# Communities and Neighbourhoods Committee

**10.00am, Tuesday 7 May 2013**

# A Framework to Advance Equality and Rights 2012/17 – Progress Report 2012/13

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| **Item number** | 7.2 |
| **Report number** | |
| **Wards:  All** | |

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# A Framework to Advance Equality and Rights 2012/17 – Progress Report 2012/13

## Summary

- The Council's 'Framework to Advance Equality and Rights 2012/17', agreed in June 2012, sets out action that the Council is taking to meet the requirements of the Equality Act 2010, human rights legislation and conventions, including children's rights, and activity to tackle elements of poverty and inequality.

- The Framework commits to publishing an initial progress report for 2012/13, and thereafter biennial reports for 2013/15 and 2015/17. Appendix 1 indicates progress against key commitments described within the Framework over the period 2012/13. In summary:

  (i) There has been significant improvement in **equality and rights evidence gathering and analysis** (including engagement with, and information gathered from, equalities communities of interest).

  (ii) Based on the improved evidence base, a 12 month project to develop a set of **equality and rights outcomes** and **mainstreaming actions** is now completed and is attached at Appendix 2. The outcomes and actions are aligned to the Council's strategic outcomes and meet legal requirements. They are based upon a range of consultation activities including trends in service access, needs and satisfaction data; service user feedback, analysis of the 750 individual returns in the Edinburgh Equality Network Community Interest Bank; service area surveys and focus groups; information from equality and rights impact assessment in areas where there is major change in the way Council services are delivered; utilising Police Plan consultation on community safety and public protection issues; publication of a set of draft outcomes November 2012 shared with key stakeholders; engagement with the Edinburgh Partnership Equality and Rights Advisor; and findings from national and local research.  Approval for the set of outcomes, and associated actions, is sought from the Committee

  (iii) The Council embarked upon a pilot project to introduce a new and more ambitious approach to **equality and rights impact assessment**. The pilot has been progressing well with many staff trained in the new approach and improved impact assessment analysis coming forward. It is

proposed that the pilot period is extended to November 2013, in order to tie in with a national project run by the Equality and Human Rights Commission and Scottish Human Rights Commission.

(iv)    Activity to meet **employment legal duties and targets** continues to progress. In addition, there have been significant improvements in data gathering and analysis relating to staff survey results, equal pay and occupational segregation. More detailed information is described in Appendix 3 to this report.

(v)     A new expert working group has been established by the Corporate Policy and Strategy Team to ensure equality and rights is an integral component of **procurement** activity across the Council. Also, new contractual clauses have been developed to ensure compliance with the Equality Act 2010 and the Human Rights Act 1998 amongst Council funded external parties.

(vi)    There are continued improvements in Council and community planning equality and rights **governance and reporting** arrangements.

## Recommendations

- The Committee notes and approves the 'Framework to Advance Equality and Rights 2012/17 – Progress Report 2012/13' attached at Appendix 1.

- The Committee approves the 'Equality Outcomes and Mainstreaming Plan 2013/17' attached at Appendix 2.

- The Committee notes and approves the 'Framework to Advance Equality and Rights 2012/17 – Employment Progress Report 2012/13'.

- The Committee agrees to receive the next progress report for 2013/15 in May 2015 and will receive interim progress reports on outcomes where limited progress is being achieved.

## Measures of success

- Equality and human rights, including children's rights, legislative duties are met.

- Progress achieved in delivering the agreed set of equality and rights outcomes.

- Delivery of Capital Coalition pledge commitments relating to equality and rights.

## Financial impact

- There are no additional financial implications as a result of the contents of this report. However, pressures on public service finances may mean that some equality and rights outcomes will not be fully delivered.

## Equalities impact

- This report describes the Council's response to the Scottish specific public sector equality duties, enacted as a result of the Equality Act 2010, to publish evidence based equality outcomes, report progress on delivering equality mainstreaming objectives and publish employment information.

- The outcomes and mainstreaming actions are intended to help ensure that negative impacts for groups across the Equality Act 2010 protected characteristics are reduced, and that the Equality Act 2010 public sector equality duty is met with regard to (i) eliminating unlawful discrimination, victimisation and harassment, (ii) advancing equality of opportunity and (iii) fostering good relations.

## Sustainability impact

- The impacts of this report in relation to the three elements of the Climate Change (Scotland) Act 2009 Public Bodies Duties have been considered. In summary, the proposals in this report will help achieve a sustainable Edinburgh because they improve Council action to improve social justice and economic wellbeing outcomes.

## Consultation and engagement

- The equality and rights outcomes have been developed utilising an extensive evidence base, including information gathered from individuals and communities who share protected characteristics. The main features of this are as follows: (i) the Edinburgh Equality Network Community Interest Bank gathered information from around 750 individuals on priorities for change and major issues affecting their lives (ii) a draft list of outcomes was discussed at committee in November 2012, was published on the Council's website and was shared with community planning partners, (iii) extensive use of information gathered from the recent Edinburgh Police Plan community engagement exercise, (iv) analysis of information gathered from service users, carers and third sector groups on commissioning plans, (v) using information from client and population surveys, focus groups, (vi) council service access and customer satisfaction data, (vii) national research data, (viii) officer operational experience and case studies and (ix) specific data from children and families including education data.

## Background reading / external references

- [A Framework to Advance Equality & Rights](#) – report to Policy and Strategy Committee, 12 June 2012.

- The Equality Act 2010.

- The Equality Act 2012 (Specific Duties) (Scotland) Regulations 2012.

- Equality & Human Rights Commission Guidance Notes.

### Links

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| **Coalition pledges** | **P1** - Increase support for vulnerable children, including help for families so that fewer go into care |
| | **P7** - Further develop the Edinburgh Guarantee to improve work prospects for school leavers |
| | **P8** - Make sure the city's people are well-housed, including encouraging developers to build residential communities, starting with brown field sites |
| | **P12** - Work with health, police and third sector agencies to expand existing and effective drug and alcohol treatment programmes |
| | **P13** - Enforce tenancy agreements (council and private landlord) with a view to ensuring tenants and landlords fulfil their good conduct responsibilities |
| | **P14** - Strengthen Council housing allocation policy to give recognition to good tenants and to encourage responsible tenant behaviour and responsibilities |
| | **P29** - Ensure the Council continues to take on apprentices and steps up efforts to prepare young people for work |
| | **P32** - Develop and strengthen local community links with the police |
| | **P33** - Strengthen Neighbourhood Partnerships and further involve local people in decisions on how Council resources are used |
| | **P34** - Work with police on an anti-social behaviour unit to target persistent offenders |
| | **P35** - Continue to develop the diversity of services provided by our libraries |
| | **P36** - Develop improved partnership working across the Capital and with the voluntary sector to build on the "Total Craigroyston" model |
| | **P37** - Examine ways to bring the Council, care home staff and users together into co-operatives to provide the means to make life better for care home users |
| | **P38** - Promote direct payments in health and Social Care |
| | **P39** - Establish a Care Champion to represent carers |
| | **P43** - Invest in healthy living and fitness advice for those most in need |
| | **P45** - Spend 5% of the transport budget on provision for cyclists |
| | **P46** - Consult with a view to extending the current 20mph traffic zones |
| | **P47** - Set up a city-wide Transport Forum of experts and citizens to consider our modern transport needs |
| **Council outcomes** | **CO1** - Our children have the best start in life, are able to make and sustain relationships and are ready to succeed |
| | **CO2** - Our children and young people are successful learners, confident individuals and responsible citizens making a positive contribution to their communities |
| | **CO3** - Our children and young people at risk, or with a disability, have improved life chances |
| | **CO4** - Our children and young people are physically and |

| | emotionally healthy |
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| | **CO5** - Our children and young people are safe from harm or fear of harm, and do not harm others within their communities |
| | **CO6** - Our children's and young people's outcomes are not undermined by poverty and inequality |
| | **CO7** - Edinburgh draws new investment in development and regeneration |
| | **CO8** - Edinburgh's economy creates and sustains job opportunities |
| | **CO9** - Edinburgh residents are able to access job opportunities |
| | **CO10** - Improved health and reduced inequalities |
| | **CO11** - Preventative and personalised support in place |
| | **CO12** - Edinburgh's carers are supported |
| | **CO13** - People are supported to live at home |
| | **CO14** - Communities have the capacity to help support people |
| | **CO15** - The public are protected |
| | **CO16** - Well-housed – People live in a good quality home that is affordable and meets their needs in a well managed Neighbourhood |
| | **CO17** - Clean - Edinburgh's streets and open spaces are clean and free of litter and graffiti |
| | **CO18** - Green - We reduce the local environmental impact of our consumption and production |
| | **CO19 -** Attractive Places and Well Maintained – Edinburgh remains an attractive city through the development of high quality buildings and places and the delivery of high standards and maintenance of infrastructure and public realm |
| | **CO20 -** Culture, sport and major events – Edinburgh continues to be a leading cultural city where culture and sport play a central part in the lives and futures of citizens |
| | **CO21** - Safe – Residents, visitors and businesses feel that Edinburgh is a safe city |
| | **CO22** - Moving efficiently – Edinburgh has a transport system that improves connectivity and is green, healthy and accessible |
| | **CO23** - Well engaged and well informed – Communities and individuals are empowered and supported to improve local outcomes and foster a sense of community |
| | **CO24** - The Council communicates effectively internally and externally and has an excellent reputation for customer care |
| | **CO25** - The Council has efficient and effective services that deliver on objectives |
| | **CO26** – The Council engages with stakeholders and works in partnership to improve services and deliver on agreed objectives. |
| | **CO27** - The Council supports, invests in and develops our people |
| **Single Outcome** | **SO1** - Edinburgh's Economy Delivers increased investment, jobs |

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| **Agreement** | and opportunities for all |
| | **SO2** - Edinburgh's citizens experience improved health and wellbeing, with reduced inequalities in health |
| | **SO3** - Edinburgh's children and young people enjoy their childhood and fulfil their potential |
| | **SO4** - Edinburgh's communities are safer and have improved physical and social fabric |
| **Appendices** | **Appendix 1** - Framework to Advance Equality and Rights 2012/17 – Mainstreaming Progress Report 2012/13. |
| | **Appendix 2** - Equality Outcomes and Mainstreaming Action Plan 2012/17. |
| | **Appendix 3** – Framework to Advance Equality and Rights 2012/17 – Employment Progress Report 2012/13. |

# Framework to Advance Equality and Rights 2012/17

# Mainstreaming Progress Report 2012/13

## 1. Evidence Gathering and Analysis (including community engagement)

### Progress

**Community Interest Bank (CIB)** - This data bank now contains more than 750 items of qualitative research collected from equality community of interest members across the City, and is aligned to various equality and rights themes. This resource has been used as to inform equality and rights impact assessments, the development of equality and rights outcomes and activity with community planning partners.

**Community Engagement** - Work is in progress to embed the Visioning Outcomes and Community Engagement (VOICE) approach across the Council and its partners to ensure all engagement activity meets National Standards.  This includes assessment through self evaluation to ensure engagement activity is inclusive, reaching equality community of interest groups and individuals.

**Service Databases** – All council service areas have undertaken an initial review of their equality data collection and systems.  This has helped ensure that proposals for future ICT systems include consideration of equality categories. Additional training sessions for staff on the importance of recording service user equality profile information, together with work to improve recording rates for employees through the employee survey and records of new starts, has been progressed.

**Meta Data bank -** A meta quantitative data bank of equality and rights data has been created, and from this a pilot online equality and rights evidence bank has been developed for the Children and Families service area. This will be evaluated with a view to expanding to include all council service areas.

**Resident and Customer Surveys -** the design phase of all resident and customer surveys undertaken by Business Intelligence, or designed with input from Business Intelligence, includes due consideration of the monitoring of protected characteristics. Most notably, the Edinburgh People Survey includes a specific sample with regard to race, age, sex and disability.

## 2. Outcomes

### Progress

**Outcomes Development -** A set of equality and rights outcomes have been developed from issues raised from customer feedback, operational staff experience, impact assessment, views of community planning partners and other equality organisations and general research. These are attached at Appendix 2 and have been developed and published in line with the requirements of the Equality Act 2010 – Scottish Specific Duties (2012).

