



Shetland's Equality Outcomes & Mainstreaming Progress Report

April 2019

TABLE OF CONTENTS

1. Introduction	3
2. Equality Statement	3
3. The Legal Context	4
4. Mainstreaming Equality – Progress	5
5. Equality Outcomes 2017-2021 – Progress	6

1. Introduction

Shetland's Equality Outcomes and Mainstreaming Report 2017 – 2021 was published in 2017 and presented a detailed overview of Shetland's Community Planning Partners' work on equality; focusing on compliance, accountability and reducing significant inequalities.

For the purposes of this report, Shetland's Community Planning Partners consist of the agencies that are named under the duties of the Equality Act 2010. These are: Shetland Islands Council, NHS Shetland, Shetland College, Schools Service, ZetTrans, Integration Joint Board and Shetland Licensing Board.

This report is intended to deliver an update on the past two years of progress against the agreed Equality Outcomes for 2017-2021, as well as progress in mainstreaming equalities and relevant employment monitoring information.

To provide context for this Shetland's Community Planning Partners have set out their overall commitment to equality through their Joint Equality Statement below.

2. Joint Equality Statement

Shetland's Community Planning Partners are committed to fulfilling the three key elements of the general equality duty as defined in the Equality Act 2010:-

- Eliminating discrimination, harassment and victimisation.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations between people who share a protected characteristic and those who do not.

The protected characteristics are –

- age
- disability (including physical impairment, learning disabilities, mental health issues and long-term conditions)
- gender reassignment,
- pregnancy and maternity
- race, this includes ethnicity, colour and national origin
- religion or belief
- sex
- sexual orientation
- marriage/civil partnership (for which only the first duty applies)

Everyone has 'protected characteristics', but it is the treatment individuals and groups receive, the level of autonomy they have, and the positive or negative outcomes for them, that are its focus. Therefore Shetland's Community Planning Partners will:

- Remove or minimise disadvantages experienced by people due to their protected characteristics
- Meet the needs of people from protected groups where these are different from the needs of other people
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

As well as being legal requirements, these steps contribute to fairer, more efficient and more effective services. Therefore Shetland's Community Planning Partners will:-

- take effective action on equality
- make the right decisions, first time around
- develop better policies and practices, based on evidence
- be transparent, accessible and accountable
- deliver improved outcomes for all.

3. The Legal Context

The public sector equality duty, referred to as the 'general equality duty,' is set out in the Equality Act 2010. Under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, public authorities are also covered by specific duties, which are designed to help public authorities meet the general equality duty. Shetland's Community Planning Partners are covered by both the general and specific equality duties.

3.1 The Equality Act 2010 and the General Equality Duty

The Act brings together the areas of race, disability, sex, sexual orientation, religion and belief, age and gender reassignment in one legislative entity.

At the same time the Act clarifies the approach that should be taken on issues around ensuring fair treatment with regards to marriage/civil partnership and pregnancy and maternity. Shetland's Community Planning Partners in the exercise of their functions must:-

- Eliminate discrimination, harassment and victimisation

- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not, by tackling prejudice and promoting understanding

(Only the first duty applies in the case of marriage/civil partnership.)

These are the three fundamental elements of the general duty.

3.2 The Specific Equality Duties

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on May 2012. These specific duties are designed to help public sector organisations meet the general duty effectively.

The key legal duties are that Shetland's Community Planning Partners must;-

- 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

4. Mainstreaming Equality – Progress

Mainstreaming equality simply means integrating equality into our day-to-day working. This means taking equality into account in the way we go about our business when acting as an employer, or planning and providing services.

Shetland's Community Planning Partners are committed to integrating equality into our businesses, using tools such as impact assessment, and by ensuring that equality features explicitly and proportionately in business planning, committee or other decision-making, and reports and other policy development and review mechanisms.

Since our last report in 2017, we have achieved the following in relation to mainstreaming equality.

