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Equality Outcomes 2015-2019

Progress Report: April 2017

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Outcome 1: Older people, those with disabilities and those who speak languages other than English can access our services and information with ease

2015 Action: Update the East Dunbartonshire Council equality webpage regularly to provide accurate information

2017 Progress Update:

- The webpage was updated to incorporate information and links to other equality related material on the EDC site and others.
- Policies and plans with a thematic link to the General Equality Duty such as the Council's Gaelic Plan and Accessible Information Policy have been updated on the website as and when available.

2015 Action: Assessments are carried out on the accessibility of all Council premises and information stored centrally

2017 Progress Update:

- The Council continued its partnership with DisabledGo. In 2015 100 key access reviews venues were added to the online access guide for East Dunbartonshire and in 2016 25 detailed access guides were added. These additions were a mixture of Council and privately owned venues. All new venues were visited and assessed by a surveyor using a research template developed by disabled people. Surveyors spoke with a member of staff at each venue letting them know about the project and the process of creating a guide to their venue. This process raised awareness of access issues and all new venues were given access to free disability equality training manuals.

2015 Action: Frontline staff receive up to date training on the use of sensory aids and arranging alternative formats

2017 Progress Update:

- All of our Customer Service Operations employees have received equality training through a corporate induction course.
- The roll out of our updated some equalities training would be beneficial for all. I am confident they would all know how to obtain information in an alternative format. Not sure about sensory aids - we definitely need some training on the induction loop and language line,

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2015 Action: Review the policies of Housing and Social Work Services in relation to providing translation services

2017 Progress Update:

- Health and social care services in East Dunbartonshire integrated in 2015. They are now provided by the East Dunbartonshire Health and Social Care Partnership (HSCP) and governed by a newly constituted Integrated Joint Board. The East Dunbartonshire Health and Social Care Partnership Equality plan 2015/16 and 2016/17 should be deferred to.
- Housing remains a service delivered by the Council. We updated our Accessible Information Policy in 2016 to clarify the corporate position on any Council service requiring a translator. See below for detail.

2015 Action: Update Council Accessible Information Policy and carry out an internal promotional exercise

2017 Progress Update:

- The Council updated its Accessible Information Policy in 2016. The purpose of the Policy is to set out what members of the public, employees, elected members and partner organisations can expect from information being provided. In addition, the Policy provides an overall framework for anyone accessing information from the Council through: printed information; electronic information; face to face contact; and telephone.
- A Leadership Information Pack with key policy details was circulated to Senior Officers. An intranet forum was also created for Officers seeking to know more about providing accessible information.

2015 Action: Building adjustments based on the needs of physically disabled pupils are carried out as a matter of priority

2017 Progress Update:

- Work is ongoing to gather accessibility data about buildings which are education establishments. This enables us to carry out works efficiently.
- Since 2015 we carried out the following disabled adaptations:
 - Lenzie Academy - Provision of new disabled platform lift to stage area
 - Provision of new temporary disabled ramp to main hall

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Refurbishment of existing disabled toilets

- St Machan's Primary - Provision of new grabrail
Provision of new disabled platform lift to stage area
- Holy Family Primary - Provision of new disabled toilet.

2015 Action: Implement an annual disabled access assessment of schools and nurseries

2017 Progress Update:

- A continuation of our partnership from 2017 onwards with Disabled Go will allow us to target accessibility assessments of certain buildings, including schools and nurseries.

2015 Action: Conduct a review of the effectiveness of the Education Support Team against the needs of EAL (English as an Additional Language) pupils

2017 Progress Update:

- Since August 2015 provision for EAL pupils in the primary sector has been provided by support teachers who were allocated to cluster primary schools following a move from centralised support to a locality model.
- A Professional learning Community (PLC) was established in session 2015 -16 to support and facilitate ongoing professional development of the former Education Support Team enabling them to support capacity building in their allocated schools. This model has been further developed in the current session with the involvement of school staff with responsibility for pupil support and the introduction of a practitioner inquiry model in developing and sustaining practice.
- The secondary sector continues to have an EAL teacher in each locality to support pupils in the ESOL programme.

