

**Education Authority Equality Mainstreaming Report 2021 and  
Progress on Education Equality Outcomes 2017/21**

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## 1.0 Introduction

### 1.1 Strategic fit

Inverclyde Council believes in, and is committed to, the principle of equality of opportunity. The Council recognises its responsibilities as a community leader, service provider and employer to encourage the fair treatment of all individuals and to tackle social exclusion and inequality. It also recognises the benefits this brings to the community, the Council and its employees.

The vision for the Inverclyde area is *Getting it right for every child, citizen and community*. This means that the Council and its Partners will work in partnership to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are resilient, respected and responsible and able to make a positive contribution to the area.

Community planning brings all the public sector Partners in an area together to plan and co-ordinate action and resources to improve outcomes for local people. The Inverclyde Alliance is the Community Planning Partnership for the local area. The Local Outcomes Improvement Plan 2017/22 (LOIP) sets out the Outcomes that Community Planning Partners will seek to improve. The LOIP does not cover everything that is being delivered in Inverclyde but focuses on three key Priorities:

1. **Population:** Inverclyde's population will be stable and sustainable with an appropriate balance of socio-economic groups that is conducive to local economic prosperity and longer term population growth
2. **Inequalities:** There will be low levels of poverty and deprivation and the gap between the richest and the poorest members of our communities will be reduced
3. **Environment, culture and heritage:** Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit.

There are also a number of Well-being Indicators that the Inverclyde Alliance has adopted:

1. **Safe:** Protected from abuse, neglect or harm and supported when at risk. Enabled to understand and take responsibility for actions and choices. Having access to a safe environment to live and learn in.
2. **Healthy:** Achieve high standards of physical and mental health and equality of access to suitable health care and protection, while being supported and encouraged to make healthy and safe choices.
3. **Achieving:** Being supported and guided in lifelong learning. Having opportunities for the development of skills and knowledge to gain the highest standards of achievement in educational establishments, work, leisure or the community.
4. **Active:** Having opportunities to take part in activities and experiences in educational establishments and the community, which contribute to a healthy life, growth and development.
5. **Respected and Responsible:** Respected and shared responsibilities. Citizens involved in decision-making and play an active role in improving the community.
6. **Included:** Overcoming social, educational, health and economic inequalities and being valued as part of the community.

The delivery of Outcomes across the Council should also take into consideration how they impact on the delivery of the Well-being Indicators.

Our *Nurturing Inverclyde* approach aims to get it right for every child, citizen and community; this includes how we ensure that people with Protected Characteristics are safe, healthy, achieving, nurtured, active, respected, responsible and included. There are particular issues for people with Protected Characteristics within these Well-being Outcomes. For example, keeping people safe from hate crime and making sure that no-one is excluded from being a valued part of the local community.

## 1.2 Governance

The Corporate Equalities Group (CEG) is chaired by the Corporate Director - Education, Communities and Organisational Development Directorate and its terms of reference are to reinforce and progress the Council's commitment to equalities and, in doing so, comply with associated legislative requirements.

The role of the CEG is to:

- drive the Council's commitment to equalities consistently across all Council Services to ensure better equality outcomes;
- ensure the Council is meeting its legislative duties, as outlined in The Equality Act 2010; and
- establish a robust performance and planning framework for equalities.

The focus of the CEG meetings is primarily on understanding and ensuring compliance with the legislative duties arising from The Equality Act 2010. The Group also monitors progress against the published Equality Outcomes, facilitates support for staff directly involved in delivering those Outcomes, and offers the relevant Council Services an opportunity to showcase work or projects that relate directly to one or more of the Protected Characteristics.

## 2.0 Employee Profile

### 2.1 Employee Profile – Head count information

For the purposes of this Report, the head count represents each unique individual who works for Education Services at Inverclyde Council. Some employees have more than one job at the Council, therefore, the head count figures used here, and for the breakdown of the Protected Characteristics information, will be less than other figures which express the number of jobs at the Council.

