is £26.66 per hour and male mid-point pay is £26.66.

**£1**

**£1**



**Men**

**Women**

**Average mean pay for Teaching employees is less for women compared to men, whereas the median pay is the same for male and female Teaching employees.**

# Gender Pay Gap

## ALL EMPLOYEES (including Teaching)

| Salary Band                       | 2023                         |                                |             | 2024                         |                                |             |
|-----------------------------------|------------------------------|--------------------------------|-------------|------------------------------|--------------------------------|-------------|
|                                   | Male Average Hourly Rate (£) | Female Average Hourly Rate (£) | Pay Gap (%) | Male Average Hourly Rate (£) | Female Average Hourly Rate (£) | Pay Gap (%) |
| Band 01                           | 10.85                        | 10.85                          | 0           | 11.89                        | 11.89                          | 0           |
| Band 02                           | 11.09                        | 11.10                          | -0.03       | 12.12                        | 12.13                          | 0.08        |
| Band 03                           | 11.38                        | 11.39                          | -0.08       | 12.42                        | 12.42                          | 0           |
| Band 04                           | 11.98                        | 11.99                          | -0.09       | 13.03                        | 12.95                          | 0.62        |
| Band 05                           | 13.12                        | 13.12                          | 0           | 14.06                        | 14.12                          | -0.43       |
| Band 06                           | 14.26                        | 14.32                          | -0.37       | 15.22                        | 15.37                          | -0.99       |
| Band 07                           | 15.62                        | 15.61                          | 0.11        | 16.65                        | 16.67                          | -0.12       |
| Band 08                           | 17.19                        | 17.07                          | 0.68        | 18.31                        | 18.22                          | 0.49        |
| Band 09                           | 18.92                        | 18.90                          | 0.12        | 20.23                        | 20.18                          | 0.25        |
| Band 10                           | 20.84                        | 20.77                          | 0.35        | 22.09                        | 22.09                          | 0           |
| Band 11                           | 23.64                        | 23.45                          | 0.81        | 24.97                        | 24.82                          | 0.60        |
| Band 12                           | 25.86                        | 25.80                          | 0.21        | 27.53                        | 27.40                          | 0.47        |
| Band 13                           | 28.47                        | 27.77                          | 2.46        | 30.43                        | 29.51                          | 3.02        |
| Band 14                           | 31.87                        | 31.63                          | 0.77        | 33.86                        | 33.81                          | 0.15        |
| Band 15                           | 35.77                        | 35.27                          | 1.41        | 37.77                        | 37.54                          | 0.61        |
| Chartered Teacher                 | 27.66                        | 27.66                          | 0           | 29.83                        | 29.80                          | 0.10        |
| Headteacher & Depute HT Job Sized | 38.06                        | 35.18                          | 7.58        | 39.17                        | 37.59                          | 4.03        |
| Principal Teacher Job Sized       | 30.61                        | 29.38                          | 4.02        | 32.68                        | 31.55                          | 3.46        |
| Unpromoted Teachers               | 23.92                        | 23.88                          | 0.15        | 25.76                        | 25.65                          | 0.43        |
| Totals                            | 18.24                        | 17.64                          | 4.27        | 19.32                        | 18.69                          | 3.26        |

Negative values indicate a pay gap percentage in favour of female employees.

The 2023 data is based on 7,280 employee records, with an individual headcount of 6575. The 2024 data is based on 7443 employee records, with an individual headcount of 6702.

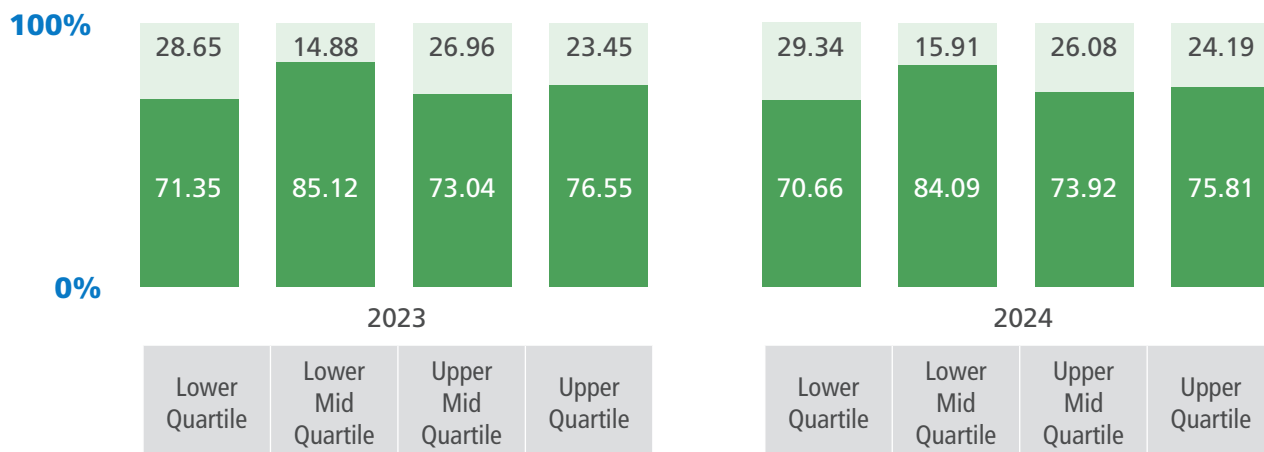
Grades with fewer than 5 employees were removed from the table to preserve confidentiality. Grades with employees of one gender were also removed. However, the pay gap was not adjusted, to properly reflect the total employee group.