2015 Action: Ensure all would-be applicants are aware application forms and associated documentation distributed to licensees are available in alternative languages and formats

2017 Progress Update:

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- Due to its role in the administration of the functions of the Licensing Board, the Council has been working to ensure that information can be obtained in any format or language. This will ensure all members of the community are able to access the Licensing Board's information and forms.
- We will continue to work to advance availability of written information in alternative formats and languages through improving the visibility of format and language information.

(new) 2017 Action: Identify additional groups to consult with in the alcohol Statement of Policy

Update:

- We are aiming for more people who represent protected characteristics groups to be able to participate in the preparation process of the Licensing (Scotland) Act Statement of Policy. This is with the intention to increase the diversity of participants in the preparation of this Policy.

Outcome 2: East Dunbartonshire employees understand the needs of different groups and promote diversity in the work that they do.

2015 Action: An equality eLearning module is developed for East Dunbartonshire staff and promoted

2017 Progress Update:

- We are updating our Corporate Induction training session in early 2017 to update the coverage of the Equality Act 2010 and implications for employees.
- We are developing an optional employee eLearning module in order to give employees the opportunity to enhance their learning on equality related implications for their practice.

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2015 Action: Council Equality Impact Assessment is redeveloped as an online tool and rolled out

2017 Progress Update:

- The Council updated its Equality Impact Assessment Toolkit in 2016 as a paper based version. We will consider options for a shifting this process to digital.
- The toolkit comprising guidance and forms gives Council Officers a new structured way of gathering relevant evidence in relation to their proposed policy or practice change, and record potential impact for protected characteristic groups.
- The revised toolkit was rolled out in early 2017 through internal memos, updated documentation on our employee intranet and bespoke written and verbal briefings for teams.

2015 Action: Equality Impact Assessment user training is delivered to managers and policy authors (% of training participants reporting greater confidence in carrying out Assessments)

2017 Progress Update:

- Development workshops were held with employees in September 2015, October 2015 and February 2017 in conjunction with Corporate Risk Assessment and Strategic Environmental Assessment.
- The February 2017 session was attended by 25 Officers responsible for developing policy and practices in a variety of Council services, including Managers and Team Leaders.

2015 Action: Develop a publicity plan for annual equality events through internal and external media channels (Feedback and engagement from staff and community members)

2017 Progress Update:

- All events are subject to individual communications plans. This is managed through our corporate communications team.
- Equality related events included Dementia Awareness Week, Holocaust Memorial Day, 16 Days of Action, Pancreatic Cancer

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Day, International Women's Day and LGBT History Month have all been supported through press releases, internal memos, social media, website posts and other appropriate means of communication, depending on the event.

2015 Action: An Education specific equality eLearning module is developed for staff and promoted

2017 Progress Update:

- Our internal training team are undertaking work in 2017 to update training materials for employees. Proposed changes are centring on consolidating the corporate induction course which is delivered universally to all new starts, and enhancing new 'local' induction processes which will pick up on a wider range of equality and diversity learning which is proportionate and relevant to different fields and service areas.
- Local induction will also be supplemented by new online eLearning material which is underdevelopment. There will be scope to adjust eLearning modules for service areas, such as Education; this will be explored later in 2017.

2015 Action: Develop and roll out an Education specific Equality Impact Assessment online tool

2017 Progress Update:

- The Council updated its Equality Impact Assessment Toolkit in 2016 as a paper based version. We will consider options for a shifting this process to digital.
- The toolkit comprising guidance and forms gives Council Officers a new structured way of gathering relevant evidence in relation to their proposed policy or practice change, and record potential impact for protected characteristic groups.
- The revised toolkit was rolled out in early 2017 through internal memos, updated documentation on our employee intranet and bespoke written and verbal briefings for teams.

2015 Action: LGBT Youth Scotland teacher training sessions are carried out

2017 Progress Update:

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- In 2015 the Council facilitated two sessions of LGBT+ and tackling homophobia training from LGBT Youth Scotland for teachers. The sessions were positively evaluated from all attendees including attendees expressing an interest in undertaking further training on these themes.
- In 2016 we held another round of two training sessions from LGBT Youth Scotland for teachers. Around 50 teachers attended including all probationers which was recognised as good practice by LGBT Youth Scotland.
- Between 2015 and 2017 two Secondary Schools have registered interest in the LGBT Youth Scotland Charter Mark. Required steps to be taken in order to receive the charter mark have been progressed by the schools. This progress is set within a wider LGBT Youth Scotland project which has been taking place across East Dunbartonshire.

