

Dumfries and Galloway Council  
Dumfries and Galloway Education Authority  
Dumfries and Galloway Licensing Authority and Licensing Board



# Equality Outcomes 2025 – 2029

## Equality Outcomes 2025 – 2029

The Equality Act 2010 has a number of General and Specific Duties which apply to our Council, the Education Authority and Licensing Authority and Licensing Board. Similar to previous years, and in line with best practice the Equality Outcomes for Education, Licensing and our Council are published together for 2025 – 2029.

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 have developed our Equality Outcomes through public engagement with citizens and stakeholders across the Region, including:

- An online survey in partnership with NHS Dumfries and Galloway
  - In-person engagement events across the Region and in partnership with NHS Dumfries and Galloway
  - Online Engagement events in partnership with NHS Dumfries and Galloway
  - Online Engagement event with the Equality and Diversity Working Group
  - Evidence and engagement with local diversity groups
  - Information contained within the Council Plan
  - Performance Monitoring Reports of the Representation and Engagement Commission
- National and local research including –
    - Scottish Census 2022
    - Scottish Government Equality Evidence Finder
    - Scottish Government Labour Market Statistics for Scotland

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

| Issue/ Inequality                                  | While providing services online may suit the needs of many people, there are also many for whom this is not suitable. This can make accessing public services difficult or an unwelcome experience for some people.       |
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| <b>Theme</b>                                       | Accessibility                                                                                                                                                                                                             |
| <b>Equality Outcome</b>                            | <b>Ensure our Services and information are fully accessible and available in a range of formats and languages for those who need them.</b>                                                                                |
| <b>Protected Characteristic Group(s) Supported</b> | <ul style="list-style-type: none"> <li>• Disability</li> <li>• Race</li> </ul>                                                                                                                                            |
| <b>General Equality Duty</b>                       | Will help to advance equality of opportunity for those from a protected characteristic group accessing our services.                                                                                                      |
| <b>Link to Strategic Priority</b>                  | Contributes to our Council principle to support our citizens and our local British Sign Language (BSL) Plan.                                                                                                              |
| <b>Activities</b>                                  | <ul style="list-style-type: none"> <li>• Improve communications and language to ensure that our information and services are accessible</li> <li>• Continue to work towards our objectives within our BSL Plan</li> </ul> |

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| <b>Issue/ Inequality</b>                           | <b>The increasing reliance on digital technology for service delivery and education has highlighted the issue of digital exclusion (groups of people who are not able to easily use or access computers or the internet).</b>                                                                                                                                          |
| <b>Theme</b>                                       | Accessibility                                                                                                                                                                                                                                                                                                                                                          |
| <b>Equality Outcome</b>                            | <b>Support the enabling of better digital connectivity across the Region</b>                                                                                                                                                                                                                                                                                           |
| <b>Protected Characteristic Group(s) Supported</b> | <ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Race</li> </ul>                                                                                                                                                                                                                                                                          |
| <b>General Equality Duty</b>                       | Will help to advance equality of opportunity for those from a protected characteristic group accessing our services.                                                                                                                                                                                                                                                   |
| <b>Link to Strategic Priority</b>                  | Contributes to our Council principle to support our citizens.                                                                                                                                                                                                                                                                                                          |
| <b>Activities</b>                                  | <ul style="list-style-type: none"> <li>• Providing support to help people use digital services in public spaces, such as libraries and community hubs.</li> <li>• Ensure that pathways between different services are seamless, jargon free, and that people with different digital needs are appropriately considered.</li> <li>• Promote digital learning</li> </ul> |

| Issue/ Inequality                                  |  | Items identified within the Time for Inclusive Education plan require additional resources                                                                                                                                                                                                                                                                                                                                 |
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| <b>Theme</b>                                       |  | Accessibility                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Equality Outcome</b>                            |  | <b>Raise attainment, achievement and participation for children and young people with Protected Characteristics</b>                                                                                                                                                                                                                                                                                                        |
| <b>Protected Characteristic Group(s) Supported</b> |  | <ul style="list-style-type: none"> <li>Children and young people, (age, disability, race, sex, sexual orientation and gender reassignment)</li> </ul>                                                                                                                                                                                                                                                                      |
| <b>General Equality Duty</b>                       |  | Will help to eliminate discrimination of young people and advance equality of opportunity across our schools.                                                                                                                                                                                                                                                                                                              |
| <b>Link to Strategic Priority</b>                  |  | Contributes to our Council principle to support our citizens.                                                                                                                                                                                                                                                                                                                                                              |
| <b>Activities</b>                                  |  | <ul style="list-style-type: none"> <li>Progress the actions within the Time for Inclusive Education Plan (TIE)</li> <li>Deliver the priorities and drivers of the National Improvement Framework through the Education Plan and schools improvement planning</li> <li>Build capacity to identify inequalities and barriers and prioritise well considered support and mitigation to ensure equitable attainment</li> </ul> |