# Gender Pay Gap

## Proportion of males and females in each pay quartile across the Council workforce

This table shows where employees are in the pay scales. The scale is broken into 4 parts or quartiles.

Male  
Female



The expectation is that the gender breakdown in each quartile would reflect the overall composition of females and males within our workforce.

## Why is there a pay gap and what is the data telling us?

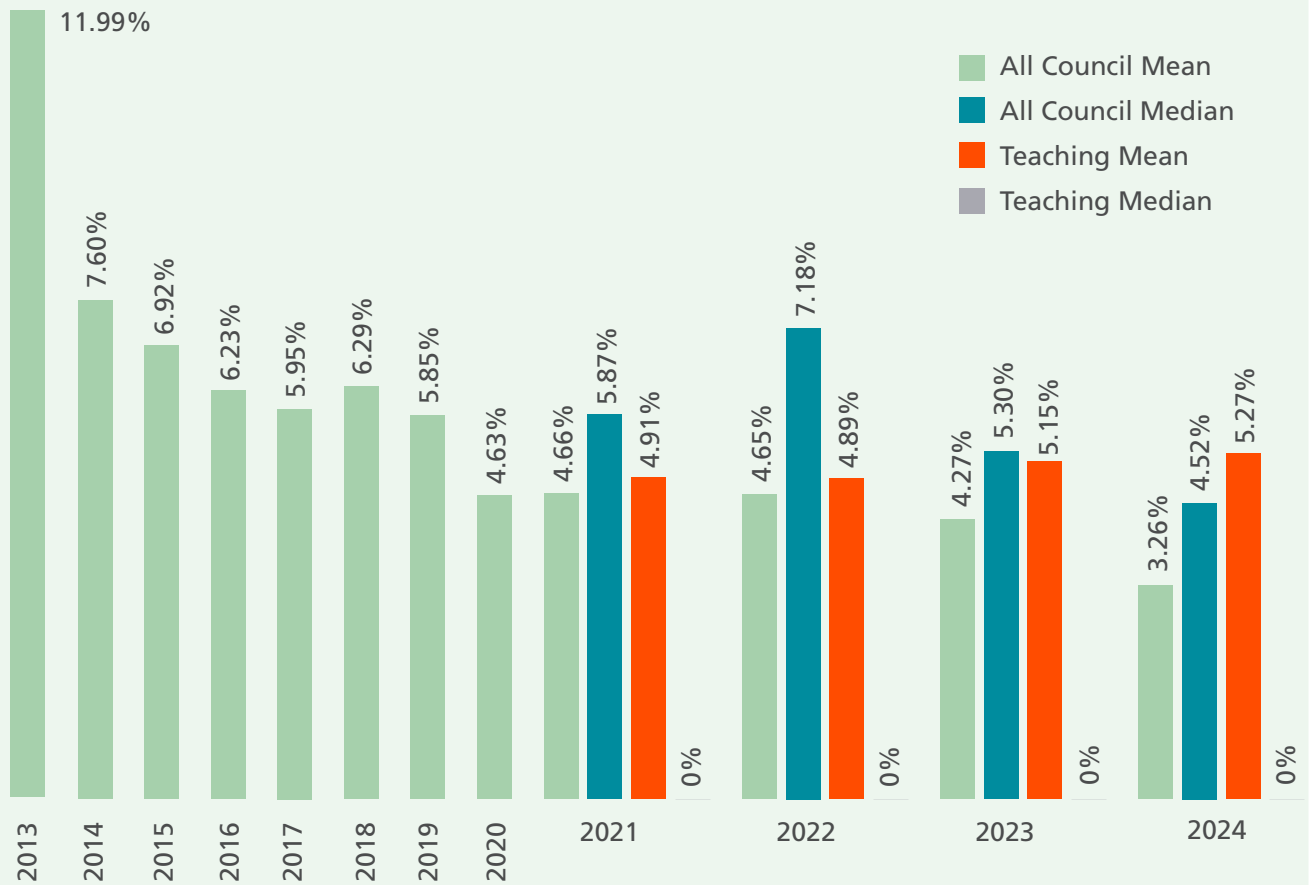
Whilst the majority of Council employees are women (75.44%) analysis shows that there are more men in the upper quartiles with women making up the majority in the lower quartiles. This may be due to occupational segregation where a larger proportion of women work within particular occupations such as administration and care. Within our Council these roles tend to fall within the lower paid roles.