**Measures Development** - All of the outcomes are accompanied by a series of quantitative and qualitative measures which will help to assess progress towards the achievement of the outcomes.  In some areas monitoring measures have been developed where a watching brief is required or where year on year comparisons cannot be made.

**Education - Children and Families** – There is an agreed 'Equality Diversity and Rights Action Plan' particularly for the education function within Children and Families. This describes the priority outcomes represented in the Council's outcomes document and a set of outcomes which will be contained in team plans.

## 3. Mainstreaming

### Progress

**Committee Report Writing -** All CEC committee reports contain a paragraph dedicated to the equality and rights impact of the report subject. The guidance for this task directs staff to make an assessment of the impact based on the Equality Act 2010 general duties and a rights impact based on the Equality Measurement Framework categories on rights.

**Council Equalities and Rights Management Team (CERMT) and Equality and Rights Lead Officers -** The CERMT meets every month to ensure corporate oversight and coordination of the delivery of the Framework to Advance Equality and Rights 12/17. The group consists of all equality and rights lead officers in the Council and links into the Chief Executive's Corporate Management Team and Director's Senior Management Teams.

**Corporate and Community Plans** – The Edinburgh Single outcome Agreement, Neighbourhood Plans and Community Engagement Plan all contain robust equality references. The Economic Development Framework includes a chapter on the equality implications of the service area proposals

**Community Planning / Edinburgh Partnership –** The Edinburgh Equalities Network (EEN) is a partnership initiative led by Police Scotland Edinburgh Division, NHS Lothian, COPFS, the Council and the Edinburgh Partnership that has over 150 individual and group members from across Edinburgh. The Network seeks to give community members an opportunity to hear about events and to participate in meetings and consultations. Representatives from the Edinburgh Partnership Board have been meeting to share practice and lessons learned from the development of their equality outcomes. As a result NHS Lothian has agreed to lead on information sharing and have held an initial meeting. The City of Edinburgh Council is leading on employability, and Queen Margaret University has indicated they are keen to take a very active role in this work. In addition, the police are leading on work to tackle hate crime.

**Frontline Staff** – The Services for Communities Equality lead has identified 30 staff across the service as 'DiverCity' officers who, in addition to their main job, take on the role of championing equality and rights with colleagues and service users. They meet regularly and receive additional training to help undertake this role. In Health and Social Care the equality lead has regular meetings with service heads to highlight legal obligation, current equality and rights impact assessments, share examples of good practice and lessons learned. All 110 mainstream schools have named Equalities Co-ordinators who disseminate news items and organise staff training.

**Corporate Programme and Project Management -** The Corporate Programmes Office (CPO) is a new service that manages the portfolio of major projects & programmes within the Council. One key function of the CPO is to ensure all projects are initiated effectively. Undertaking an Equality and Rights Impact Assessment is a key element of this work which has been embedded within the CPO's recommended Project Initiation Document. The CPO will also provide support and assurance reviews to staff undertaking an Equalities and Rights Impact assessment.

**Scottish Gypsy Travellers and Roma Communities –** Services for Communities chairs three groups representing the Roma & Scottish Gypsy Traveller communities living in and visiting Edinburgh. 1. Gypsy Traveller Site Advisory Group - the focus of this group is as follows: Site inspections / Site improvements / Amenity block upgrades / Children and adult learning development and delivery. Through this group there have been a number of consultation events including the Council's Housing Strategy, Tenant's Participation Association Scotland Involving All, Scottish Housing Regulator (Tenants Charter). 2. Gypsy Traveller Strategic Development Group - the work of this group falls into one of the following over arching headings: Children's services / Health services / Accommodation (authorised sites, unauthorised sites, additional sites, settled accommodation, housing advice) / Web based information site to be developed in partnership with representatives from the Gypsy and Travelling communities. 3. Roma Strategic Development Group - focusing on services for young Roma, health provision and the impact increased migration when the A2 Countries (Romania & Bulgaria) restrictions are lifted at the beginning of 2014.

**Sectarianism – Nil by Mouth -** Over 100 hours of 'Introduction to Sectarianism' training and awareness sessions have been delivered in partnership with Nil by Mouth to Services for Communities staff.

**Domestic Abuse -** A series of fully inclusive Domestic Abuse Road Shows are being delivered across Services for Communities on introducing staff to the Council's HR Domestic Abuse Policy and organisations who can support the implementation of the policy as well as providing services to staff and customers. The organisations supporting the delivery of these road shows include: Shakti Women's Aid / Abused Men in Scotland / Roshni (adult survivors of childhood sexual abuse) / Police Service in Scotland's Domestic Abuse Liaison Officers. A new domestic abuse officer has been appointed within the Health and Social Care Service and they work closely with the Violence Against Women Partnership.

## 4. Impact Assessment

## Progress

**Training and Awareness Raising** - Training in Equalities and Rights Impact Assessment (ERIA) for all Council staff has been delivered on a regular basis since September 2012. Fourteen training sessions took place between June 2012 to February 2013 and 140 staff attended the training to date. In addition, 250 staff in Services for Communities were offered additional training and support. A guidance document and ERIA record

template are available on-line for all staff to access. Equality and Rights Officers support staff in their service areas in undertaking an ERIA and completed ERIA's are published on the Orb and Internet. The ERIA process is currently in a pilot phase and an evaluation will be carried out at the end of 2013. The Council has agreed to work with the Scottish Human Rights Commission and the Equality and Human Rights Commission (Scotland) to jointly assess the results of the pilot as part of a national initiative to improve ERIA activity.

**Budget -** In line with their responsibility for ERIA activity, service areas carried out a summary ERIA of each of the 2013-2018 budget options. Following an analysis of all the ERIAs, Corporate Governance presented a report to the Finance and Budget Committee on the potential ERIA risks associated with the options. The implementation of the recommendations and mitigating actions from each of the ERIA's are being overseen and monitored by service area Equality and Rights Lead Officer.

**Registers -** Equality and Rights Officers oversee the ERIA process in their service area and ensure that good quality evidence gathering and impact analysis is undertaken and SMART recommendations are developed and delivered. ERIA Registers have been developed to coordinate and monitor all ERIA activity and to ensure that each ERIA is published on the Council's website in line with legal duties. The registers also allow for cumulative impacts to be identified across the Council and duplication to be eliminated.

**Completed / Published During 12/13 -** The completed ERIAs are published on the Council's website on the page listed for Equality and Rights Impact Assessments on a year by year basis. For 2012/13 13 ERIAs have been completed and published and a further 12 completed and awaiting publication. There are 14 ERIAs in progress and due to be completed shortly.

## 5. Employment

## Progress

**Equal Pay** - An equal pay statement is included within the 'Employment Progress Report' at Appendix 3.

**Diversity in Employment** - BME individuals represent 2.7% of Council employees and 1.5% of disabled employees. This is a slight increase in BME employees from 2.3% in 2011 to 2.7% in 2012. Although the percentage of disabled employees has reduced, the Council underwent the closure of Blindcraft in this period, and therefore some decrease is to be expected. The levels of employees 'not giving' or 'declining to specify' their status has been recorded for 2011/12. It is anticipated that if these employees were to provide details of their status, the true levels of employees in these categories would be significantly higher. Comparison percentages are also provided for other local authorities in the near geographic vicinity. As can be seen, the challenges of increasing the levels of employees in these groups are consistent with other local authorities in Scotland. The Council's position for LGBT employees and employees' religion / belief has been stated for the first time. As this data is only captured for new entrants to the Council, it is not a full reflection. This will improve over time.

**Occupational Segregation** – This data is included for the first time in Appendix 3 of the 'Employment Progress Report'

**Organisational Development Policies and Campaigns -** Impact assessment is an integral part of the HR policy development process. Recently assessed policies include 'Managing Attendance' and 'Recruitment and Selection'.

**Trade Unions / Joint Consultative Group -** Trade Unions are recognised by the Council and are consulted through a variety of partnership forums and meetings. This includes discussions on equality and rights topics and consultation relating to the ERIA process for any employment policies.

**Staff Survey** – The Employee Survey 2012 included a monitoring section of responses and for the first time this involved monitoring all of the Equality Act 2010 protected characteristics. This allowed an analysis of any statistical significance by these groups. This analysis showed no disproportionate results across key survey fields (morale / fair treatment / motivation / communication / support / wellbeing / performance review and development) with regard to age, race, sex, religion or belief or sexual orientation. However, a few notable statistical differences were identified across key fields with regard to adult carers and disabled employees, which are being addressed.

## 6. Procurement

## Progress

**Expert Working Group** - A 'Corporate Sustainable, Equality & Rights Procurement Development Group' has been established which is working to implement the Council's 'Sustainable Procurement Policy and Action Plan' and ensure the requirements of the Equality Act 2010 are met.

**Grants To 3rd Parties (£23m) -** The Council, through its package of grant aid, significantly contributes to the delivery of the Equality Act 2010 public sector equality duties, with around 95% being awarded to groups providing services to equality groups. Any proposals which are deemed unaffordable are subject to an appropriate ERIA where necessary. Strengthened equality and rights references have been included in the Edinburgh Leisure award (£8M) and a significant programme of ERIA activity was carried out with Edinburgh Leisure during 2011/12.

## 7. Governance and Reporting

## Progress

**Edinburgh Partnership Board** – The Edinburgh Partnership Board appointed a new Equality and Rights Board member in 2012 to ensure these matters were referenced in all board business and across community planning arrangements. Work to date has led to improved coordination of the development of equality outcomes across the city, community of interest work included as part of the Neighbourhood Partnership review and more focussed discussions on welfare reform. The Partnership has also established a Tackling Poverty and Inequality Group.

**Senior Management Teams and Chief Executive's Corporate Management Team** – All Senior Management Teams in the Council continue to receive reports on equality and rights matters, and systems have been established to ensure report sign off procedures include improved references to equality and rights. Corporate Management Team receives a 3 monthly update on equality and rights matters.

**Capital Coalition Contract and Pledges** – in May 2007 the Capital Coalition agreed a new 'Contract with the Capital' that described one of their six key themes as 'Reducing poverty, inequality and deprivation'. In addition, 9 out of the 53 pledges in the contract have been identified under this theme.

**The Communities and Neighbourhoods Committee** – The Council agreed that this committee should take the lead role on equality and rights and that the Chair should take the lead role as equality and rights champion.

**Neighbourhood Partnerships -** There are 12 Neighbourhood Partnerships (NPs) in Edinburgh, covering all areas of the city. The Council, police, health, voluntary sector and local communities are all represented on the NPs. Some NPs have other members, like fire and rescue services. Local communities are mainly represented through the Community Councils in the area. Each of the 12 Neighbourhood Partnerships (NPs) across the city develops Local Community Plans and equality is at the heart of these. The Neighbourhood Partnership Performance Booklet summarises performance across all 12 Neighbourhood Partnerships.

# City of Edinburgh Council

# Equality and Rights Outcomes &

# Mainstreaming Action Plan

## 2012 – 2017

## Introduction

The Scottish Governments 'Scottish Social Attitudes Survey 2012', the Equality and Human Rights Commission's (EHRC) latest three year review "How Fair is Britain?", and the Scottish Human Rights Commission draft 'National Action Plan', found some evidence to indicate that Scotland has become more accepting of the diversity of individuals and communities, and that in many areas citizen's rights and equality of opportunity are being enhanced and advanced.

However, their evidence also indicates that discriminatory attitudes have not reduced consistently; persistent inequality and disadvantage remain in many communities across Scotland and consequently, many citizens and communities still experience inequality.  This document focuses attention on those areas where the Council, with its partners, can help to narrow identified equality and rights gaps in Edinburgh.

## Equality and Rights

Equality and rights are complex terms that are subject to different interpretations. The Council's approach to equality and rights is to align its work to (i) the articles of the Human Rights Act 1998 and associated rights conventions like children's rights, (ii) the Equality Act 2010 public sector equality duty and (iii) the protected characteristics identified in the Equality Act 2010. These three elements are brought together under the 'Equality Measurement Framework'. More detailed information on these matters is provided in Table 1 below. The Council's approach to developing equality and rights outcomes also includes issues of poverty and social deprivation which cut across all groups.