2015 Action: School Handbooks are updated by inclusion of Equality Act 2010 statements

- We are committed to ensuring our schools show a visible commitment to Equality Act 2010. Planning is in place to support our schools in implementation of the Education Service Accessibility Strategy (2017 - 2020) in May 2017 and updating the school handbook will be addressed as part of this process.

2015 Action: Licensing Services staff, Board members and Customer Services receive training on Equality Act 2010

2017 Progress Update:

- All employees working within the Council's Customer Services and Legal Services (who carry out functions on the behalf of the Licensing Board) have received or will undertake induction training which includes a module on the Equality Act (2010).
- Work is ongoing in 2017 to update the Council's employee induction training. This project will include a one-two hour input about the Equality Act and what it means for the services our employees provide. We will also promote uptake of an in-depth equality and diversity eLearning module which will be available on our 'Learning Hub' for employees from 2017 onwards.
- Licensing Board members will receive training as part of their post local government election training later in 2017.

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2015 Action: Assessments of physical accessibility in licensed premises are carried out during visits

2017 Progress Update:

- This action has not been progressed by the Licensing Board per se, however we are working to identify functions of our Licensing Board where we can further the delivery of this Equality Outcome.

2015 Action: Guidance is provided to license holders on physical adjustments for access to their premises during visits

2017 Progress Update:

- Due to its role administering the functions of the Licensing Board, the Council's partnership with DisabledGo has contributed greatly to enabling disability access reviews and guidance being provided to licensed premises in our local authority area. We have 37 'public houses and bars' which have been reviewed and offered disability equality training manuals.

2015 Action: Gather equality monitoring information from license holders

2017 Progress Update:

- This action has not been progressed by the Licensing Board per se, however we are working to identify functions of our Licensing Board where we can further the delivery of this Equality Outcome.
- The functions of the Licensing Board are largely reactive to license application. The Licensing Board, via Council Services, is taking steps to ensure the processes for application and decisions are accessible for all in an anticipatory manner.

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Outcome 3: Our workforce is more representative of the communities that we serve.

2015 Action: Develop a New Start equality monitoring survey to be completed with employment contract

2017 Progress Update:

- A working group was established in 2016 to work on the Council's approach to gathering and using equality monitoring information. The group carried out an exercise to review which 'new start' monitoring forms were in use.
- It found that more than one form had been used across different time periods creating some inconsistency in the way anonymous information was recorded.
- An updated 'new start' monitoring form was rolled out in November 2016 for use by Education, People and Business. The questions and answer options now compliment what is required of the Council in terms of gathering and using anonymous employee monitoring to improve its organisational practices.

2015 Action: Develop an employee equality monitoring survey and collect responses from every service at staggered phases

2017 Progress Update:

- The Council is committed to integrating its new web-based self-service system for employees which includes capabilities for equality monitoring. This includes shifting resources to maximise access for all of our workforce.
- Information from all previous paper-based equality monitoring exercises throughout the organisation, have been uploaded into the system where it will be more freely updatable and aid with data cleansing.

2015 Action: Conduct a review of all Human Resources policies and make amendments to reflect equality legislation

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2017 Progress Update:

- From 2015 until the time of writing this, 14 organisational policies were updated, out of 33 policies aimed at employees and available on the employee 'Hub'. Of these 14, 9 made reference to furthering the needs of the Equality Act 2010.
- Work will continue to embed the aspirations of the Equality Act in organisational policies as and when they are revised.

2015 Action: Ensure the forthcoming development of an updated HR system supports the requirements of equality legislation

2017 Progress Update:

- A web-based self-service system for employees went live in 2016. This enables employees to make personal detail changes including their protected characteristic information.
- A working group was established in 2016 to work on the Council's approach to gathering and using equality monitoring information. The group reviewed the personal details function of the self-service system and rolled out improvements to the way that protected characteristic information is asked and categorised by the system.