Women often face challenges regarding the balance of work and family responsibilities and therefore work more flexibly. This level of flexibility may not be as readily available in more senior roles therefore impacting on progression and salary.

All of the above can be contributing factors to the gender pay gap.

# Gender Pay Gap

## Trends in the Council's Gender Pay Gap



# Ethnicity Pay Gap

Dumfries Council - figures and analysis as at 31 March 2023 and 31 March 2024

## ALL EMPLOYEES (including Teaching)

Mean (average)  
pay gap is

**7.54%**

(This is an improvement  
on the previous year  
figure of 7.95%)

The mean is the total of all BAME employee's pay divided by the number of BAME employees and is compared to the total of all White employee's pay divided by the number of White employees.

BAME employees mean average pay is £17.30 per hour and White employees mean average pay is £18.71 per hour.

The difference is expressed as a percentage.

It is used because it includes all the pay from the highest to the lowest, but it can be affected by the higher earners.

The median is the middle number in a list from lowest to highest.

**£1**

**94p**

**White**

**BAME**

Median (Mid-point)  
pay gap is

**10.56%**

(This is an increase  
from the previous year  
figure of 10.10%)

BAME employees mid-point pay is £12.42 per hour and White employees mid-point pay is £13.41 per hour.

The difference is expressed as a percentage.

It is used because it represents the middle value, in this case the pay level and is not so influenced by the highest or lowest earners but is affected by the distribution of BAME and White employees across the workforce.

**£1**

**90p**

**White**

**BAME**

## TEACHING EMPLOYEES

Mean (average)  
pay gap is

**10.66%**

(This is an improvement  
from the previous year of  
11.34%).

BAME employee's mean average pay is £25.51 per hour and White employee's mean average pay is £28.55 per hour.

The difference is expressed as a percentage.

**£1**

**90p**

**White**

**BAME**

Median (Mid-point)  
pay gap is

**0%**

(This is the same as the  
previous year figure of 0%).

BAME employee's mid-point pay is £26.66 per hour and White employee's mid-point pay is £26.66.

**£1**

**£1**

**White**

**BAME**

Average mean pay for Teaching employees is less for BAME employees compared to White employees, whereas median pay is the same for BAME and White employees.

# Ethnicity Pay Gap

## ALL STAFF

| Salary Band         | 2023                          |                              |             | 2024                          |                              |             |
|---------------------|-------------------------------|------------------------------|-------------|-------------------------------|------------------------------|-------------|
|                     | White Average Hourly Rate (£) | BAME Average Hourly Rate (£) | Pay Gap (%) | White Average Hourly Rate (£) | BAME Average Hourly Rate (£) | Pay Gap (%) |
| Band 01             | 10.85                         | 10.85                        | 0.00        | 11.89                         | 11.89                        | 0.00        |
| Band 02             | 11.10                         | 11.08                        | 0.13        | 12.14                         | 12.13                        | 0.08        |
| Band 03             |                               |                              |             | 12.42                         | 12.39                        | 0.24        |
| Band 05             | 13.11                         | 13.07                        | 0.33        | 14.10                         | 14.06                        | 0.28        |
| Band 07             | 15.61                         | 15.55                        | 0.40        | 16.66                         | 16.58                        | 0.48        |
| Unpromoted Teachers | 24.19                         | 23.53                        | 2.74        | 26.33                         | 25.51                        | 3.11        |
| <b>Totals</b>       | <b>17.56</b>                  | <b>16.16</b>                 | <b>7.95</b> | <b>18.71</b>                  | <b>17.30</b>                 | <b>7.54</b> |

Negative values indicate a pay gap percentage in favour of BAME employees.

The 2023 data is based on 7294 employee records, with an individual headcount of 6575.