**Table 1 – Three Elements of the Equality Measurement Framework**

| **2.** The **Equality Act 2010 Public Sector Equality Duty**  requires the Council, both as an employer and in the delivery of its services, to have due regard to the need to (i) eliminate unlawful discrimination, harassment and victimisation, (ii) advance equality of opportunity and foster good relations. | |
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| **3. Equality Act 2010 Protected Characteristics** | **1. Human Rights** |
| A = Age: a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds). | 1.  Right to Life |
| D = Disability: a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.  This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer. | 2.  Right to health |
| GR = Gender Reassignment: The process of transitioning from one gender to another. | 3.  Right to physical security |
| R = Race: a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national | 4.  Right to legal security |

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| origins. | |
| RB=Religion or belief: religion has the meaning usually given to it but belief includes religious and philosophical beliefs including non belief (e.g. Atheism / Secularism). Generally, a belief or non belief should affect your life choices or the way you live for it to be included in the definition. | 5. Right to education and learning |
| S= Sex: a man or a woman | 6. Right to standard of living |
| SO= Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. | 7. Right to productive and valued activity |
| Marriage and Civil Partnership: Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. | 8. Right to individual, family and social life |
| Pregnancy and Maternity (including breastfeeding mothers): Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. | 9. Right to identity, expression and self-respect |
| | 10. Right to participation, influence and voice |

## Summary overview of outcomes

The equality and rights outcomes, and associated mainstreaming actions, are aligned to the Council's strategic outcomes. In addition, the outcomes also help to monitor progress towards the achievement of the Edinburgh Partnership vision, that 'Edinburgh is a thriving, successful and sustainable capital city in which all forms of deprivation and inequality are reduced', and the Capital Coalition's 'contract with the capital six key priorities (1. ensuring every child has the best start in life; 2. reducing poverty, inequality and deprivation; 3. providing for Edinburgh's economic growth and prosperity; 4. strengthening and supporting our communities and keeping them safe; 5. ensuring Edinburgh, and its residents are well cared for and 6. maintaining and enhancing the quality of life in Edinburgh) and 53 pledges. Table 2 below provides a summary overview of the equality and rights outcomes developed by the Council.

**Table 2 – Summary Overview of Equality and Rights Outcomes**

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| **The Council is an efficient and effective organisation and a great place to work** | Improved employee equality and rights data collection | Ensuring equal pay | Improved diversity of the Council's workforce | Improved knowledge of city population equality and rights issues | | | Council services and information meet communication and accessibility needs | |
| **Edinburgh's children and young people enjoy their childhood and fulfil their potential** | Sustained positive destinations for young people across protected characteristics | All children achieve their potential regardless of race, disability, sex or looked after status | Improving children's mental health and wellbeing | Improving parents confidence | Children in Council schools say their school is good at dealing with bullying, racism and homophobia | The school and life experience for children with a disability is improved | Other achievement of children with protected characteristics is improved | Children's outcomes and life chances are not undermined by poverty |
| **Health and wellbeing are improved in Edinburgh and there is a high quality of care and protection in place for those who need it** | The impact of Welfare Reform change is monitored and vulnerable clients are supported | People receive personalised services which maintain independence | Good advice and guidance networks in place for vulnerable clients to maintain choice and safety | | Improved quality of life for people across all protected characteristics through reductions in social isolation | | The rights, health and wellbeing of the Gypsy Traveller community are understood and met | |
| **Edinburgh is an excellent place in which to live, study, work, visit and invest** | Individuals and communities who are vulnerable to, or victims of, hate crime feel safe and secure. | | Adults vulnerable to, and survivors of, domestic abuse feel safe, have access to support and feel confident in reporting issues of domestic abuse and forced marriage. Children affected by domestic violence are identified and have access to support. | | | People can live in a home they can affords that meets their needs | There are accessible and inclusive transport systems ensuring people feel safe using the City's public transport, road, footway and cycle networks | |
| **Edinburgh's Economy Delivers increased investment, jobs and opportunities for all** | Across the protected characteristics people are able to access job opportunities in Edinburgh | | | | | | | |

**How were the outcomes and measures chosen?**

The outcomes selected have been developed using information from service users, staff, community planning partners and equality groups taking into account:

- issues identified from trends or patterns in service access, needs and satisfaction data;
- experiences, concerns and suggestions arising from service user feedback, from consultation and engagement exercises, complaints, surveys, focus groups and the 750 individual returns in the Edinburgh Equality Network Community Interest Bank;
- the impact of changes in the economy, national and UK policy;
- information from equality and rights impact assessment in areas where there is major change in the way Council services are delivered; and
- findings from research informing the development of Scotland's draft National Action Plan for Human Rights

All of the outcomes are accompanied by measures which will be used to help report progress towards their achievement.  Not all of the measures will have targets as some are new and baseline data is being established which, over time, will allow the Council to monitor trends or specific patterns of activity from which targets can be set if required.  Others are monitoring measures where a watching brief is required or where year on year comparisons cannot be made, for example, school attainment levels where equality issues change as year groups move on.

## Mainstreaming Actions

The actions indicated form the Council's Mainstreaming Equality and Rights Action Plan. Delivery of these actions will be progressed through the equality and rights staff management structures and through the Council's governance arrangements.

## Education Authority Outcomes and Mainstreaming Actions

The Council ensures that education authority outcomes can be clearly identified.  These outcomes have been marked with "**(ED)**" in the outcome reference column.

## Licensing Board Outcomes and Mainstreaming Actions

The Board is currently developing a list of relevant and evidence based outcomes relating to their functions, policies and practices. These will be integrated within this document during 2012/13.

# Council Strategic Outcome: The Council is an efficient and effective organisation and a great place to work

**What the evidence tells us**

Research tells us that the most successful organisations are those which are able to attract and harness the skills, experience and energies of diverse employee groups.  Collection of data about staff shows us how closely the workforce reflects the Edinburgh population in relation to diversity.  Evidence shows that levels of women in senior positions has increased substantially since 2003/4 and exceeded target due, in part, to a change in the way this is calculated.  However, targets for disability and race are not being met and there are still significant levels of under recording which needs to be addressed. For example, 16.6% of employees have not stated their race and 18.3% whether or not they have a disability.  Accurate information is key too informing policies aimed at reducing barriers to employment.

An up to date understanding of the City population profile will help us to focus on the impact of service planning and delivery decisions on particular groups.  Data collection reviews have identified gaps in our evidence and limitations with existing systems for recording.  As changes are made we need to build in the collection of data across the protected characteristics.  The reviews have also highlighted a need to raise awareness about the reasons why equality data is collected.  Feedback from consultation and engagement exercises reinforces the need to ensure information is accessible and reaches all groups.

| Ref | What we are trying to achieve (equality outcome) | How will we know (measures) | Lead | Protected Character | Rights | General Duty |
|---|---|---|---|---|---|---|
| ER1 | There is improved data collection and reduced under recording for all CEC employees across the protected characteristics | • % 'not stated' entries across the  protected characteristics | Corporate Governance | All | 7, 9, 10 | advancing eliminating |
| ER2 | All employees receive equal pay for doing equal work or work of equal value regardless of age, sex, race, disability, gender identity, sexual orientation, marital status, religion or belief. | • % of the highest paid 2% and 5% earners that are women & comparison with other councils<br>• average pay across grades by sex<br>• evaluation of modernising pay gender impact assessment | Corporate Governance | All | 7, 9, 10 | eliminating |
| ER3 | We have a Council workforce that better reflects the City population across the protected characteristics and barriers to employment for people within those groups are removed | • % disabled & BME employees compared to target<br>• % female/male employees<br>• % leavers by sex, disability and race<br>• % applications returned by sex, disability and race<br>• % shortlisted by sex, disability and race | Corporate Governance; | S, R, D, A | 7, 9, 10 | advancing |

| Ref | | Indicators | | | | |
|---|---|---|---|---|---|---|
| | | • % appointed by sex, disability and race<br>• age profile of council workforce<br>• analysis of employee survey feedback by protected characteristic | | All | | |
| ER4 | There is improved knowledge of the equality profile of the Edinburgh population and service users to enable services to better meet client/customer needs | • levels of under recording of service user profile data where recording systems are in place<br>• increased collection of service user profile data across all service areas<br>• city population profile information from Census analysed and used to inform service planning and delivery | Equality leads in all service areas<br><br>All | | 10 | advancing |
| ER5 | The Council is attentive to people with communication support needs in its consultation and engagement and delivers information in an accessible form which helps to remove physical, language, and psychological barriers to engagement | • evaluation of the success of targeted events and initiatives, and information points<br>• evaluation of feedback and level of participation of older people through ACFAA Advisory group events, Scottish Older People's Assembly, Checkpoint group for Older People<br>• evaluation of the success of initiatives such as: the Collaborative Enquiry Process - ensures the voice of older people influences major service change in care services and the 'Network' giving voice to service users<br>• requests for translation service by language<br>• number of staff trained in inclusive communications<br>• use of inclusive communications principles in all public materials, including online information | Corporate Governance<br><br>All | | 9, 10 | advancing |

| Ref | Mainstreaming Action |
|---|---|
| ER1 | • equality data from staff surveys, leavers, recruitment process, discipline and grievance, pay data and equal pay statement reported to Committee<br>• implementation of action plan from findings of staff data analysis<br>• regular data monitoring and analysis to update employee profile<br>• induction/training modules to emphasise importance of data recording |
| ER2 | • training modules on recruitment and employment policy<br>• review of HR policy and practice to ensure compliance with the provisions of the Equality Act 2010<br>• undertake analysis and evaluation from the modernising pay gender impact assessment |

| ER3 | • review targets once baseline population data is updated with new census information<br>• review and implement new recruitment and employment policy<br>• training and awareness of those involved in recruitment and retention<br>• explore approaches and issues surrounding barriers to employment with representative groups such as Stonewall, ECAS,ELREC<br>• development of a 'reasonable adjustment toolkit' with detailed guidance for managers about recruitment and retention of disabled employees |
|---|---|
| ER4 | • review of current data collection systems; identification of gaps and ways to address this<br>• develop a single Council approach to equality profile questions for all community engagement exercises<br>• ensure client profile analysis is used to inform impact assessment and service planning<br>• update data bases with new Census information |
| ER5 | • engage with heads of services and Edinburgh Partnership to ensure a consistent approach to delivering information in an accessible form across the Council where lessons learned, best practice is shared including ensuring equality profile questions are included to enable responses to be recorded against the protected characteristics to allow analysis to be informed by a knowledge of the groups/individuals who have responded; using all means of communication available and not relying on digital communications; ensuring location and timing of meetings meets the needs of the community<br>• as part of the Public Sector Improvement Framework (PSIF) develop protocols, criteria, best practice examples on inclusive communication<br>• training for Health and Social Care staff on inclusive communication to be delivered from NHSL speech and language therapy<br>• ensure all service area self assessments to include an element in inclusive communications support needs<br>• ACFAA events, Scottish Older People's Assembly, Checkpoint Group for Older People used to hear the voice and opinions of older people<br>• Collaborative Enquiry Process work with staff to ensure voice and opinions of older people across the protected characteristics influence major service change such as: personalisation and self directed support<br>• establish a Network to ensure the voice and opinions of the public, service users and carers is linked into and influences service change in relation to personalisation and self directed support<br>• provision of parent/carer/service user information points in all libraries<br>• information events for older people at community level<br>• information events and activities targeted at Gay, Lesbian and transgender people through Your Edinburgh<br>• information about adult care social services available at a wide range of service points across the City and including NHS services |

## Council Strategic Outcome: Edinburgh's children and young people enjoy their childhood and fulfil their potential

**What the evidence tells us**

Since 2008 Edinburgh's period of significant economic growth has slowed with levels of unemployment doubling. Youth unemployment is of particular concern as prolonged periods of unemployment are known to have a lasting negative impact on future work patterns for those affected. The rate of positive destinations overall for Edinburgh Council school children is improving and to maintain and advance by helping young people into sustained work, education, volunteering or self employment is a key priority for the Council and reflected in a range of initiatives in schools and the decision to offer placements and apprenticeships to young people through the Edinburgh Guarantee and 'activity agreement' for vulnerable young people.