The Council has revised a number of HR policies to ensure they help to promote a culture and environment of equality of opportunity. These include an Equality and Diversity policy; Flexible Working policy; and Career Break policy. These include

employees of ZetTrans, Shetland College, Licensing Board and the Integrated Joint Board.

For the past two years the Council has sponsored an employee to go to a women in leadership conference. This was also open to Council employees in ZetTrans, Shetland College, Licensing Board and the Integrated Joint Board.

The Equality Network ran LGBTI awareness training for employees across the public sector.

Contact Scotland ran training on using their service to communicate with BSL users. This was for employees across the public sector.

Within the [Council's Corporate Plan](#) there are sections dedicated to young people and old people.

The new Eric Gray Resource Centre opened. The centre provides specialist supported vocational activities for adults with learning disability, autistic spectrum disorder and complex needs.

The Council has signed up to the See Me in Work programme. See Me aim to support organisations to improve the working lives of employees with mental health problems, encourage an equal and fair recruiting process for those seeking employment and ensure those returning to work following ill health are fully supported back into the workplace.

5. Progress on Equality Outcomes 2017-2021

Equality Outcomes are aimed at producing concrete improvements in people's lives that contribute to a fairer, more inclusive and more prosperous Shetland. An overview of the outcomes, related outputs, associated evidence and progress is detailed in the appendices to this report.

Since we agreed our equality outcomes in 2017, we have made some progress in relation to our published equality outcomes, as detailed below.

People have equal access to employment in all sectors

Deliver Equal Pay action plan

The Council's Gender Pay Gap has reduced from 11.21% in 2015/16 to 7.99% in 2017/18.

As part of the Council's work towards achieving accreditation for the Equally Safe at Work Scheme, and in line with the commitments set out in the 2017-21 Equal Pay Statement, the Council plans to conduct a more detailed Equal Pay Audit in the coming months.

This work will explore in more depth whether the Council is providing equal pay and rewarding employees fairly in practice, including equal pay analysis by type and grade of work, as well as both vertical and horizontal analysis of occupational segregation. It will also explore the apparent improvement in the gender pay gap to understand what this means in reality and what has made the difference in the past two years.

Deliver disability placement scheme

The Council and Shetland College is delivering Project Search, a programme supporting young people with additional needs to gain skills and experience aimed at helping them move into sustainable employment. The young people receive support to undertake work placements across a range of job areas, all within Shetland Islands Council.

Childcare is accessible for those who need it

Develop a delivery model for 1140 hours

The Scottish Government set out its commitment to significantly increase the entitlement to funded early learning and childcare (ELC) to 1,140 hours a year by 2020 for all three and four year olds and eligible two year olds.

The ELC Service Delivery Plan 2017-20 sets out how this will be delivered locally. To date, five settings are delivering 1,140 hours. These pilot settings are helping to shape the service models which will be implemented.

The uptake for increased hours continues to rise. Further implementation will take place from April 2019. The number of entitled two year olds accessing up to 600 hours provision has remained steady. We have engaged with childminders to enable this entitlement to be delivered more widely across Shetland.

Shetland Islands Council Schools Service

Shetland is a safe place to live for all our people

Carry out an analysis to understand the increase in reported domestic abuse incidents and the drivers behind this for comparison against the national rate.

Prevalence of domestic abuse – key points

- In Shetland in 2016-17 there were 115 incidents reported to the police, a steady increase from 51 in 2007-08. 50% of these included a specific crime or offence (compared to 47% nationally).
- The rate of reporting in Shetland in 2016-17 was 50 per 10,000 population compared to 109 per 10,000 nationally.

Further statistics and needs assessment data can be found on the [Safer Shetland website](#).

As part of the review of the Domestic Abuse Strategy, a range of indicators have been identified and more systematic processes for data collection will be developed as part of the implementation of the new Domestic Abuse Strategy.

Domestic Abuse Partnership (SIC, Schools Service, NHS Shetland, Integrated Joint Board)

As part of the implementation of the revised Domestic Abuse Strategy, undertake a review of the Domestic Abuse Partnership and its associated sub-groups to ensure that preventing gender based violence is resourced and supported jointly across the partnership.