Outcome 4: More young people with protected characteristics are supported into positive destinations in education, training and employment.

2015 Action: Carry out an exercise to promote and recruit for our Modern Apprenticeships and early career development

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programmes to school leavers

2017 Progress Update:

- Council modern apprenticeships are promoted in a way to encourage applications from all sectors in the community. An example of this has been the recent recruitment of a male to the social care sector. This is 1 apprenticeship out of a total of 8 that were on offer, beginning in 2016.
- In both years we have addressed gender segregation by continuing to offer apprenticeship opportunities in occupational areas which are not traditionally associated with one gender e.g. ICT, Accounts and Procurement.
- From Aug 2014 - Aug 2015 the Council provided a Modern Apprenticeship to 16 young people, of whom some had a declared additional support need.
- From Aug 2015 - Aug 2016 the Council took on 8 new apprentices. Some had a declared additional support need such as a disability. Where numbers are less than 5 we will not disclose to assure anonymity.
- From Aug 2016 – Present the Council took on 8 new apprentices.
- We have recruited a total of 35 Apprentices in the Council since August 2013. Of this total, 5 young people had a declared additional support need, equating to a rate of 14%.

2015 Action: Map current youth Employability Services experience for protected characteristics via client survey and review Youth Employment Strategy

2017 Progress Update:

- New internal systems have been put in place to enable collecting more accurate information about protected characteristics of service users.
- Many of the current skills for learning life and work services target clients who have a range of additional support needs,

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examples of that ESOL, adult literacies provision, and employability support which targets those who have significant health issues and the Scottish Employer Recruitment Incentive.

2015 Action: Build on links between Local Area Co-ordinators and Employability Services to increase opportunities for clients

2017 Progress Update:

- Local Area Co-ordinators in East Dunbartonshire support individuals with a Learning Disability or Autistic Spectrum Disorder in areas such as employment and socialising
- The Local Area Co-ordination Team continued to work across agencies in East Dunbartonshire for example the Local Area Co-ordinators have set up a musical group for young people on the autism spectrum.

2015 Action: Review Senior Phase work to take account of specific barriers to progression for protected groups

2017 Progress Update:

- In the Summer 2017 term, Campsie View School for pupils with additional support needs arising from complex and multiple factors will have senior phase pupils going on supported work experience. They will also have a senior phase enhanced transitions project that links with Kelvinbank service users and staff to share learning opportunities. Kelvin bank is a day support centre for adults with a learning disability.
- Senior Phase students in Merkland School for pupils with additional support needs continued to be assisted with college placements / college applications / college interviews. Links with local colleges assist with student placement at the S6 leavers transition stage and flexible work placements continued to be in place to meet the needs of individual pupils. Local Area Coordinators, Social Work and Skills Development Scotland are examples of agencies that support this process.
- At Merkland School there is a Transition Parents Evening Forum for Senior Phase students and Parents. This has included information from: Ceartas Advocacy; Local Are Co-ordinators; Glasgow Clyde college; Glasgow Kelvin College; City of Glasgow College; SDS; Sense Scotland; Enable; Scotland Housing Options; Opportunities for All Coordinator; Positive

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Achievements; EDC Senior Phase Partnership Programme ; EDC Employability and Learning Facilitator (Skills for Learning, Life & Work Team)

2015 Action: Monitor attainment levels against sex and looked after status. Further protected characteristics of disability and ethnicity to be added as software updates allow

2017 Progress Update:

- The numbers of school leavers looked after and educated by EDC are too small to report on but are available for internal examination.
- Campsie View School, our school for pupils with additional support needs arising from complex and multiple factors, gained a total of 93 SQA Nat 1 units in 2015/16.
- The percentages of school leavers from mainstream schools achieving 5 or more awards at SCQF level 5:

	All Leavers	Male Leavers	Female Leavers	ASN Leavers	Non-ASN Leavers
2013/14	79%	74%	84%	54%	83%
2014/15	82%	78%	85%	58%	86%
2015/16	81%	77%	86%	59%	86%

- The numbers and percentages of senior phase pupils in Merkland School for additional support needs in **2015/2016** achieving unit passes at National 1 to National 5, and course passes at National 2 to National 4*:

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	Number	Male (%)	Female (%)
Unit passes at National 1	25	60	40
Unit passes at National 2	224	82.2	17.8
Unit passes at National 3	100	96	4
Unit passes at National 4	18	94.5	5.5
Unit passes at National 5	2	100	0
Course passes at National 2	33	72.7	27.3
Course passes at National 3	19	100	0
Course passes at National 4	1	100	0

*Students can and do have multiple passes for courses

2015 Action: Increase links between our school for Additional Support Needs and Employability Services to increase post-16 opportunities for pupils

2017 Progress Update:

- The Council's Skills for Learning, Life and Work Teams who deliver employability services have identified working with this client group as a key priority for 2017-2019.
- Additional employability focused projects which have taken place at Merkland School for Additional Support Needs include:

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- All S6 pupils will have had a work placement by June 2017
- Guala – work placements / site visits / input into our school curriculum design (Art)
- Work placements – McLarens' garage / Hillhead Nursery / Bernardo's (Charity Shop) / Tesco / Tender Loving Childcare Nursery / Whitehill Retiral Village / Silverbirch / Morgan Sindall Construction
- Firereach (Kirkintilloch Fire Station)for all S5 pupils
- College Placements (Glasgow Kelvin College / Glasgow Clyde College / City of Glasgow College
- CSCS Training (Industry qualification in construction) x 2 pupils
- Introduced new Employability courses into the Senior Phase Curriculum e.g. World of Work, Independent Travel, Business in Practise, Life Skills

Outcome 5: People in East Dunbartonshire experience a high level of protection from hate crime, bullying and violence

2015 Action: Implement a Multi Agency Risk Assessment Conference (MARAC)

2017 Progress Update:

- A MARAC is a multi-agency safety planning meeting which domestic abuse victims who have been identified as being at high risk of serious harm or murder are referred to. The MARAC is attended by representatives from a range of relevant agencies including but not exclusive to Housing Services and Education Services, specialist domestic abuse services, health services and the Police. The Council, together with other community planning partners, agreed in 2016 to establish a MARAC for East

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Dunbartonshire.

- Progress has been made throughout 2017 to prepare internal systems and processes to enable the referral pathway and the MARAC meetings to take place.
- MARAC meetings are projected to start taking place in spring 2017, with a frequency of approx. 1 meeting per week to maximise safety planning.

2015 Action: Update employee grievances procedures and guidance to reflect the needs of all protected characteristics

2017 Progress Update:

- In 2016 we updated our Grievance at Work Policy. It is linked to a number of other policies within the Discipline & Grievance Policy Family including Whistleblowing Policy, Discipline at Work Policy, Dignity at Work Policy and Employee Complaints Procedure.
- The Dignity at Work policy is intended to support a workplace within which all employees are free from discrimination, bullying, harassment and victimisation. The policy is founded on the values of accountability, commitment to equality and diversity and effective conflict management.
- The Employee Complaints Procedure offers employees an alternative to the Grievance Policy as a procedure for complaints relating to, bullying, discrimination, harassment or victimisation. We will undertake to revise this between 2017 and 2019.

2015 Action: Promote Third Party Reporting Centres in East Dunbartonshire both internally and externally

2017 Progress Update:

- In 2015 this action was set to be led by social care services.
- The integration of community health and social care services in East Dunbartonshire went 'live' in 2016. The East Dunbartonshire Health and Social Care Partnership (HSCP) must demonstrate separately how it is mainstreaming the General Equality Duty in its functions. The HSCP Equality Plan 2016-2019 aligns, where possible, to the priorities of the

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Council and the Healthy Board into one equality plan for delivering health and social care services in the area. This can be accessed from East Dunbartonshire Health and Social Care Partnership.

2015 Action: Implement a multi-agency training calendar for members of the Violence Against Women (VAW) Partnership

2017 Progress Update:

- The Council led on developing a new framework for multi-agency staff training in East Dunbartonshire. The framework provides a coordinated approach to organising training courses and includes a calendar of opportunities. This is now available to a much wider pool than the local agencies with a stake in tackling Violence Against Women.
- This calendar is contributed to and circulated within the Council, Health and Social Care Partnership, Police Scotland, Voluntary Sector organisations and community bodies.
- From April 2016 – March 2017 there were 21 multi-agency sessions organised covering topics which included abuse, protection of vulnerable people and gender-based violence. There were 163 delegates from across agencies who attended.