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| <b>Issue/ Inequality</b>                           | <b>Some protected characteristic groups are more likely to experience discrimination and less fair treatment in the workplace which can create barriers to employment, progression and opportunities.</b>                                                                                                                                                                                                                                 |
| <b>Theme</b>                                       | Employment                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Equality Outcome</b>                            | <b>Develop a more diverse organisation which better represents the local population</b>                                                                                                                                                                                                                                                                                                                                                   |
| <b>Protected Characteristic Group(s) Supported</b> | <ul style="list-style-type: none"> <li>• All</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>General Equality Duty</b>                       | Will help to eliminate discrimination and advance equality of opportunity for our staff and Elected Members from a protected characteristic group.                                                                                                                                                                                                                                                                                        |
| <b>Link to Strategic Priority</b>                  | Contributes to our Council principle to support our citizens.                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Activities</b>                                  | <ul style="list-style-type: none"> <li>• Develop a more diverse workforce that represents our local population</li> <li>• Undertake a review of recruitment procedures to ensure that they are line with best practice to improve and increase workplace diversity</li> <li>• Continue to support the Youth Council which has representation from all protected characteristic groups to be involved in shaping Council policy</li> </ul> |

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| <b>Issue/ Inequality</b>                           | <b>Some protected characteristic groups are more likely to experience discrimination and less fair treatment in the workplace which can create barriers to employment, progression and opportunities.</b>                                                                                                                       |
| <b>Theme</b>                                       | Employment                                                                                                                                                                                                                                                                                                                      |
| <b>Equality Outcome</b>                            | <b>Provide a safe and secure workplace for our staff and Elected Members from protected characteristic groups</b>                                                                                                                                                                                                               |
| <b>Protected Characteristic Group(s) Supported</b> | <ul style="list-style-type: none"> <li>• All</li> </ul>                                                                                                                                                                                                                                                                         |
| <b>General Equality Duty</b>                       | Will help to eliminate discrimination and advance equality of opportunity for our staff from a protected characteristic group.                                                                                                                                                                                                  |
| <b>Link to Strategic Priority</b>                  | Contributes to our Council principle to support our citizens.                                                                                                                                                                                                                                                                   |
| <b>Activities</b>                                  | <ul style="list-style-type: none"> <li>• Further development of the existing Staff Networks</li> <li>• Undertake relevant 'charter' schemes, e.g. LGBT Youth Charter Mark, Equally Safe at Work</li> <li>• Improve our recording and monitoring of employee and Elected Member data on the protected characteristics</li> </ul> |

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| <b>Issue/ Inequality</b>                           | <b>Some protected characteristic groups are more likely to experience discrimination and less fair treatment in the workplace which can create barriers to employment, progression and opportunities.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Theme</b>                                       | Employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Equality Outcome</b>                            | <b>Support members of protected characteristic groups to have equality of access to a prosperous future</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Protected Characteristic Group(s) Supported</b> | <ul style="list-style-type: none"> <li>• All</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>General Equality Duty</b>                       | Will help to eliminate discrimination, advance equality of opportunity and foster good relations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Link to Strategic Priority</b>                  | Contributes to our Council principle to support our citizens.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Activities</b>                                  | <ul style="list-style-type: none"> <li>• Work in partnership with the Scottish Government to deliver the No One Left Behind strategic plan 2024 - 2027 contributing to national outcomes on Fair Work and Business, Human Rights, Poverty, Children and Young People, Communities, Health, Education and Economy</li> <li>• Support the delivery of an employability system that tackles labour market inequalities creating a responsive and aligned approach that helps people of all ages who face the greatest barriers to progress towards, into and to sustain work.</li> <li>• Support and develop new and existing businesses to adopt Fair Work principles and practices</li> <li>• Support work which improves routes to employment for young people, especially those who have experienced care</li> <li>• Support and improve employment and economic prospects for people with disabilities, parents in the six Scottish Government priority groups and support people in the priority areas identified annually by data analysis</li> <li>• Provide support and funded access to training to upskill and improve the employment circumstances for people in low paid roles and sectors</li> <li>• Promote initiatives that support the employment of disabled people to reduce the disability employment gap</li> </ul> |