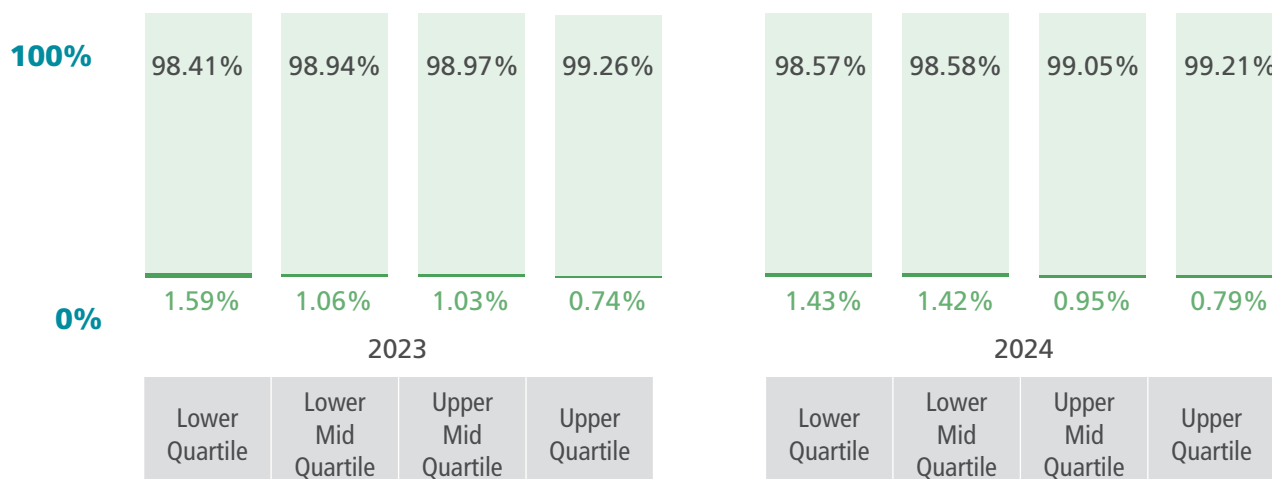
The 2024 data is based on 7443 employee records, with an individual headcount of 6702.

Grades with fewer than 5 employees were removed from the table to preserve confidentiality. Grades with employees of one ethnicity were also removed. However, the pay gap was not adjusted, to properly reflect the total employee group.

## Proportion of White and BAME employees in each pay quartile across the Council workforce

This table shows where employees are in the pay scales. The scale is broken into 4 parts or quartiles.

White  
BAME



# Ethnicity Pay Gap

\*Please note that the data on page 80 excludes the percentage of the workforce who preferred not to answer/did not answer for this protected characteristic.

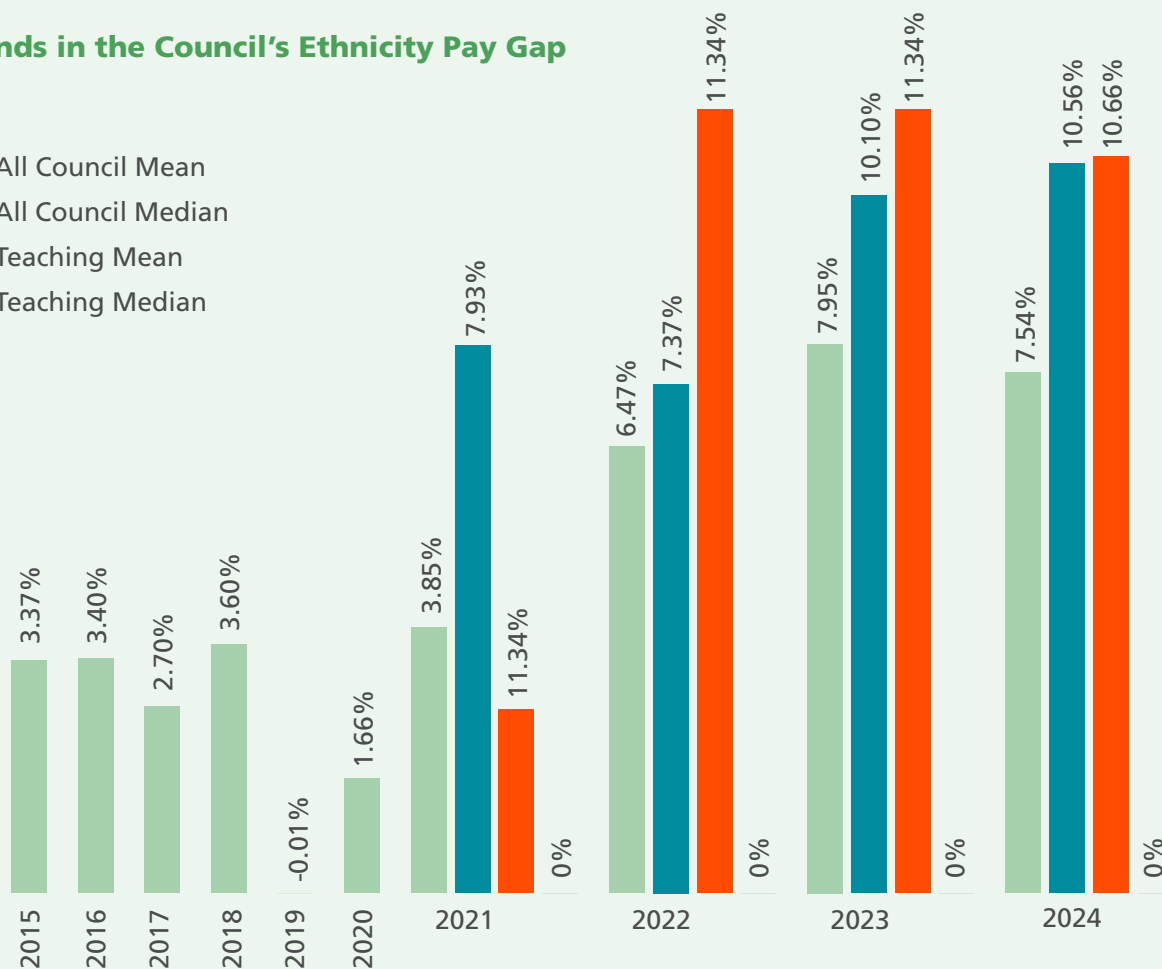
The expectation is that the breakdown in each quartile would reflect the overall composition of BAME and White employees within our workforce.