2015 Action: Roll out a programme of tailored workshops to schools for pupils on bullying and hate crime

2017 Progress Update:

- Partnership working with Police Scotland, LGBT Youth Scotland and Mentors in Violence Prevention has created in a variety of learning opportunities relating to identity based bullying. The Mentors in Violence Prevention programme is due to launch with pupils at Boclair Academy and Douglas Academy in the Summer 2017 term.
- LGBT Youth Scotland helped us deliver 'Negative Language' lessons to over 350 pupils from Lenzie Academy and Douglas Academy.
- Over 50 pupils from Kirkintilloch High and Bearsden Academy received all 3 different workshops on Hate Crime.
- We will continue working with LGBT Youth Scotland to develop inputs and also to identify new opportunities for learning on identity based prejudice and bullying in 2017-2019.

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2015 Action: Implement updated Anti-Bullying Policy and Provide training for teaching and support staff on Anti-Bullying Policy update and practices surrounding this

2017 Progress Update:

- EDC anti-bullying policy was updated in 2015-16 to ensure compliance with the Equality Act and schools were asked to use the SEEMIS bullying & equalities module to record specific instances where bullying was alleged. An 'Anti-Bullying Ambassador' was identified in each school and training was provided by Respect Me in supporting a move to solution focussed practices and discussion of the impact of behaviours, rather than labelling 'bully', 'victim', 'bystander' etc.
- Implementation of policy change in schools took place predominantly between January 2016 and January 2017 however this is not yet complete for some schools.

2015 Action: Ensure all schools are recording and maintaining incidents of bullying on SEEMIS

2017 Progress Update:

- As Above

2015 Action: Provide regular information on incident reporting and distribute to licensed premises

2017 Progress Update:

- This action has not been progressed by the Licensing Board per se, however we are working to identify functions of our Licensing Board where we can further the delivery of this Equality Outcome.

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Outcome 6: The health and wellbeing of older people, carers and those who are protected through disability are safeguarded in East Dunbartonshire.

2015 Action: Build links between Equality Engagement Group and Welfare Reform Group to address gaps in provision for protected groups

2017 Progress Update:

- The Equality Engagement Group revised its membership and now includes Police Scotland, New College, LGBT Youth Scotland, Kirkintilloch Seniors Forum, Ethnic Minority Forum, Youth Council, Access Panel, Health and Social Care Services, Carer's Link, Ceartas Advocacy, Mental Health Services, Kirkintilloch Baptist Church, Scottish Care.
- The EEG meets approximately every quarter to share current practices, consider local implications of national policies and highlight opportunities to work together to drive the equalities agenda. In June 2015 the group hosted a presentation from Citizen's Advice Bureau on Welfare Reform Impact. In December 2016 the group hosted a presentation from Ethnic Minorities Law Centre.
- The Council continued to host a multi-agency Welfare Reform Group including representation from Citizen's Advice Bureau, DWP, Housing Associations, Health and Social Care, EDVA. Stats around benefits provision are discussed regularly with disaggregation by some characteristics: gender, age, carers, disability.
- Our local partner East Dunbartonshire Voluntary Action (EDVA) convene a Welfare Reform Group which investigates the impact of Welfare Reform on all sectors and in particular Voluntary Sector Groups and individuals. The Council continued to be represented on this group which meets approximately every quarter to discuss how best to respond to the effects in partnership.

2015 Action: Conduct a needs analysis for protected groups to compliment development actions of Financial Inclusion Strategy (FIS) (2014 – 2017)

2017 Progress Update:

- The Financial Inclusion Strategy 2014-2017 drives the activities of the multi-agency Welfare Reform Group hosted by the Council. This strategy sets out clear priorities which include addressing the needs of specific client groups which are shared

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across different agencies, e.g. the impact of financial exclusion on mental health as a direct result of financial exclusion. And the ensuring equality of access to financial advice services

- Further work to revise the Financial Inclusion Strategy is planned for 2017. Revision will be underpinned by strategic needs assessment processes incorporating data for communities of interest e.g. older adults and communities of place.