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| <b>Issue/ Inequality</b>                           | <b>It is vital that people's expertise and knowledge through their lived experience is valued and that their voices are at the centre of any policy, practice and decision making via a range of engagement and involvement activity.</b>                                                                                                                                                                                                                                                                                                                               |
| <b>Theme</b>                                       | Engagement and Involvement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Equality Outcome</b>                            | <b>Involve a wider range of people with protected characteristics in local decision making and activities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Protected Characteristic Group(s) Supported</b> | <ul style="list-style-type: none"> <li>• All</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>General Equality Duty</b>                       | Will help to foster good relations with our local protected characteristic groups by ensuring their voices are heard and represented in local decision making.                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Link to Strategic Priority</b>                  | Contributes to our Council principle to support our citizens and our BSL Plan.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Activities</b>                                  | <ul style="list-style-type: none"> <li>• Work with the local protected characteristic groups to widen involvement in local decision making and activities.</li> <li>• Continue to develop involvement of our BSL community</li> <li>• Continue to engage and support Gypsy/Traveller site residents on the Council's two Gypsy/Traveller sites as well as unauthorised encampments, in partnership with internal and external agencies. In addition to developing wider involvement with the settled Gypsy/Traveller community across Dumfries and Galloway.</li> </ul> |

| <b>Issue/ Inequality</b>                           |                                                                                                                                                                                                                                                                     | <b>Raise awareness of positive behaviour and anti-bullying policies in schools.</b> |
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| <b>Theme</b>                                       | Engagement and Involvement                                                                                                                                                                                                                                          |                                                                                     |
| <b>Equality Outcome</b>                            | <b>Increase partnership working between pupils, parents and professionals in policy development in schools</b>                                                                                                                                                      |                                                                                     |
| <b>Protected Characteristic Group(s) Supported</b> | <ul style="list-style-type: none"> <li>• Children and young people, (age, disability, race, sex, sexual orientation and gender reassignment)</li> </ul>                                                                                                             |                                                                                     |
| <b>General Equality Duty</b>                       | Will help to eliminate discrimination, advance equality of opportunity and foster good relationships between our schools and parents.                                                                                                                               |                                                                                     |
| <b>Link to Strategic Priority</b>                  | Contributes to our Council principle to support our citizens.                                                                                                                                                                                                       |                                                                                     |
| <b>Activities</b>                                  | <ul style="list-style-type: none"> <li>• Promote participation and engagement with Pupil and Parent Councils in our Schools.</li> <li>• Work in partnership with the Youth Council</li> <li>• Implement the Parental Involvement and Engagement Strategy</li> </ul> |                                                                                     |

| Issue/ Inequality                           | Hate crimes target marginalised and vulnerable members of our communities often as a result of an individuals race, sexual orientation, religion/ faith or disability.                                                                                                                                                                                                                                                                                                                              |
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| Theme                                       | Hate Crime                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Equality Outcome                            | <b>Support people in Dumfries and Galloway to feel safe to report Hate Crime</b>                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Protected Characteristic Group(s) Supported | <ul style="list-style-type: none"> <li>• Age</li> <li>• Sex</li> <li>• Disability</li> <li>• Race</li> <li>• Religion or belief</li> <li>• Sexual Orientation</li> </ul>                                                                                                                                                                                                                                                                                                                            |
| General Equality Duty                       | Will help to eliminate discrimination, advance equality of opportunity and foster good relations among our local community.                                                                                                                                                                                                                                                                                                                                                                         |
| Link to Strategic Priority                  | Contributes to our Council principle to support our citizens.                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Activities                                  | <ul style="list-style-type: none"> <li>• 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</li> <li>• Increase Staff Awareness of Hate Crime</li> <li>• Promote and support the national Hate Crime awareness week every October</li> <li>• Refresh online content on the Council website in relation to Hate Crime</li> <li>• Promote women's safety and wellbeing</li> </ul> |