Confidence and self esteem play a key role in helping children to achieve their potential.  Pupil surveys tell us that the school experience for children in the City with a disability is not as good as for other pupils.  Findings from research by Stonewall Scotland (2012) tells us that more than half of lesbian, gay and bisexual young people experience homophobic bullying behaviour in Scotland's Schools.  We are working to ensure these issues which affect pupils' ability to achieve their potential are addressed at an early stage.  The Council plays a key role in the lives of children in its care.  We know that learning outcomes and sustained positive destinations for this group are low.  EHRC research tells us that half of young people in Scottish prisons have been in care despite them representing just 1% of all Scottish children.  Approximately 19.4% of children in the City are living in poverty and can become caught in a cycle of deprivation and low aspiration.  Outcomes ER6-ER11 relate directly to children and young people however, most of the other outcomes also have a link to life experiences for children.

| Ref | What we are trying to achieve (equality outcome) | How will we know (measures) | Outcome Lead | Protected Character | Rights | General Duty |
|---|---|---|---|---|---|---|
| ER6 (ED) | There is a proportionate number of sustained positive destinations for young people across the protected characteristics | • monitor the number of young people with a Health Factor/Additional Support Need, leaving care;  from BME groups achieving positive sustained destinations<br>• % young people involved in activity agreements<br>• number of apprenticeships across the city monitored by protected characteristic<br>• number of placements within the Council monitored by protected characteristic | C&F<br><br>C&F<br><br>Econ Dev | A; S; D; R<br><br>Care Leaver | 5, 7, 10 | Advancing |
| ER7 (ED) | All pupils are achieving their potential regardless of their sex, race, disability or looked-after status | • new measures or standardised tests for schools to be introduced from curriculum for excellence in 2013 | C&F | R,D,S, A, care leaver | 5, 9, 7, 10 | Advancing |
| ER8 (ED) | Supporting children and young people's mental health and wellbeing is part of their pathways planning | • pupils have undertaken Pupil Wellbeing Questionnaire or HMIE Pupil Survey<br>• schools support parents and carers to access growing Confidence training sessions | C&F | A, D | 2, 5, 8, 9, 10 | Advancing |
| ER9 (ED) | Improve parenting confidence and ability by increasing access and engagement with parenting programmes | • number of parents/carers participating in parenting programmes<br>• breakdown of participation by race, disability, sex and socio-economic status (current evidence gap being addressed) | C&F | Alll<br><br>A, R, D, S | 5, 7, 10 | Promoting |

| ER10 (ED) | The school and life experience for children with a disability is improved. | • evidence from pupils self evaluation surveys<br>• respite care levels and respite care service user feedback | C&F | A, D | 3, 5, 9, 10 | Eliminating, Fostering good relations |
|---|---|---|---|---|---|---|
| ER11 (ED) | There is an improved percentage of children in Council schools who say their school is good at dealing with bullying | • incidences of bullying linked to race, religion or belief; sexual orientation, disability; gender and transgender<br>• monitoring progress of all school anti bullying/equality policies<br>• placing on Stonewall Equality Index<br>• evaluation by Stonewall | C&F | All | 3, 5, 9, 10 | Eliminating<br><br>Fostering good relations |
| ER12 (ED) | Other achievement of children with protected characteristics are recognised | • Community Learning and Development participation in youth work recorded in new database (monitoring measure) | C&F | A, R,D,S | 2, 5, 9,10 | Advancing |
| ER13 (ED) | Children's outcomes and life chances are not undermined by poverty | • % children attending breakfast clubs and % primary schools involved, funded or sponsored for breakfast clubs<br>• % secondary schools involved, funded or sponsored for breakfast clubs<br>• % children attending breakfast clubs broken down by sex, race, disability and free school meal entitlement<br>• % schools with high FSM entitlement<br>• number of positive action schools<br>• % children in Positive action schools participating in NHS Child health Weight programme | C&F | A, S. R & Free school meal entitlement | 2, 6, 8 | Advancing |

| Ref | Mainstreaming Action |
|---|---|
| ER6 (ED) | • investment in employability programmes to complement national services by targeting gaps, bottlenecks or boosting capacity in regeneration areas<br>• continue to provide or source apprenticeships, employment or training opportunities and ensure school leavers are well informed of labour market opportunities through initiatives such as the Edinburgh Guarantee, Inspiring Young people Programme, JET programme with schools<br>• integration of the employability service and refocusing to improve targeting and impact.<br>• positive destinations development programme to improve self awareness, confidence and life choices through sport and activity initiatives<br>• Corporate Parenting Plan – implementation of a range of actions to ensure the transition into a positive destination for all looked after children and young |

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|---|---|
| ER7<br><br>(ED) | • this is a monitoring measures for specific year groups - action will be taken tailored to resolve any specific issues arising |
| ER8<br><br>(ED) | • undertake Pupil wellbeing Questionnaire or HMIE Pupil Survey<br>• provide support to parents to enable access to Growing Confidence training sessions<br>• Corporate Parenting Action Plan – implementation of a range of actions to ensure that looked-after children and young people benefit from access to a range of services designed to meet their emotional, mental and physical health needs |
| ER9<br><br>(ED) | • run programmes (e.g. Sure Start, Parents Early Education Partnership, The Incredible Years and Teen Positive Parenting Programme, Raising Children with Confidence) with parents to improve parenting confidence and ability<br>• establish data systems to capture participation by protected characteristics |
| ER10<br><br>(ED) | • anti bullying resources provided to all schools<br>• anti bullying week in all primary and secondary schools<br>• analysis of pupil surveys<br>• provide Education Scotland checklist on Promoting Equality and Diversity to all schools to measure performance |
| ER11<br><br>(ED) | • provision of advice, guidance and resources to schools<br>• complete and launch new equality and anti bullying procedures for nurseries and residential units<br>• develop an updated resource for schools on different cultures with supporting guidance on issues of child protection, school attendance, participation in PE and the use of interpreters and translators<br>• fulfil all the requirements of being a Stonewall Education Champion |
| ER12<br><br>(ED) | • this is a monitoring measure – Revised data base to record participate and participant levels broken down by protected characteristics<br>• improve awareness on the location of Community Centres are located and what activities/events they offer and explore the use of social media such as Facebook, Google and Twitter for the promotion of Community Centre activities<br>• increase the number of events/activities which bring all users together |
| ER13 | • 10 Positive Action schools (2,200 children) to participate in the NHS Child Healthy Weight Programme in 2013/14 and additional Active Schools Activity to improve healthier choices surrounding food, health, nutrition and physical activity<br>• establishment of poverty and inequality theme group to explore issues and determine actions |

## Council Strategic Outcome: Health and wellbeing are improved in Edinburgh and there is a high quality of care and protection in place for those who need it

**What the evidence tells us**

Major change has a huge impact on those who are more vulnerable and those with additional care and support needs. Worry and anxiety over change can result in a loss of confidence and a lowering of self esteem. Outcomes ER12-14 relate to areas where there is likely to be significant change for individuals. Welfare Reform changes will impact upon a large number of Edinburgh residents. A report to Policy and Strategy committee (22.01.13) states that in Edinburgh there are approximately 123,000 receiving welfare benefits, 23,000 existing Disability Living Allowance recipients who will have to be re-assessed for Personal Independence Payments and around 9,000 housing benefit claimants will move to universal credit by 2017. At the same time, the Council is in the process of introducing new approaches to the delivery of care through Personalisation and Self Directed Support which aim to provide more choices and more tailored packages of care to support improved independent living. This represents a significant change in the way in which care is provided and funded. Service users have told us about their concerns and what needs to be in place to help them through this process. The outcomes have been developed to help ensure that the impact of these changes is monitored for equality groups and that there are adequate safeguarding alerts, support networks, advice and guidance in place. Evidence from service user engagement tells us that social isolation is a key factor affecting health and the quality of peoples' lives. It is experienced by many people living in the City such as older people, those providing care or receiving care, those with a learning or physical disability, those whose first language is not English or who are new to the city and refugees and asylum seekers. Equality Impact assessment work has told us, for example, that male carers are not engaging with existing carer support networks.

Service user data shows that in Edinburgh Gypsy Travellers are not accessing care and support services and across Scotland only 20% of Gypsy Traveller children regularly attend school. Outcome ER16 helps to monitor these and other issues experienced by this community.

| Ref | What we are trying to achieve (equality outcome) | How will we know (measures) | Lead | Protected Character | Rights | General Duty |
|---|---|---|---|---|---|---|
| ER14 | The impact of Welfare Reform change is monitored and vulnerable clients are supported | • levels of rent arrears <br> • surveys of customer satisfaction with advice and advocacy services <br> • monitor those in re-registration of accommodation (mental health, care homes) – numbers/financial impact <br> • progress and evaluation of NHS/Council joint work <br> • robust safeguarding alerts built into processes to ensure we are aware of any service user protection issues <br> • number of service user protection incidences arising from changes to the benefits | H&SC/ CG | across all | 2,6,9 & 10 | advancing |
| ER15 | People receive personalised services which improve the possibility to remain in their own home for longer through increased or maintained independence | • wider range of preventative services available <br> • voluntary sector supported to provide and develop innovative services such as through the Change Fund for older people <br> • number of crisis admissions to bed based care <br> • evidence of robust safeguarding alerts built into new processes to ensure service user protection | H&SC/ C&F | across all | | advancing |

| | | | | | |
|---|---|---|---|---|---|
| | | • number of service user protection issues arising from changes to the way service is delivered | | | | |
| ER16 | There are good advice and guidance networks in place in relation to self directed support to ensure vulnerable clients maintain the right to choice over their care whilst minimising risk and maintaining the right to safety | • number of people receiving direct payment per 10,000 population<br>• online service directory developed and promoted to provide information on preventative services<br>• spend per head of population<br>• levels of  support provided internally and through Lothian Centre for Inclusive Living and Funding Independence Team Advice Line<br>• evidence of robust safeguarding alerts built into new processes to ensure were are made aware of any service user protection issues<br>• number of service user protection issues arising from changes to the way service is delivered<br>• launch of a public protection awareness campaign to address child and adult protection issues including domestic violence and violence against women | H&SC/ C&F | across all | 2; 6; 8; 9 & 10 | advancing<br><br>eliminating |
| ER17 | There is an improved quality of life for people across all protected characteristics through reduction in social isolation | • numbers accessing 'Community Connected' project<br>• number of referrals to third sector befriending, day activities, mentoring and buddying, grants and other initiatives<br>• day care/day centre feedback and attendance figures for day centres, clubs<br>• analysis of qualitative feedback from client surveys, consultation/engagement, CIB, carer groups and staff through libraries, neighbourhood offices and targeted initiatives such as 'Get up and Go'<br>• measurement of impact of volunteering strategy on health and wellbeing of isolated vulnerable groups (Volunteering strategy Action plan Nov 2012)<br>• evaluation of feedback and level of participation of older people through ACFAA Advisory group events, Scottish Older People's Assembly, Checkpoint group for Older People<br>• attendance male carers at carer support network meeting compared to known figures | H&SC/ SfC | Across all | | advancing |
| ER18 | the rights, health and wellbeing of the Gypsy Traveller community are understood and met | • number of Roma Gypsy Traveller awareness sessions for staff<br>• progress on actions arising from meetings of Gypsy Traveller Strategic Development Group, Gypsy Traveller Site Advisory Group and Roma Strategic Development Group<br>• completion of web based information site and number of hits on the site | SfC | R, A | 2, 3, 5, 6, 8, 9, 10 | eliminating<br><br>advancing<br><br>fostering |