2015 Action: Review and adjust the provision of community IT classes to meet expected demand if necessary

2017 Progress Update:

- Most community IT provision has now been integrated with employability support and work clubs have been running in Milngavie Bishopbriggs for the last year. A new IT suite is being developed in the Kirkintilloch Learning Centre to allow new work clubs to run there also.

2015 Action: Review the needs of protected groups in community development, health and wellbeing interventions delivered through Place, our approach to targeted local public service delivery

2017 Progress Update:

- 'Place' is our Council's agreed approach for targeting resources in order to reduce socioeconomic inequalities. Substantial engagement within and in relation to our geographic areas known locally as 'place' areas has taken place between 2015 and 2017. Where proportionate to do so, we have made a concerted effort to map on a layer of protected characteristics monitoring. For example, we devised a short 'About You' survey of questions to be included with other engagement materials. This has helped us build a more nuanced picture of the experiences of people living in place areas.

2015 Action: Set out our provisions for meeting the specific needs of protected groups in our Strategy for Carers (2012 – 2015) update

2017 Progress Update:

- In 2015 this action was set to be led by social care services.
- The integration of community health and social care services in East Dunbartonshire went 'live' in 2016. The East Dunbartonshire Health and Social Care Partnership (HSCP) must demonstrate separately how it is mainstreaming the

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General Equality Duty in its functions. The HSCP Equality Plan 2016-2019 aligns, where possible, to the priorities of the Council and the Healthy Board into one equality plan for delivering health and social care services in the area. This can be accessed from East Dunbartonshire Health and Social Care Partnership.

2015 Action: Carry out an exercise across schools to raise awareness of caring and signposting of support services

2017 Progress Update:

- Since April 2015 the Council have been contributing to a Young Carer Service Co-ordinator post; the post holder is part of the charity Carers Know.
- Work which has been enabled by this post over the last two years:
 - Awareness raising and promotes the support available within schools to both staff and pupils themselves
 - Engagement with 3 Primary Schools and 4 Secondary schools within EDC
 - Delivery of a number of workshops and presentations to classes within schools.
 - Stalls at a variety of school open day/evenings
 - Presentations at education events and staff team meetings etc.
 - A residential trip for young carers is due to take place in 2017

2015 Action: Improve the identification and assessment of needs of young carers in East Dunbartonshire through joined up working

2017 Progress Update:

- The appointment of a Young Carer Service Co-ordinator in 2015 has positively impacted on identification and assessment of needs.
- Since April 2015 the Young Carer Service Co-ordinator has received 14 young carer referrals through school staff. The

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service has provided:

- Information and support to young carers and their families living in East Dunbartonshire.
 - Tailored 1-1 support to young carers
 - Regular groups and activities during the school holidays
 - Regular support to 39 young carers on an 'active' basis with many more known to us but not in receipt of this regular 1-1 or group support.
- Guidelines for the Carers (Scotland) Act 2016 are due to be issued later in 2017. As a Local Authority we will be substantially developing our support for carers including a specific Adult Carer Support Plan and Young Carer Statement to identify carers' needs and personal outcomes.

2015 Action: Build equality monitoring questions into forthcoming pupil Health and Wellbeing Survey to obtain baseline data for protected characteristics

2017 Progress Update:

- The integration of community health and social care services in East Dunbartonshire went 'live' in 2016. The East Dunbartonshire Health and Social Care Partnership (HSCP) must demonstrate separately how it is mainstreaming the General Equality Duty in its functions. The HSCP Equality Plan 2016-2019 aligns, where possible, to the priorities of the Council and the Healthy Board into one equality plan for delivering health and social care services in the area. This can be accessed from East Dunbartonshire Health and Social Care Partnership.
- The 2014/15 Schools Health and Wellbeing Survey was commissioned by the Health Board and facilitated by some East Dunbartonshire Secondary Schools who participate. The Education Authority will commit to identifying alternative actions to further the ambition of this Equality Outcome.