| Issue/ Inequality                           |  | Identity based bullying and harassment in schools                                                                                                                                                                                                                                                                          |
|---------------------------------------------|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Theme                                       |  | Hate Crime                                                                                                                                                                                                                                                                                                                 |
| Equality Outcome                            |  | <b>Reduce identity-based bullying and harassment in schools</b>                                                                                                                                                                                                                                                            |
| Protected Characteristic Group(s) Supported |  | <ul style="list-style-type: none"> <li>Children and young people, (age, disability, race, sex, sexual orientation and gender reassignment)</li> </ul>                                                                                                                                                                      |
| General Equality Duty                       |  | Will help to eliminate discrimination of young people and advance equality of opportunity across our schools.                                                                                                                                                                                                              |
| Link to Strategic Priority                  |  | Contributes to our Council principle to support our citizens.                                                                                                                                                                                                                                                              |
| Activities                                  |  | <ul style="list-style-type: none"> <li>Continue to provide support for LGBT young people</li> <li>Progress the actions by working with local and national parental organisations (including Respectme)</li> <li>Promote Hate Crime Awareness through the health and wellbeing curriculum and school assemblies.</li> </ul> |

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

| Issue/ Inequality                                  | There is a need for more wheelchair accessible vehicles to increase the availability for persons with mobility issues.         |
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| <b>Theme</b>                                       | Licensing                                                                                                                      |
| <b>Equality Outcome</b>                            | <b>Increase the number of accessible vehicles</b>                                                                              |
| <b>Protected Characteristic Group(s) Supported</b> | <ul style="list-style-type: none"> <li>• Disability</li> <li>• Age</li> </ul>                                                  |
| <b>General Equality Duty</b>                       | Will help to eliminate discrimination, advance equality of opportunity and foster good relationships.                          |
| <b>Link to Strategic Priority</b>                  | Contributes to our Council principle to support our citizens.                                                                  |
| <b>Activities</b>                                  | <ul style="list-style-type: none"> <li>• Improve number of wheelchair accessible vehicles in Dumfries and Galloway.</li> </ul> |

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| <b>Issue/ Inequality</b>                           | <b>There is a need for customer training for taxi, private hire car drivers and staff in licenced premises to raise awareness of disability etiquette and equality and diversity.</b>                                                                                                                                                                                                            |
| <b>Theme</b>                                       | Licensing                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Equality Outcome</b>                            | <b>Increase awareness of equality and diversity across license holders</b>                                                                                                                                                                                                                                                                                                                       |
| <b>Protected Characteristic Group(s) Supported</b> | <ul style="list-style-type: none"> <li>• All</li> </ul>                                                                                                                                                                                                                                                                                                                                          |
| <b>General Equality Duty</b>                       | Will help to eliminate discrimination, advance equality of opportunity and foster good relationships                                                                                                                                                                                                                                                                                             |
| <b>Link to Strategic Priority</b>                  | Contributes to our Council principle to support our citizens.                                                                                                                                                                                                                                                                                                                                    |
| <b>Activities</b>                                  | <ul style="list-style-type: none"> <li>• 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.</li> <li>• Increase awareness among the licensed trade of the needs of their disabled customers, and promote good practice</li> </ul> |

| Issue/ Inequality                           |  | High risks are associated with under-age consumption of alcohol and gambling                                                                                                                                                                                             |
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| Theme                                       |  | Licensing                                                                                                                                                                                                                                                                |
| Equality Outcome                            |  | <b>Reduce the opportunities for children and young people to be involved in risky behaviours relating to alcohol and gambling</b>                                                                                                                                        |
| Protected Characteristic Group(s) Supported |  | <ul style="list-style-type: none"> <li>• Age</li> </ul>                                                                                                                                                                                                                  |
| General Equality Duty                       |  | Will help to eliminate discrimination, advance equality of opportunity and foster good relationships.                                                                                                                                                                    |
| Link to Strategic Priority                  |  | Contributes to our Council principle to support our citizens.                                                                                                                                                                                                            |
| Activities                                  |  | <ul style="list-style-type: none"> <li>• Support awareness programmes about the dangers of under-age consumption of alcohol and gambling</li> <li>• Support reductions in opportunities for alcohol and gambling to be available to children and young people</li> </ul> |