The [Shetland Domestic Abuse and Sexual Violence Strategy 2018-23](#) builds on previous strategies but aims to tackle both domestic abuse and sexual violence, alongside other forms of gender based violence. The objectives of the Strategy are:

- To raise public and professional awareness of, and challenge attitudes towards, gender based violence and its consequences on an ongoing basis through a local communications plan, a staff training plan and development of organizational GBV policies.
- To protect and support those who experience or are affected by gender based violence through:
 - increasing the proportion of people experiencing domestic abuse and sexual violence who report these incidents to the police and increasing the number of detections
 - ensuring the effectiveness and sustainability of the MARAC, including securing long term funding
 - developing and/or commissioning evidence based and cost effective services to meet the needs of the Shetland population.
- To reduce harm to children and young people as a result of gender based violence, through identification of those at risk and provision of appropriate dedicated services.
- To ensure local GBV work is inclusive, i.e. including people of any age, gender identity, sexuality, faith, ethnicity, socio-economic background and ability.
- To support the wider local work on tackling the underlying causes of sexual violence and abusive relationships, specifically with children and young people.

- To prevent offending and re-offending through violence reduction programmes and criminal justice work.

Domestic Abuse Partnership (SIC, Schools Service, NHS Shetland, Integrated Joint Board) though all organisations will be working towards staff training and organizational GBV policies.

Anti-Bullying Framework approved and published

The Shetland Multi-Agency Anti-Bullying Framework was launched in 2017. Through the Framework, the Shetland Community Safety and Resilience Board and the Shetland Planning Partnership want to give a strong and clear message that there should be a zero tolerance approach to any form of bullying behavior that harms children, young people and adults. The focus of the framework is on keeping people safe, supporting those harmed, challenging any form of bullying behavior and if necessary using appropriate legal measures to tackle bullying behavior.

The new Anti-Bullying in Shetland Schools Policy was developed alongside young people who, through consultation and discussion, played a critical role in shaping the way that schools in Shetland will now recognize and respond to bullying behavior.

SIC, Schools Service, Shetland College, Licensing Board, NHS Shetland, Integrated Joint Board, ZetTrans

Roll out anti bullying awareness sessions

Sixteen people have been trained to deliver Bystander training and this will now be rolled out. This will be open to employees of all organisations.

SIC, Schools Service, Shetland College, Licensing Board, NHS Shetland, Integrated Joint Board, ZetTrans

Collate and analyse reported incidents of bullying. Identify any specific trends and issues

This will commence once the awareness sessions have started to be rolled out.

SIC, Schools Service, Shetland College, Licensing Board, NHS Shetland, Integrated Joint Board, ZetTrans

We communicate with people using a wide range of communication methods

Produce a BSL action plan

Shetland's BSL Plan was published in 2018. It was developed jointly by the Council and NHS Shetland, with input from BSL users. It details how the Council and NHS

Shetland will work towards the ten long-term goals framed in the BSL National Plan 2017-23. These are:

- Making information and services accessible to BSL users
- Supporting families with a BSL member through the education system
- Supporting BSL users to develop the skills they need to succeed in their chosen career
- Ensure BSL users have access to the information and services they need to live active, healthy lives
- Ensure BSL users have safe, fair and inclusive access to public transport
- Ensure BSL users have an equal opportunity to enjoy and contribute to culture and the arts
- Ensure BSL users are fully involved in democratic and public life.

SIC, NHS Shetland, Schools Service, Shetland College, ZetTrans

Establish a Communication Methods Working Group

We are in the process of setting up a multi-agency group to implement the BSL Plan.

SIC, NHS Shetland, Schools Service, Shetland College, ZetTrans

Shetland's local democratic bodies are more representative of their communities

Conduct research on the 2017 local election and current projects nationally

Work on this is ongoing and will be carried out during the next two years of the plan.

We have better methods to assess the impact of what we do

Produce an equality and diversity profile for Shetland

Work on this is ongoing and will be carried out during the next two years of the plan.