## Why is there a pay gap and what is the data telling us?

Analysis of the data shows that BAME employees have greater representation in the lower pay quartiles and there are disproportionately more White employees in the upper pay quartiles. This is a contributing factor to the ethnicity pay gap.

### Trends in the Council's Ethnicity Pay Gap

- All Council Mean
- All Council Median
- Teaching Mean
- Teaching Median





# Disability Pay Gap

Dumfries Council - figures and analysis as at 31 March 2023 and 31 March 2024

## ALL EMPLOYEES (including Teaching)

Mean (average)  
pay gap is

**5.85%**

(This is a slight increase on the previous year figure of 5.63%)

The mean is the total of all Disabled employees pay divided by the number of Disabled employees and is compared to the total of all Non-disabled employee's pay, divided by the number of Non-disabled employees.

Disabled employees mean average pay is £17.69 per hour and Non-disabled employees mean average pay is £18.79 per hour.

The difference is expressed as a percentage.

It is used because it includes all the pay from the highest to the lowest, but it can be affected by the higher earners.

**£1**



Non-disabled

**94p**



Disabled

Median (Mid-point)  
pay gap is

**4.45%**

(This is a decrease on the previous year figure of 2.90%).

The median is the middle number in a list from lowest to highest.

Disabled employees mid-point pay is £15.25 per hour and Non-disabled employees mid-point pay is £15.96 per hour.

The difference is expressed as a percentage.

It is used because it represents the middle value, in this case the pay level and is not so influenced by the highest or lowest earners but is affected by the distribution of Disabled and Non-disabled employees across the workforce.

**£1**



Non-disabled

**96p**



Disabled

## TEACHING EMPLOYEES

Mean (average)  
pay gap is

**8.02%**

(This is an improvement from the previous year of 8.68%)

Disabled employees mean average pay is £25.93 per hour and Non-Disabled employees mean average pay is £28.20 per hour.

The difference is expressed as a percentage.

**£1**



Non-disabled

**92p**



Disabled

Median (Mid-point)  
pay gap is

**0%**

(This is the same as the previous year figure of 0%).

Disabled employees mid-point pay is £26.66 per hour and Non-disabled employees mid-point pay is £26.66.

**£1**



Non-disabled

**£1**



Disabled

Average mean pay for Teaching employees is less for Disabled employees compared to Non-disabled employees, whereas median pay is the same for Disabled and Non-disabled employees.

# Disability Pay Gap

## ALL STAFF

| Salary Band         | 2023                                 |                                  |             | 2024                                 |                                  |             |
|---------------------|--------------------------------------|----------------------------------|-------------|--------------------------------------|----------------------------------|-------------|
|                     | Non-Disabled Average Hourly Rate (£) | Disabled Average Hourly Rate (£) | Pay Gap (%) | Non-Disabled Average Hourly Rate (£) | Disabled Average Hourly Rate (£) | Pay Gap (%) |
| Band 01             | 10.85                                | 10.85                            | 0.00        | 11.89                                | 11.89                            | 0.00        |
| Band 02             | 11.10                                | 11.09                            | 0.06        | 12.14                                | 12.11                            | 0.25        |
| Band 03             | 11.38                                | 11.35                            | 0.31        | 12.42                                | 12.40                            | 0.16        |
| Band 04             | 11.99                                | 12.12                            | -1.16       | 12.97                                | 13.14                            | -1.31       |
| Band 05             | 13.12                                | 12.95                            | 1.33        | 14.11                                | 14.00                            | 0.77        |
| Band 07             | 15.61                                | 15.50                            | 0.75        | 16.66                                | 16.62                            | 0.24        |
| Band 08             | 17.11                                | 16.98                            | 0.73        | 18.25                                | 18.09                            | 0.88        |
| Band 09             | 18.91                                | 19.24                            | -1.73       | 20.20                                | 20.58                            | -1.88       |
| Band 10             | 20.79                                | 21.29                            | -2.41       | 22.10                                | 22.61                            | -2.31       |
| Unpromoted Teachers | 23.53                                | 23.07                            | 3.68        | 25.69                                | 24.94                            | 2.20        |
| Totals              | 17.61                                | 16.61                            | 5.63        | 18.79                                | 17.69                            | 5.85        |