| Ref | Mainstreaming Action |
|---|---|
| ER14 | • establish a welfare reform programme led by the Corporate Programme office to deliver the changes to mitigate impacts<br>• deliver a mitigation plan setting out how the Council will deal with specific impacts of welfare reform including discretionary Housing Allowance; revised approaches to HMOs and shared accommodation; priorities for Community Support Fund and integration with other Council services for vulnerable people; housing allocations and new developments ; advice and advocacy services; options for protecting the flow of rental income for social landlords; council tax reduction scheme;<br>• regular updates to be provided to the Policy & Strategy Committee which will retain oversight of this issue<br>• NHS/CEC joint action on health care issues |
| ER15 | • assist people to improve and maintain their independence, supporting them to live at home or in the community where possible<br>• develop effective personalised services |
| ER16 | • develop and extend 'Community Connected'  and other similar projects linking volunteers to those in need<br>• explore scope for introducing brokerage arrangements through the Personalisation Programme to introduce more detailed, interactive and ongoing support for individuals who chose direct payment options<br>• maintain services for most vulnerable people whilst addressing financial challenges |
| ER17 | • Volunteering Strategy action – H&SC to work in partnership with NHS to ensure volunteering is a key component in the reshaping of services to older people to ensure volunteering enhances the service and that older people are better connected in their communities<br>• improve information delivery through the housebound and library link service<br>• implementation of "Read Aloud" programme<br>• digital inclusion through the new learner led "Learn IT Lab" sessions in Muirhouse<br>• promotion of services and activities for older people through 'Get up and Go' initiative – including transport to libraries<br>• introduction of support technology to local libraries to improve access for people with visual impairment<br>• maintain and develop the Librairies4U programme and Library2go 24/7 service to encourage teenage and equality group access and participation<br>• continue to maintain and develop library book stock in key community languages to encourage wider access<br>• development of Edinburgh outdoor Website and App to ensure suitable for people with visible impairment and includes relevant information about accessibility, disabled parking, seating and toilets<br>• delivery of programmes of sports activities for children and young people with disabilities and LAAC C&YP, e.g. nursery and disability swim programme, specialist training for swim teachers; HHEAPS learning disability tennis lessons; High Flyers; Active Lives<br>• action to ensure - male carers are aware of and integrated into the carer support networks (talk to H&SC contact re action in carer strategy) |

| ER18 | • Gypsy Traveller Strategic Development Group established to ensure implementation of recommendations of the Scottish Parliaments enquiry into Scottish Gypsy Travellers focusing on children's services, health services, accommodation and web based information site<br>• Identification of the needs of those residing in and supportive management of unauthorised encampments<br>• provide support in schools to Gypsy Traveller and Roma children through the Family Solutions service in liaison with the Hospital and Outreach Teaching service to provide<br>• site inspections, site improvements, amenity block upgrades, children and adult learning development and delivery, community engagement and consultation event facilitation<br>• rolling programme of Gypsy Traveller awareness sessions in offices and depots<br>• Roma Strategic Development Group focusing on services for Roma children, health provision and impact of increased migration when A2 countries (Romania and Bulgaria) restrictions are lifted (2014) |
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## Council Strategic Outcome: Edinburgh is an excellent place in which to live, study, work, visit and invest

**What the evidence tells us**

For some groups in the community harassment is a common place experience. We know that, in the City, between January and September 2012 an average of 124 hate crimes were recorded per month, an increase on the previous monthly average of 99, possibly influenced by local media coverage of a serious hate crime incident. The majority of victims were targeted due to their race followed by sexual orientation and religion or belief. We know that many incidents go unrecorded. Feedback from people with learning and physical disabilities shows that some people are regularly suffering from verbal abuse and harassment, often near their homes, and are anxious and afraid. One of the main challenges is to increase confidence in reporting hate crime but this will only improve if we can demonstrate an effective response to this type of crime and move to a culture where hate crime behaviour is positively challenged.

Domestic abuse is widespread and happens on a daily basis. Lothian and Borders Police report approximately 5500 incidents per year in Edinburgh, which equates to 3.7% of all local crime. Given known under-reporting, incidence is likely to be much higher. We know that levels of domestic abuse amongst young people aged 16-18 is rising. Every year in Edinburgh, the police report 3000 children to Social Care Direct on the grounds of domestic abuse, and it is estimated that there are 100,000 children in Scotland living with domestic abuse. There is no definitive data to show the extent of female genital mutilation (FGM) in Edinburgh, however, there is growth in the communities that practice this. It is, therefore, likely that there will be a high percentage of women from these communities who have suffered FGM and there may be children at risk of suffering it. Local organisations report a growing number of cases and a waiting list for counselling and support.

Feedback from surveys tells us that one of the key priorities for people is access to good quality, affordable homes in a safe neighbourhood. The ageing population presents challenges for the provision of suitable housing and Scottish Government figures show that 52,000 households in Edinburgh report at least one member of the household with a long term illness or disability. Those between 16 and 24 years old account for 32% of homeless presentations and the number of housing

advice and assessment contacts is increasing.  Whilst the number of applicants for social housing with a learning disability reduced from 8% in 2004 to 4% in 2010 there remains a need to provide suitable accommodation which helps people to live independently. Over 22% of households are living in fuel poverty.  Most affordable new build homes are built to a more general accessible standard but new build accounts for less than 1% of total stock each year.

Community transport services have a significant positive impact on the lives of some of the city's most vulnerable and least physically able people.  They help to ensure independence and improved quality of life by allowing greater participation in the wider community and access to services.  Data tells us that the services fund around 223,000 trips a year which would otherwise not have been possible on conventional public transport.

| Ref | What we are trying to achieve (equality outcome) | How will we know (measures) | Lead | Protected Character | Rights | General Duty |
|---|---|---|---|---|---|---|
| ER19 | Individuals and communities in the City who are vulnerable to, or victims of, hate crime feel safe and secure. | <ul><li>annual hate crime reporting rates/1000 population</li><li>% total reported hate crimes/incidents per annum /reporting sites</li><li>analysis from review of city wide services external to CEC</li><li>% hate crime offenders who do not re-offend with regard to hate crime offences</li></ul> | SFC/Police | All | 1, 2, 3, 9, 10 | eliminating fostering |
| | | <ul><li>successful delivery of packages to address hate crime behaviour within youth justice and adult criminal justice services</li><li>% positive outcomes for perpetrators from restorative justice</li><li>% positive outcomes for perpetrators from SCRA interventions</li><li>numbers of staff receiving  training sessions on positively challenging hate crime</li><li>% responses to biennial survey of vulnerability to hate crime showing experience or fear of hate crime</li><li>perceptions of safety in home – disaggregated resident survey data</li><li>perceptions of safety in neighbourhood at night – disaggregated resident survey data</li><li>% positive responses that community is safe place to live - Annual People Survey</li><li>% positive responses that people from diverse backgrounds get on well together – Annual people Survey</li><li>changes in attitudes to discrimination and positive action –</li></ul> | SfC/Police | All | 1, 2, 3, 9, 10 | eliminating fostering |

| | | | | | | |
|---|---|---|---|---|---|---|
| | | Scottish social Attitudes survey | | | | |
| | | • % street light repairs completed within 7 days % replaced with more effective and energy efficient white light | | | | |
| ER20 | Children and adults vulnerable to, and survivors of, domestic abuse feel safe, have access to appropriate support and advice networks and feel confident in reporting issues of domestic abuse and forced marriage | • numbers reporting incidents of domestic abuse<br>• number of reported incidents of forced marriage<br>• number of incidences of domestic abuse where children are involved.<br>• outcomes from the establishment of the multi-agency care pathway for children and young people affected by domestic abuse<br>• achievement of co-ordinated and safe community responses from service providers for children and young people affected by domestic abuse<br>• feedback from the implementation of a joint inter-agency protocol on female genital mutilation and numbers accessing support and counselling services<br>• analysis of feedback from victims of domestic abuse | SfC with H&SC/ C&F | S, R, A, RB | 1, 2, 3 | eliminating |
| ER21 | People can live in a home they can afford that meets their needs | • % of advice cases that do not go on to present as homeless<br>• average amount of time spent in temporary accommodation<br>• % of homeless people provided with permanent accommodation<br>• number of accessible home completions<br>• numbers on waiting list for accessible homes<br>• increase % of all homeless assessment cases<br>• % of households in Edinburgh who are fuel poor<br>• % houses/ flats within walking distance of good play/green space<br>• success measures from the implementation of a range of actions to ensure that looked after children and young people are supported into good quality, safe and affordable accommodation | SfC | All | 2, 6, 8 | advancing |
| ER22 | There are accessible and inclusive transport systems ensuring people feel safe using the City's public transport, road, footway and cycle networks | • community transport usage patterns and volume of unmet need<br>• customer satisfaction levels with community transport service<br>• no of road incidents resulting in fatality or serious injury (and number of children involved)<br>• % accidents at sites following introduction of AIP (Road Safety Assessments)<br>• % satisfaction with access by public transport<br>• % feeling safe when travelling by bus/train in evenings | SfC | A, D, S | 6, 7, 8, 10 | |

| | |
|---|---|
| | • % buses with low floor and % bus stops with low-floor Clearway markings |
| | • % Handicabs dial a bus/ ride refusals |
| | • number of  20mph zones outside secondary and primary schools |
| | • number of 'keep clear' markings at schools made enforceable |
| | • % street light repairs completed within 7 days and % street lights replaced with more effective and energy efficient white light |

| Ref | Mainstreaming Action |
|---|---|
| ER19 | • 6 monthly hate crime analytical report for HCSDG and regular monitoring reports for Local Police Committee |
| | • audit of third sector work on tackling hate crime |
| | • Police led training initiative for staff, teachers and children  targeting Primary Schools |
| | • delivery of a programme of training sessions for staff on positively challenging hate crime; and specific initiatives designed to improve awareness and understanding of hate crime in communities |
| | • safer Neighbourhood Teams to collect information about hate crime issues from KINS |
| | • evaluation hate crime information from NHS Injury Surveillance Unit |
| | • encourage improvements in quality of data collected from children and young people about hate crime and bullying |
| | • analyse and make use of findings from partner organisation, EHRC and Scottish Government research on hate crime |
| | •  review HCSDG terms of reference, membership and structure – CEC to maintain administrative support; CEC & LBP to provide policy support; |
| | •  Neighbourhood Managers and members to play key role in progressing HCDSG actions |
| | •  LBP to establish new Hate Crime Operational Group to improve police monitoring, practice and evaluation |
| | •  delivery of discussion and training days for HCSDG and other strategic and operational partners |
| | •  hate crime included and discussed as a regular item on Councils Corporate Equality and Rights Management Team |
| | •  EVOC review of third sector services related to hate crime and Lothian & Borders Police review of remote reporting sites |
| | •  partnership with Nil by Mouth to tackle sectarianism through joint delivery of awareness raising sessions across council offices and depots and joint hosting of a national event |
| | •  research into the experiences of the Polish and Italian communities in the city - positive contribution to Scottish life, experience of prejudice and how the communities are perceived |
| | •  bi annual survey of experiences and perceptions of community of their safety and vulnerability to hate crime (completed by Edinburgh & Lothian's Regional Equality Council |
| | •  safeguarding alerts - robust systems in place so residents in institutions can be confident when reporting harassment that they will be treated sensitively |
| | •  evaluation pupils' satisfaction about how well their school deals with bullying and prejudice |
| | •  removal offensive graffiti/fly posting |
| | •   street lighting and programme of replacement of City street lights with brighter and clearer, more energy efficient, white lights |

| | |
|---|---|
| ER20 | • development of a multi-agency care pathway for children and young people affected by domestic abuse leading to a coordinated and safe community response from service providers<br>• agree a revised 5 year Action Plan 2013-1018 following the review of the Violence Against Women Strategy and improve data and evidence base<br>• develop an FGM inter-agency protocol for Edinburgh, led by Violence Against Women Partnership and ongoing work explore complexities of FGM and identify key issues to be addressed<br>• lead officer for domestic abuse to map all work and positive initiatives in relation to domestic violence that exist, help to identify gaps in provision and policies, and begin a process of better integration and service design<br>• organise multi-agency risk assessment conferences for victims of domestic abuse who are at high risk of further harm or abuse.  Six month pilot will begin early 2013 in the South and East of Edinburgh leading to the roll out of the service across the City. This involves close working with Women's Aid.<br>• delivery of a programme of awareness raising initiatives covering domestic abuse, childhood sexual abuse and forced marriage<br>•  A rolling programme of road shows in offices and depots for Council staff on the Council's domestic abuse policy |
| ER21 | • City Housing Strategy 2012-2017 -  implementation through delivery plan in partnership with other service areas and key partners<br>• Homelessness Prevention Commissioning Plan 2011-2016 – implementation of the detailed actions linked to prevention of homelessness, minimisation of time spent in temporary accommodation, minimise the time spent in crisis and help people to develop the skills they need to become independent and avoid recurrence of homelessness<br>• provision of homes built to "Housing for Varying Needs" standards of accessibility; homes for older people; adaptations provision considers the long term needs of the tenant<br>• Telecare packages – annual installation of systems to meet demand<br>• improve information and advice on housing options to help prevent homelessness<br>• Visiting Housing Support – the continued provision of this service to ensure support is provided at the right time and to people with multiple needs through to help prevent homelessness and improve mental health  - delivered through the Cyrenians and local neighbourhood offices<br>• Establish an advisory group with partners and older people to consider older people's housing issues and ensure appropriate choices can be made<br>• To support the Edinburgh Learning Disabilities Plan further consideration of funding options for build costs to increase support for people with learning disabilities together with further research on need for supported accommodation and the use of technology when planning supported housing |
| ER22 | • create 'walkable' and 'cyclable' neighbourhoods through construction of a minimum of 4 20mph zones; design and implement an area wide 20mph zone in South Edinburgh; promotional campaign to improve compliance and Speed limit review to be undertaken for A and B roads<br>• complete the introduction of 20mph speed limits outside all primary and secondary schools<br>• introduce low-floor access Clearway markings at all public transport interchanges in the city<br>• new buses to have 'low floor' capability<br>• improved partnership working with voluntary sector and other partners to improve demand responsive transport<br>• improve quality and availability of public transport information for older people and those with a visual impairment |