Negative values indicate a pay gap percentage in favour of disabled employees

The 2023 data is based on 7,294 employee records, with an individual headcount of 6,575 The 2024 data is based on 7,443 employee records, with an individual headcount of 6,702

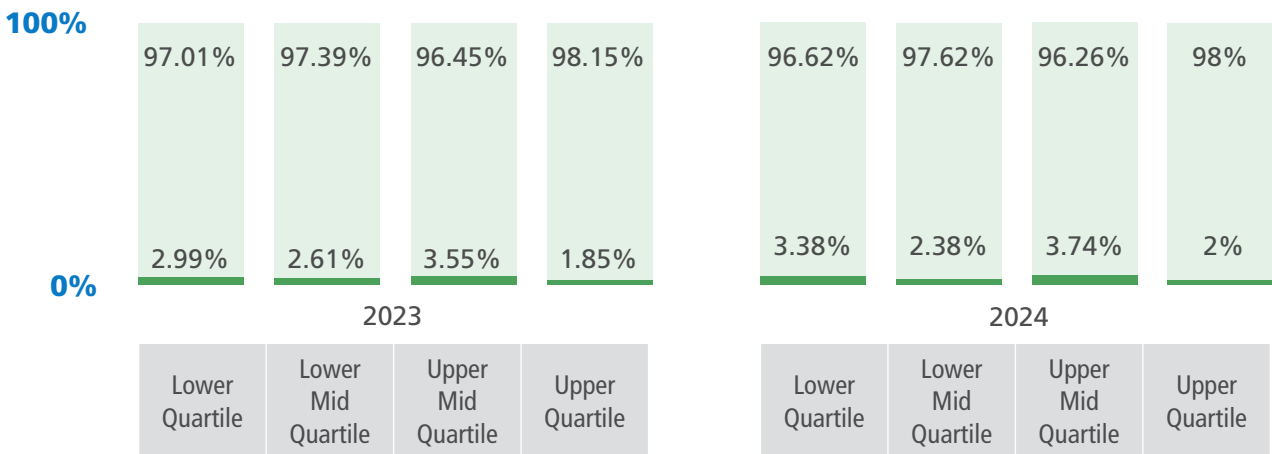
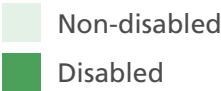
Grades with fewer than 5 employees were removed from the table to preserve confidentiality.

Grades with employees in only the disabled or non-disabled category were also removed. However, the pay gap was not adjusted to properly reflect the total employee group

# Disability Pay Gap

## Proportion of disabled and non-disabled employees in each pay quartile

This table shows where employees are in the pay scales. The scale is broken into 4 parts or quartiles.



\*Please note that the above data excludes the percentage of the workforce who preferred not to answer/did not answer for this protected characteristic.

The expectation is that the breakdown in each quartile would reflect the overall composition of Disabled and Non-disabled employees within our workforce.

The 'middle non-disabled employee' is in the upper mid quartile and the 'middle disabled employee' is in the lower mid quartile.

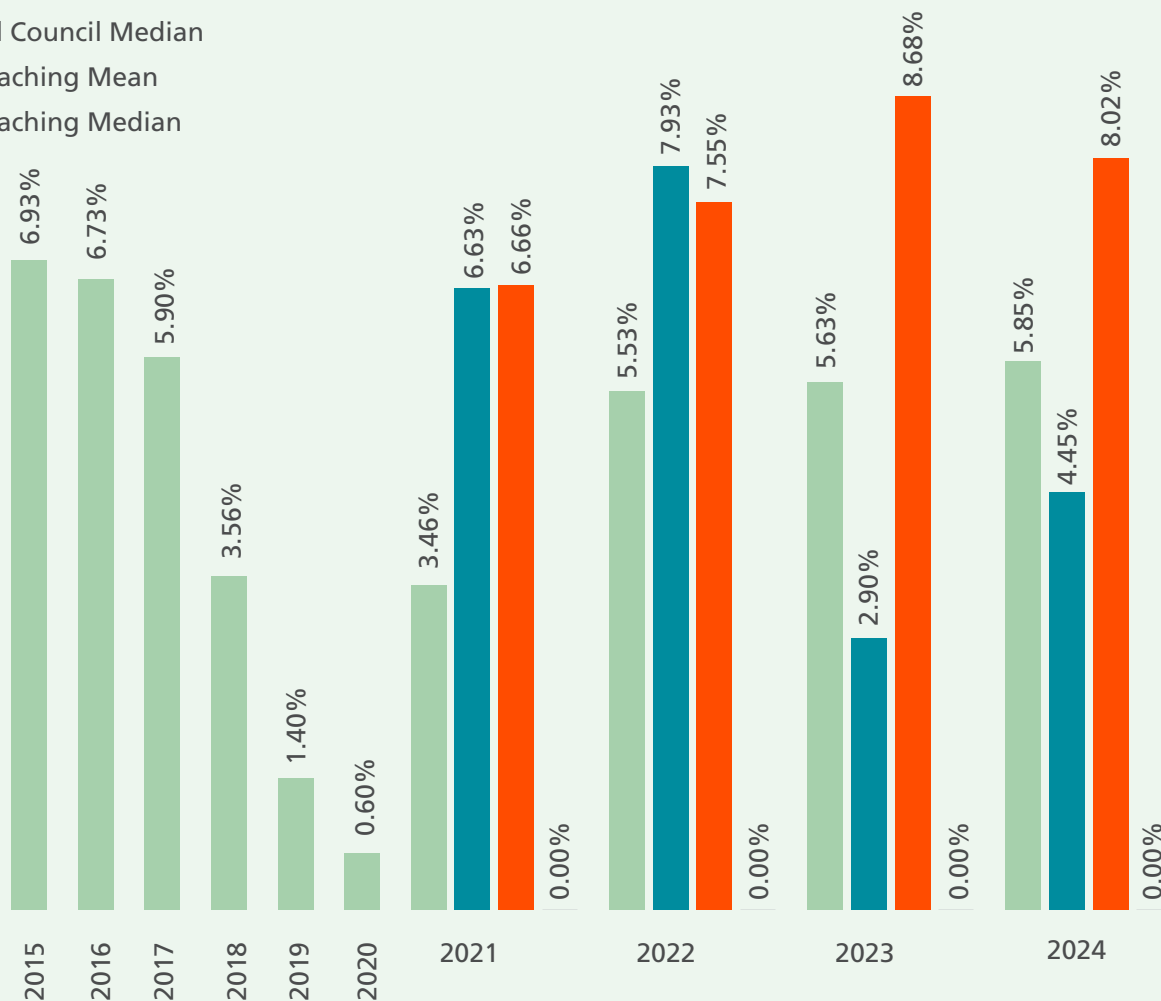
## Why is there a pay gap and what is the data telling us?

Analysis of the data shows that disabled employees are disproportionately represented in the upper pay quartile. This is a contributing factor to the Disability pay gap.

# Disability Pay Gap

## Trends in the Council's Disability Pay Gap

- All Council Mean
- All Council Median
- Teaching Mean
- Teaching Median



A decorative header image featuring silhouettes of people of various ethnicities and ages, rendered in shades of green against a darker green background.

# Working to Close the Gap

## Working to Close the Gap

Dumfries and Galloway Council will continue to work with the trade unions and representative groups, to strive to be a more diverse and inclusive employer. This includes commitment and responsibility from the Senior Leadership Team to drive actions to reduce any gender, disability and ethnicity pay gaps. Our action plan will be embedded into practice and is aimed at removing barriers for women and others with protected characteristics, as well as improving outcomes for underrepresented groups and all employees to succeed. Actions include:

## Recruitment

We will:

- Analyse recruitment and promotion data to identify the accessibility of the Council's campaigns to ensure there are no barriers in the recruitment and promotion process for potentially disadvantaged groups.
- Undertake a review of the Recruitment Policy, Procedure and practice.
- Review the application and shortlisting process to anonymise personal data where possible, removing unconscious bias and allowing for greater inclusion and diversity at initial recruitment stages.
- Advertise roles on targeted websites/job forums/jobs boards that are aimed at women and minority groups in the workplace, particularly with senior positions to improve support improved representation at this level.
- Ensure unconscious male and female coded wording in adverts is replaced with inclusive language, using Positive Action to encourage applications from women and under-represented groups.
- Work with our newly formed staff network groups to identify how we can continue to support our existing employees and identify and put measures in place to remove any barriers to support applications from under-represented groups.
- Work with partners (e.g. Schools, Colleges, Universities and groups that promote equality and diversity within our region) to explore and expand opportunities to encourage a diverse range of applicants.
- Deliver a dedicated calendar of career events across our region, promoting career pathways for many people across different age groups and from diverse backgrounds through job fairs, Colleges, Universities and career events.
- Promote flexible working arrangements that support women to progress their careers.



## Communication, Engagement and Consultation

We will:

- Continue to work collaboratively with the trade unions on the development of people focused policies and procedures that advance opportunities and outcomes for women, disabled employees and those from an ethnic minority background.
- Further develop the Staff Network Groups and integrate into the Council's engagement and consultation practices – this includes LGBTQ+, Women, Carers and Disability diversity groups.
- Actively discuss and confirm our commitment to Equality, Diversity, and Inclusion on our public platforms, utilising social media and external web pages.