# Council Strategic Outcome: Edinburgh's Economy Delivers increased investment, jobs and opportunities for all

**What the evidence tells us**

Despite being relatively resilient and successful Edinburgh's economy faces some serious challenges.  Unemployment is rising with the demand for jobs projected to grow at up to twice the rate of supply.  This will have a significant impact on those people who are within the priority groups.  Unemployment and in work poverty play a major role in creating inequality.  Council services must ensure that all citizens have the opportunity to share in the City's success and help to remove barriers to employment for the priority groups. During 2011 the Employability and Skills team supported 1526 people burdened with a range of barriers to employment and we know that those with a disability, those from BME groups, young people leaving care experience significantly lower sustained positive outcomes.

| Ref | What we are trying to achieve (equality outcome) | How will we know (measures) | Lead | Protected Character | Rights | General Duty |
|---|---|---|---|---|---|---|
| ER23 | Across the protected characteristics people are able to access job opportunities in Edinburgh | <ul><li>number of employability service clients supported into work/ learning</li><li>% sustained positive destinations for the above group</li><li>number of  work aged disabled people receiving benefit</li><li>number of young people who are hopeful of going to a positive destination by race, gender and additional support needs</li><li>claimants under 25 in receipt of out of work benefits/ % of all residents aged 16-24</li></ul> | Econ Dev | All<br><br><br><br>R,G,D | 7, 10 | advancing |

| Ref | Mainstreaming Action |
|---|---|
| ER23 | <ul><li>targeting investment to ensure young people make the transition into sustained work, education , volunteering or self-employment</li><li>support to newly unemployed or those in danger of becoming unemployed to re-enter the workforce</li><li>support to disabled people (complementing the national "Work Choices" Programme) providing job-focused childcare support, establishing employability hubs to support regeneration, and undertaking preventative action</li><li>helping  those in low paid work to progress to reduce in-work poverty</li><li> reduce barriers to employment through "Get On" Gateway bringing together various methods through which people access employment services such as integrated services centres; ongoing support beyond the point of employment; working with employers to identify jobs; "community benefits"  in procurement</li></ul> |

# City of Edinburgh Council

# Equality and Rights in Employment

# 2011/12 Progress Report

# 1. Workforce Diversity

| Year | Female - top 2 % earners | Male - top 2% earners | Female - top 5% earners | Male - top 5% earners | % All BME | % All Disabled | % LGBT | Religion* | No Religion* |
|---|---|---|---|---|---|---|---|---|---|
| 03/04 | 20 | 80 | 17.5 | 82.5 | 1.6 | 1.5 | - | - | - |
| 04/05 | 19.4 | 80.6 | 19.6 | 80.4 | 1.9 | 1.8 | - | - | - |
| 05/06 | 28.2 | 71.8 | 31.7 | 68.3 | 2.2 | 1.9 | - | - | - |
| 06/07 | 42.1 | 57.9 | 31.6 | 68.4 | 2.3 | 1.9 | - | - | - |
| 07/08 | 42.4 | 57.6 | 31.9 | 68.1 | 2.4 | 1.9 | - | - | - |
| 08/09 | 40.6 | 59.4 | 33.5 | 66.5 | 2.2 | 1.8 | - | - | - |
| 09/10 | 38.9 | 61.1 | 37.9 | 62.1 | 2.2 | 1.6 | - | - | - |
| 10/11 | 54.4 | 45.6 | 56.2 | 43.8 | 2.3 | 1.6 | - | - | - |
| 11/12 | **56.7** | **43.5** | **61.9** | **38.2** | **2.7** | **1.5** | **0.01%** | **0.67%** | **0.04%** |
| Target 11/12 | **50** | **50** | **50** | **50** | **4.2** | **6.0** | **-** | **-** | **-** |
| Not Stated 11/12 | - | - | - | - | **13.1** | **15.15** | | | |

* Note: New entrant data only (since 2009 from My Job Scotland).
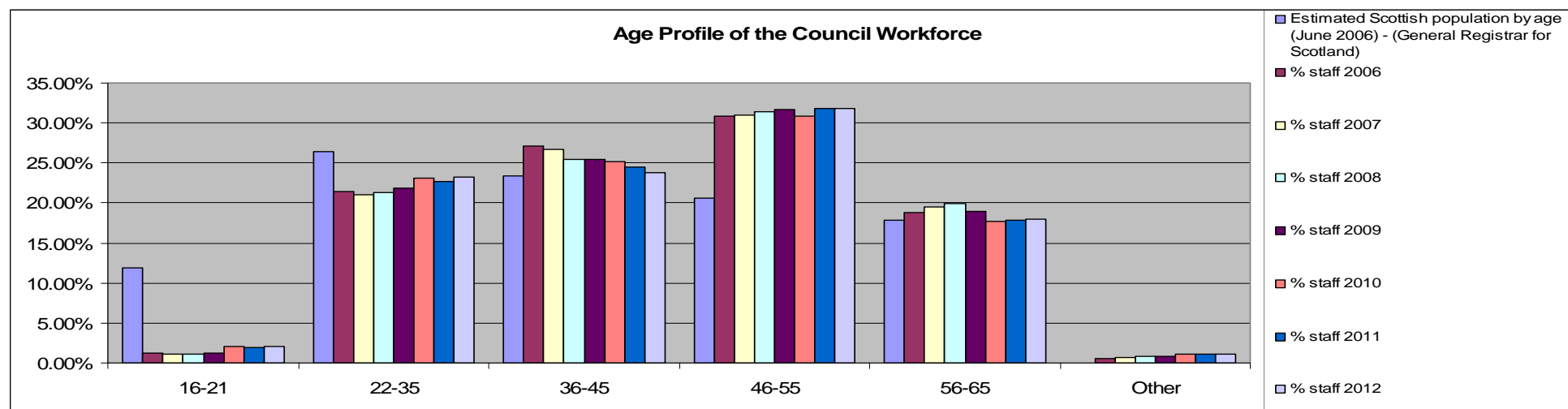
# 2. Recruitment and Selection

| Female | 1/7/05 - 31/12/05 | 1/1/06 - 30/6/06 | 1/7/06- 31/12/06 | 1/1/07 - 30/6/07 | 1/7/07 - 31/12/07 | 1/1/08 - 30/6/08 | 1/7/08 - 31/12/08 | 1/1/09 - 30/6/09 | 1/7/09 - 31/12/09 | 1/1/10 - 30/6/10 | 1/7/10 - 31/12/10 | 1/1/11 - 30/6/11 | 1/7/11 - 31/12/11 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Apps Returned | 60.45% | 58.34% | 65.34% | 55.95% | 62.90% | 68.96% | 57.94% | 63.15% | 58.12% | 56.87% | 62.10% | 72.08% | 60.39% |
| Shortlisted | 60.40% | 60.86% | 65.18% | 60.57% | 63.90% | 62.99% | 52.51% | 61.30% | 61.06% | 56.87% | 59.17% | 65.65% | 66.57% |
| Appointed | 60.40% | 61.93% | 64% | 58.22% | 50.14% | 55.56% | 60.15% | 65.85% | 66.29% | 58.72% | 60.43% | 73.54% | 67.65% |

| BME | 1/7/05 - 31/12/05 | 1/1/06 - 30/6/06 | 1/7/06- 31/12/06 | 1/1/07 - 30/6/07 | 1/7/07 - 31/12/07 | 1/1/08 - 30/6/08 | 1/7/08 - 31/12/08 | 1/1/09 - 30/6/09 | 1/7/09 - 31/12/09 | 1/1/10 - 30/6/10 | 1/7/10 - 31/12/10 | 1/1/11 - 30/6/11 | 1/7/11 - 31/12/11 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Apps Rtrnd | 6.16% | 7.94% | 11.43% | 7.49% | 9.67% | 17.81% | 17.14% | 8.74% | 7.69% | 5.86% | 6.42% | 5.88% | 8.68% |
| Shortlisted | 4.97% | 5.35% | 8.70% | 5.72% | 8.47% | 12.99% | 12.18% | 7.76% | 5.92% | 5.09% | 4.91% | 8.13% | 6.47% |
| Appointed | 3.69% | 5.36% | 7.78% | 4.72% | 8.88% | 12.12% | 9.23% | 2.82% | 1.52% | 4.24% | 3.14% | 4.81% | 4.86% |

| Disabled | 1/7/05 - 31/12/05 | 1/1/06 - 30/6/06 | 1/7/06- 31/12/06 | 1/1/07 - 30/6/07 | 1/7/07 - 31/12/07 | 1/1/08 - 30/6/08 | 1/7/08 - 31/12/08 | 1/1/09 - 30/6/09 | 1/7/09 - 31/12/09 | 1/1/10 - 30/6/10 | 1/7/10 - 31/12/10 | 1/1/11 - 30/6/11 | 1/7/11 - 31/12/11 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Apps Rtrnd | 2.46% | 3.14% | 4.34% | 2.94% | 3.48% | 2.82% | 3.85% | 2.70% | 2.84% | 2.19% | 2.35% | 2.17% | 3.76% |
| Shortlisted | 3.11% | 4.12% | 5.80% | 4.43% | 4.82% | 3.55% | 5.55% | 4.55% | 5.16% | 3.88% | 4.17% | 3.29% | 4.79% |
| Appointed | 2.38% | 2.21% | 3.25% | 2.80% | 3.72% | 1.01% | 1.11% | 0.77% | 0.88% | 2.75% | 2.43% | 1.52% | 2.54% |

| *LGB | *1/1/11 - 30/6/11 | *1/7/11 - 31/12/11 | Age | | 30 & under | 31-50 | 51 & over |
|---|---|---|---|---|---|---|---|
| Apps Returned | 2.03% | 3.05% | 1/1/11 - 30/6/11 | Apps Returned | 58.72% | 34.54% | 4.59% |
| Shortlisted | 1.89% | 3.38% | | Shortlisted | 45.28% | 42.48% | 9.48% |
| Appointed | 2.28% | 2.33% | | Appointed | 50.63% | 39.87% | 6.96% |
| | | | 1/7/11 - 31/12/11 | Apps Returned | 53.82% | 36.76% | 8.18% |
| | | | | Shortlisted | 42.72% | 42.86% | 13.09% |
| * Note: New entrant data only (since 2009 from My Job Scotland). | | | | Appointed | 50.32% | 39.32% | 7.61% |

| *Religion / Belief | | * Religion /Belief | * No Religion Belief |
|---|---|---|---|
| 1/1/11 - 30/6/11 | Apps Returned | 44.54% | 36.45% |
| | Shortlisted | 44.80% | 34.16% |
| | Appointed | 38.86% | 40.63% |
| 1/7/11 - 31/12/11 | Apps Returned | 41.14% | 42.21% |
| | Shortlisted | 48.28% | 38.07% |
| | Appointed | 40.80% | 41.44% |
| * Note: New entrant data only (since 2009 from My Job Scotland). | | | |

## 3. Age Profile of the Council Workforce

# 4. Discipline



Disciplines - Male



Disciplines - Female



Disciplines - BME



Disciplines - Disabled
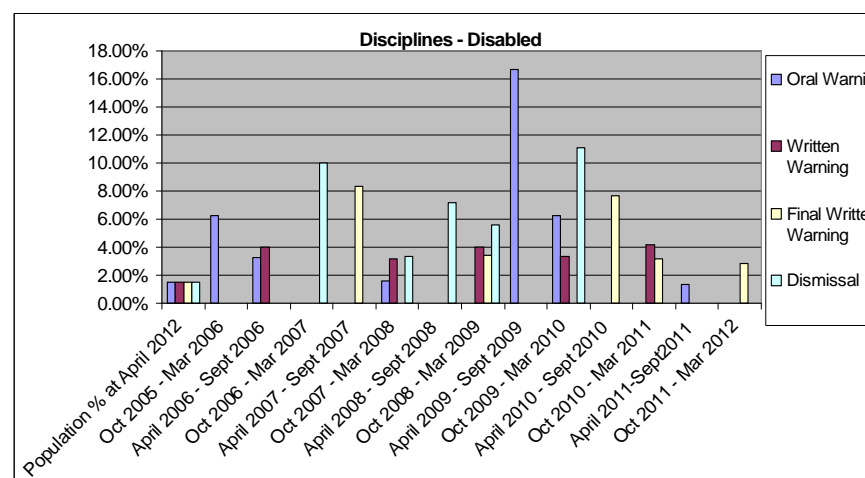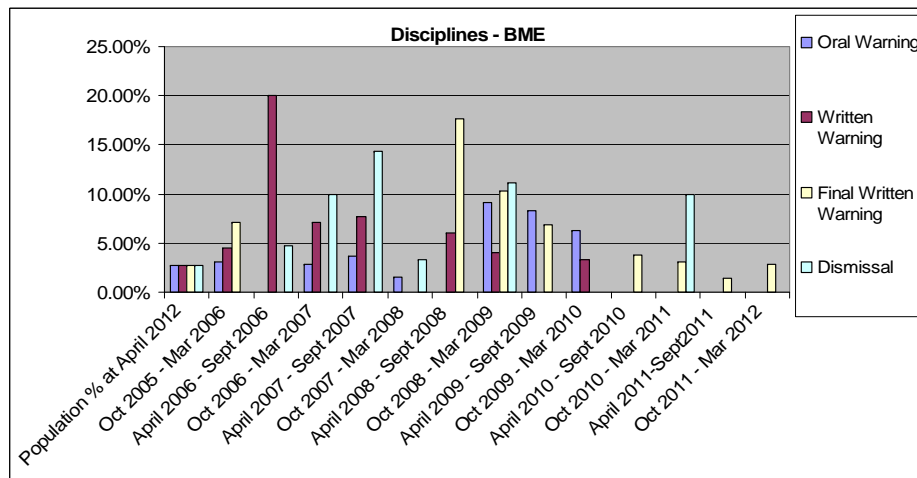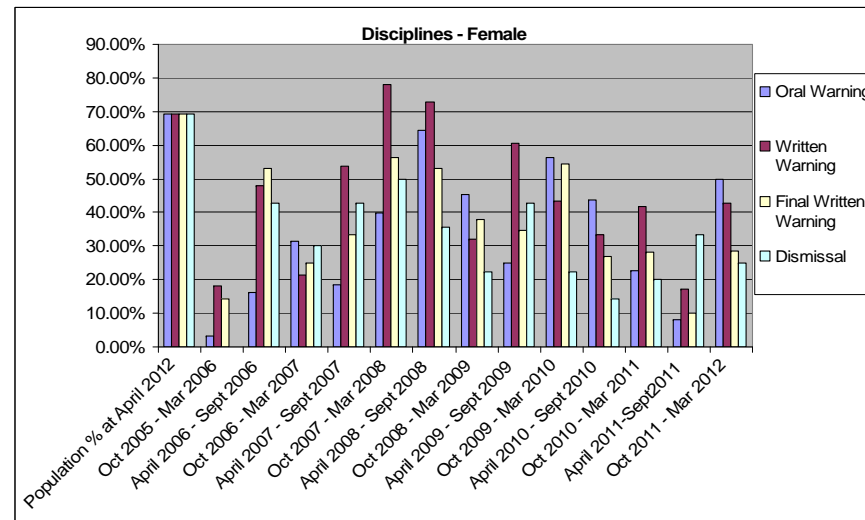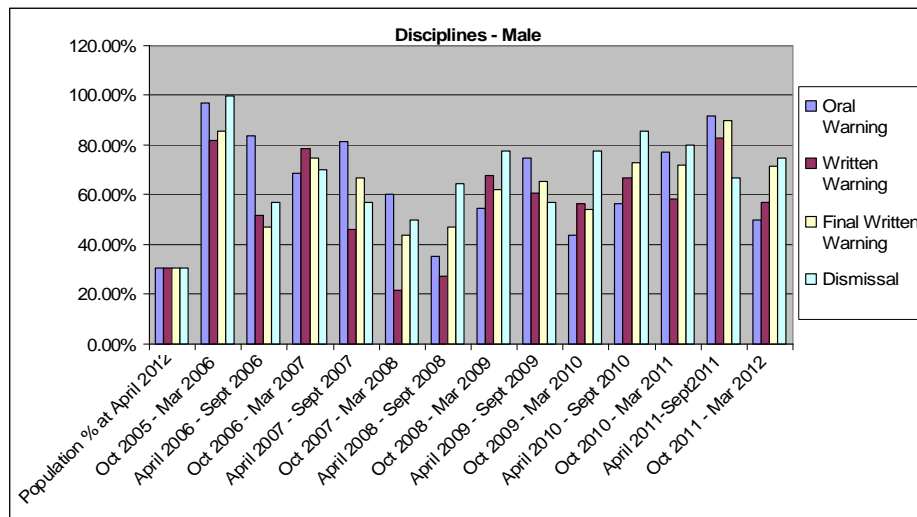
## 5. Grievance
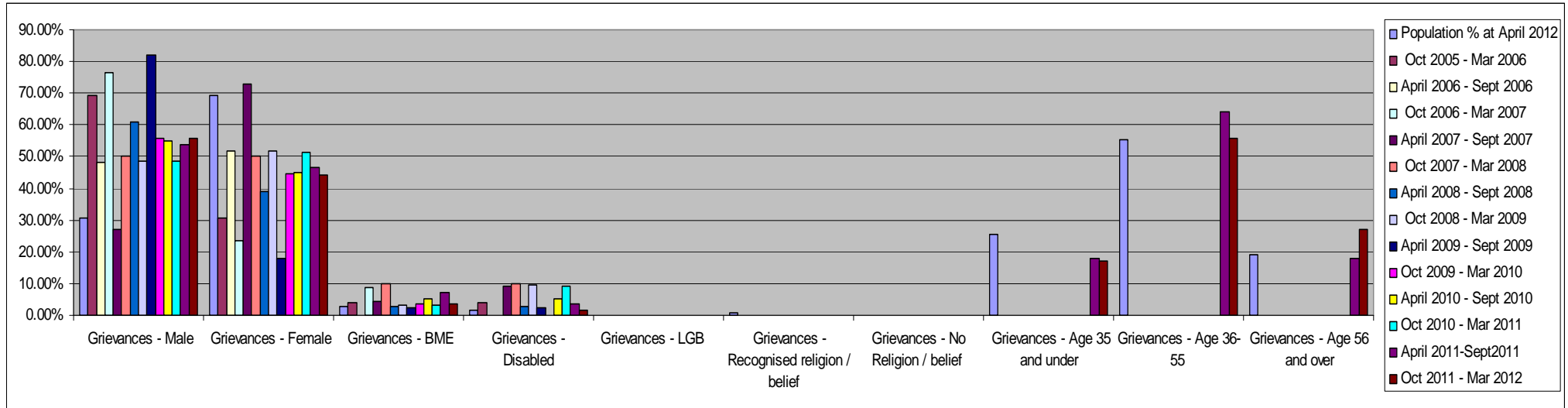


## 6. Training - * Note: New entrant data only (since 2009 from My Job Scotland) applies to LGB, religion / belief, non religion / belief
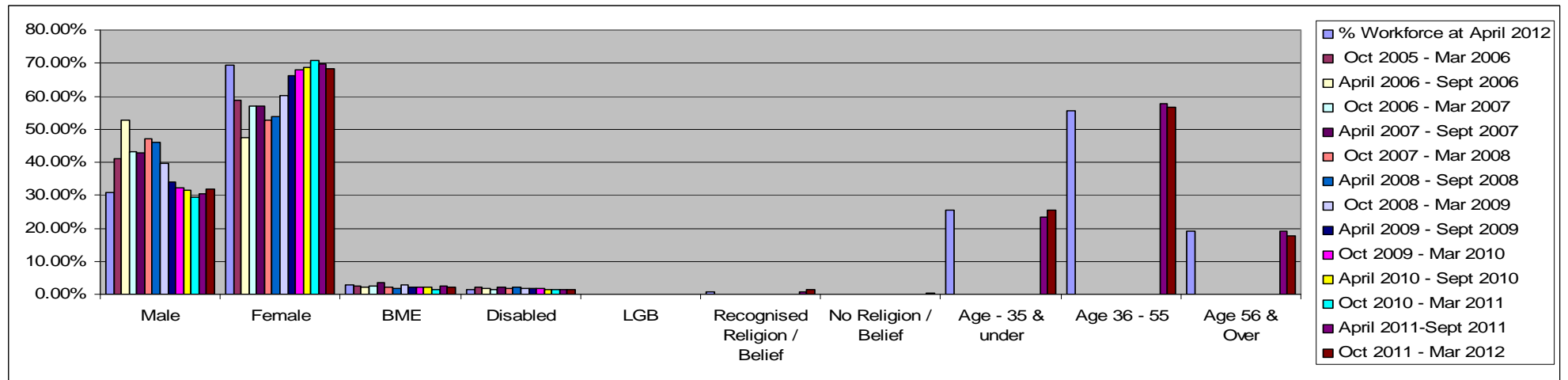
## 7. Equal Pay Data - Pay Gap Analysis - Base Pay (January 2013 data)

*female pay as percentage of male pay

| Grade | % Female Density | Female Average Basic Pay | Male Average Basic Pay | Pay Gap Female vs Male* | %Pay Gap |
|---|---|---|---|---|---|
| GR1 | 78.49% | 14,098 | 14,098 | 100.00% | 0.00% |
| GR2 | 59.71% | 14,113 | 14,104 | 100.06% | 0.06% |
| GR3 | 75.19% | 15,437 | 15,365 | 100.46% | 0.46% |
| GR4 | 68.94% | 17,869 | 17,385 | 102.78% | 2.78% |
| GR5 | 64.52% | 21,693 | 21,172 | 102.46% | 2.46% |
| GR6 | 61.92% | 25,469 | 25,514 | 99.83% | -0.17% |
| GR7 | 64.93% | 30,656 | 30,901 | 99.21% | -0.79% |
| GR8 | 57.93% | 36,426 | 37,032 | 98.36% | -1.64% |
| GR9 | 48.38% | 43,462 | 43,501 | 99.91% | -0.09% |
| GR10 | 44.59% | 52,330 | 52,283 | 100.09% | 0.09% |
| GR11 | 26.67% | 59,620 | 61,044 | 97.67% | -2.33% |
| GR12 | 50.00% | 70,826 | 70,923 | 99.86% | -0.14% |