## Learning, Development and Career Progression

We will:

- Promote a strength-based approach to performance development, which supports underrepresented employees to identify their natural talents, build confidence and empower them to develop their skills.
- Continue to review and monitor our Flexible Working and Smarter Working policies and practices to reduce any negative impact that flexible working can have on career development.
- Ensure, as far as possible, that all promotions can successfully function with flexible working arrangements in place, including those at senior levels.
- Develop and deliver training/briefings to Managers on HR policies and procedures. We will endeavour to ensure that all managers are aware of any policy changes and have received appropriate training to ensure they understand what behaviours and actions are expected within the workplace.
- Ensure all employee involved in the recruitment process are trained to ensure, fair, non-discriminatory and consistent procedures are followed.
- Update our mandatory Equalities training module to ensure all employees are fully conversant with the equalities expectations of Dumfries and Galloway Council.
- Promote mentoring for employees from underrepresented groups to support their career progression, particularly women, disabled employees and colleagues from an ethnic minority background.

## Wellbeing

- Ensure employee wellbeing, including mental health, remains a key priority for the Council and will be a central point of workforce strategies and actions going forward.
- Continue to promote the support offered from our fully trained Wellbeing Champions (currently over 70).



- Develop and promote policies which help remove barriers that woman may face in the workplace such as a Flexible Working, Support for Carers, Fair Treatment at Work, Menopause and Domestic Abuse.
- Continue to deliver a Trauma Informed Workforce Practice training programme to support the development of a trauma informed workforce that recognises the importance of wellbeing at work and in the community and responds in a way that supports recovery, does not harm and supports people's resilience and empowerment.

### **Employee Data, Monitoring and Reporting**

We will:

- Communicate with and encourage all employees to review and verify the personal and sensitive information that the Council holds on them to better inform our support and practices going forward.
- Continue to report our protected characteristics data within both our employee and recruitment profiles and our gender, disability and ethnicity pay gaps.

### **Other Actions**

We will:

- Review our Equal Opportunity and related policies to ensure they reflect best practice and emphasise our commitment to equal opportunities and diversity within all our employment practices and procedures.
- Progress towards becoming an Equally Safe at Work Bronze Accredited Employer by April 2026. Equally Safe at Work was developed to support the implementation of Equally Safe - Scotland's national strategy to prevent and eradicate violence against women and girls. The strategy recognises that violence against women is a cause and consequence of wider gender inequality. Addressing gender inequality in the workplace is therefore a fundamental step in preventing violence against women.
- Progress to become an accredited Disability Confident Leader by April 2025, and act as a champion for Disability Confident within our communities and support businesses in our supply chain(s) and networks to become Disability Confident.
- Consider, in line with the Equalities Act, taking 'positive action' to help employees or job applicants who are at a disadvantage because of their protected characteristic, and/or are under-represented in the organisation.

These actions are not only about trying to reduce the Pay Gaps but to encourage a happier, healthier, motivated, diverse and inclusive workforce providing the Council with a variety of perspectives, boosting innovation, creativity and problem solving.

## Appendix 4 – Meeting the Specific Duties of the Equality Act

| Duty                                                        | Requirements                                                                                                    | Frequency                 | Last published         |
|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|---------------------------|------------------------|
| <b>Mainstreaming progress</b>                               | Publish a report on progress made to make the equality duty integral to the exercise of functions.              | At least every two years  | This report April 2025 |
| <b>Equality outcomes</b>                                    | Publish a set of equality outcomes using available evidence relating to protected characteristics.              | At least every four years | April 2025             |
| <b>Progress against equality outcomes</b>                   | Publish a report on the progress made to achieve the equality outcomes.                                         | At least every two years  | This report April 2025 |
| <b>Impact Assessments</b>                                   | Conduct impact assessments for new and revised policies, plans and processes and publish these.                 | Ongoing                   | Ongoing on our website |
| <b>Gather and use employee information</b>                  | Gather information on staffing mix and recruitment and development against protected characteristics.           | Annual                    | This report April 2025 |
| <b>Include employee information in mainstreaming report</b> | Include employee information and progress made in gathering and using this in mainstreaming report.             | At least every two years  | This report April 2025 |
| <b>Gender pay gap information</b>                           | Publish percentage difference between hourly pay rates for men and women.                                       | At least every two years  | This report April 2025 |
| <b>Statement on equal pay and occupational segregation</b>  | Publish equal pay statement and analysis of employment by grade or role for men and women, disability and race. | At least every four years | April 2023             |

Equality and Diversity Reports for Dumfries and Galloway Council can be accessed at <https://dumgal.gov.uk/article/27279/Equalities-Outcomes-2021-2025>