# 8. Occupational Segregation

## Sex
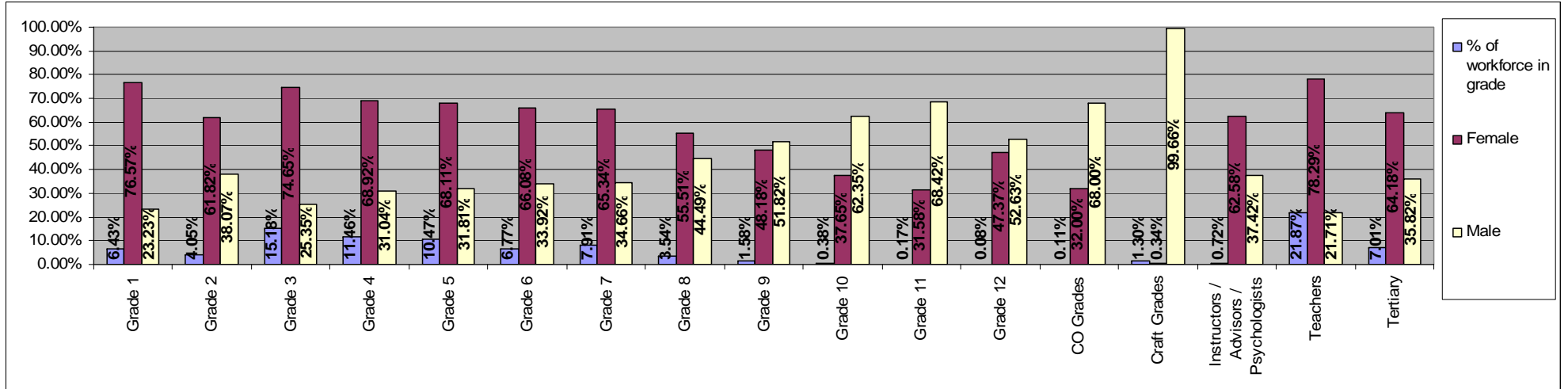


## Disabled / BME
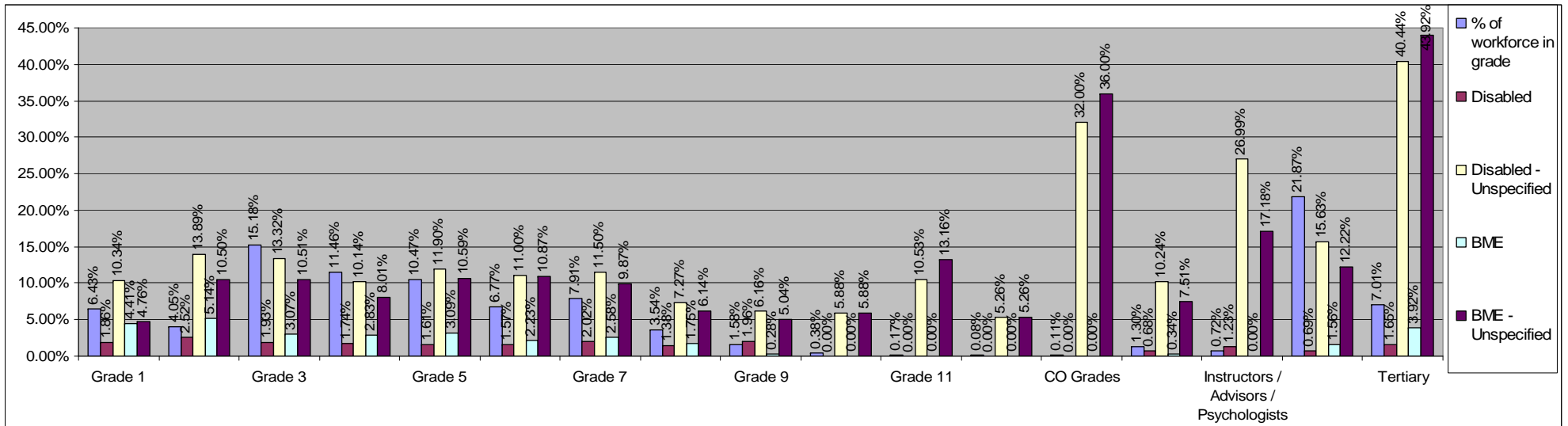
## 9. Equal Pay Statement

The City of Edinburgh Council is committed to the principle that all employees should receive equal pay for doing equal work, or work of equal value, regardless of age, sex, race, disability status, gender identity, marital status, sexual orientation, religion or belief, working pattern, employment status, caring responsibilities or trade union membership.

It has begun to address the elimination of any gender bias in pay systems by concluding the project on modernising pay arrangements.

Bringing Craft employees who are not currently included in these arrangements is being actively pursued.

Other employee groups within the Council are Chief Officials and Teachers (and associated professionals e.g. Educational Psychologists and Music Instructors) who are covered by national agreements which contain job evaluation schemes and other pay arrangements which have been checked at a national level.

The City of Edinburgh Council is also an equal opportunities employer and positively values the different backgrounds, perspectives and skills that a diverse workforce brings to the Council. Our objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay
- Take appropriate remedial action if necessary.
- Undertake regular equal pay reviews in line with appropriate guidance
- Undertake consultation with recognised trade unions on the outcome of any reviews
- Provide training and guidance for those involved in determining pay
- Inform employees of how these practices work and how their own pay is determined
- Respond to grievances on equal pay appropriately
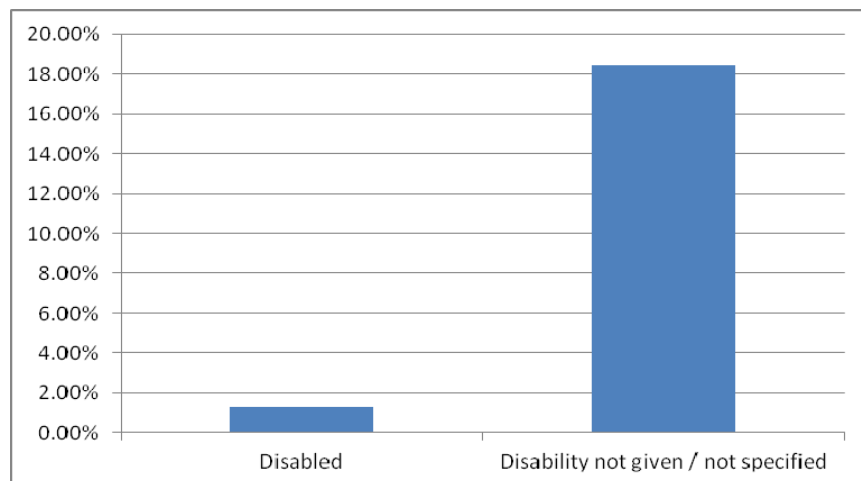- Monitor pay statistics annually.

## 10.    Children and Families Service Area* - Employee Information (Data as at 31 March 2012)
**\*C&F Service Area includes all staff within service area (e.g. admin, social care, tertiary), as well as teaching and education Further work will be done to identify staff and services within scope.**
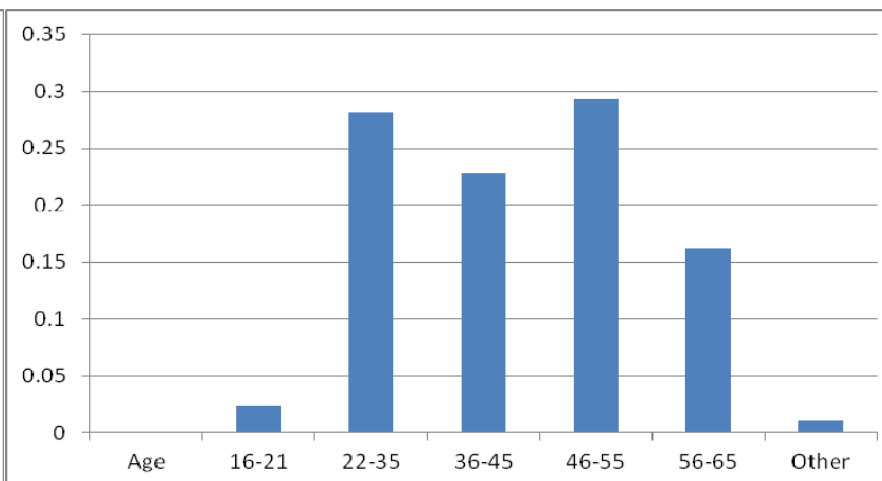
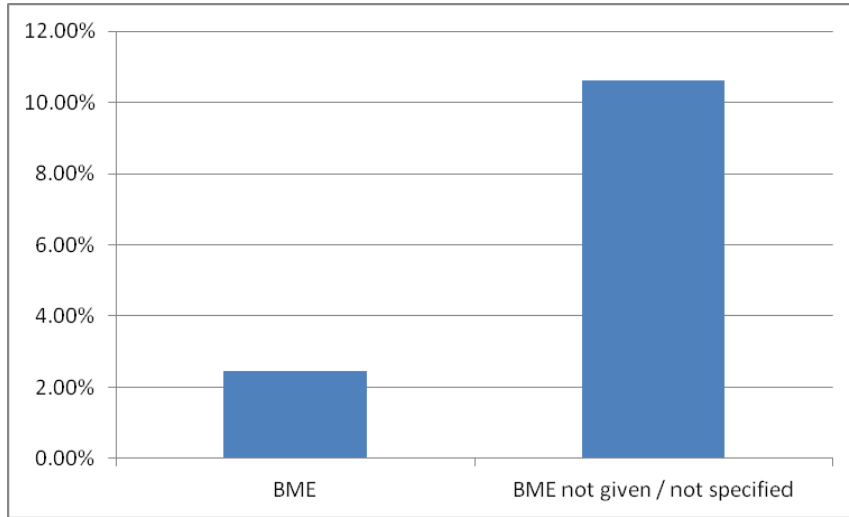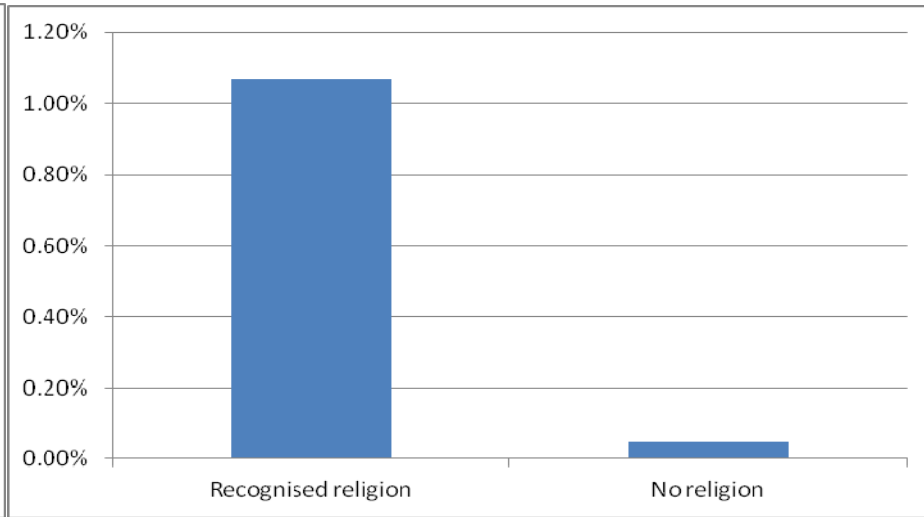### Gender
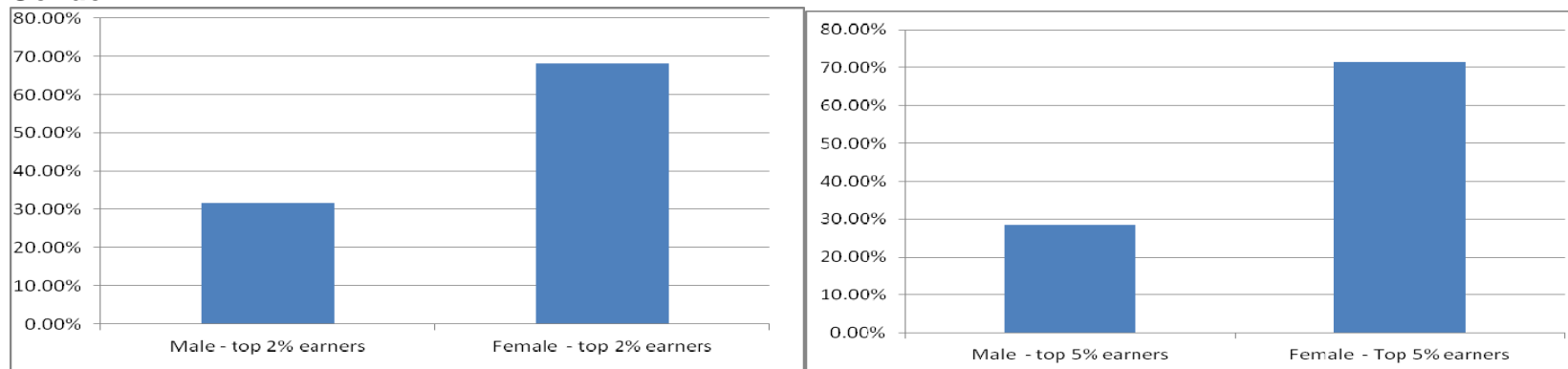




### Disability



### Age

**BME**



**Religion**



**LGBT**



44