### 2.2 Employee Profile – Gender

Employee Profile – Gender				
	2018/19		2019/20	
	No.	%	No.	%
Male	323	14.91	209	20.84
Female	1,841	85.00	794	79.16
Prefer not to say	≤5	-	0	0.00

### 2.3 Employee Profile – Age

Employee Profile – Age				
	2018/19		2019/20	
	No.	%	No.	%
<b>Age in years</b>				
16-19	9	0.42	0	0.00
20-29	268	12.37	165	16.45
30-39	431	19.90	289	28.81
40-49	507	23.41	283	28.22

50-59	708	32.69	231	23.03
60-65	207	9.56	33	3.29
> 65	36	1.66	≤5	-

## 2.4 Employee Profile – Disability

Employee Profile – Disability				
	2018/19		2019/20	
	No.	%	No.	%
Disability	54	2.49	18	1.79
No disability	1,616	74.61	620	61.81
Prefer not to answer	96	4.43	7	0.70
Null/Blank	400	18.47	358	35.69

## 2.5 Employee Profile – Ethnicity

Employee Profile – Ethnicity					
		2018/19		2019/20	
		No.	%	No.	%
<b>White</b>					
a.	Scottish	1,557	71.88	582	58.03
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	42	1.94	7	0.70
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	≤5	-	≤5	-
i.	Other British	≤5	-	28	2.79
j.	Other white ethnic group	29	1.34	6	0.60
<b>Mixed or Multiple Ethnic Groups</b>					
a.	Any mixed or multiple ethnic group	0	0.00	≤5	-
<b>Asian, Asian Scottish or Asian British</b>					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	≤5	-
b.	Indian, Indian Scottish or Indian British	0	0.00	0	0.00
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
<b>African</b>					
a.	African, African Scottish or African British	0	0.00	0	0.00
<b>Caribbean or Black</b>					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	0	0.00
c.	Other Caribbean or Black	0	0.00	0	0.00

Employee Profile – Ethnicity					
		2018/19		2019/20	
		No.	%	No.	%
Other Ethnic Group					
a.	Arab	≤5	-	0	0.00
b.	Other	0	0.00	≤5	-
Prefer not to answer		40	1.85	6	0.60
Null/Blank		493	22.76	368	36.69

## 2.6 Employee Profile – Sexual Orientation

Employee Profile – Sexual Orientation				
	2018/19		2019/20	
	No.	%	No.	%
Lesbian, Gay or Bisexual	19	0.88	7	0.70
Heterosexual/Straight	1,357	62.65	537	53.54
Prefer not to answer	50	2.31	13	1.30
Null/Blank	739	34.12	446	44.47
Other	≤5	-	0	0.00

## 2.7 Employee Profile – Religion or Belief

Employee Profile – Religion or Belief				
	2018/19		2019/20	
	No.	%	No.	%
Buddhist	≤5	-	≤5	-
Church of Scotland	370	17.08	109	10.87
Hindu	≤5	-	0	0.00
Humanist	≤5	-	0	0.00
Jewish	≤5	-	0	0.00
Muslim	≤5	-	≤5	-
None	245	11.31	125	12.46
Other Christian	81	3.74	28	2.79
Other Religion	6	0.28	≤5	-
Pagan	0	0.00	0	0.00
Prefer not to answer	75	3.46	18	1.79
Roman Catholic	652	30.10	267	26.62
Sikh	≤5	-	0	0.00
Null/Blank	725	33.47	449	44.77

## 2.8 Employee Profile – Marriage and Civil Partnership Status

Employee Profile – Marriage and Civil Partnership Status				
	2018/19		2019/20	
	No.	%	No.	%
Divorced/Separated	130	6.00	31	3.09

## Employee Profile – Marriage and Civil Partnership Status

	2018/19		2019/20	
	No.	%	No.	%
Living with Partner	130	6.00	57	5.68
Married/Civil Partnership	1,064	49.12	425	42.37
Single	446	20.59	227	22.63
Widowed	31	1.43	7	0.70
Prefer not to answer	120	5.54	40	3.99
Null/Blank	245	11.31	216	21.54

### 3.0 Leavers

#### 3.1 Leavers – Gender

Leavers – Gender				
	2018/19		2019/20	
	No.	%	No.	%
Male	24	18.90	19	22.62
Female	103	81.10	65	77.38

#### 3.2 Leavers – Age

Leavers – Age				
Age group in years	2018/19		2019/20	
	No.	%	No.	%
16-19	0	0.00	0	0.00
20-29	20	15.75	27	32.14
30-39	23	18.11	21	25.00
40-49	13	10.24	9	10.71
50-59	25	19.69	12	14.29
60-65	37	29.13	14	16.67
Over 65	9	7.09	≤5	-

#### 3.3 Leavers – Disability

Leavers – Disability				
	2018/19		2019/20	
	No.	%	No.	%
Disability	≤5	-	0	0.00
No disability	86	67.72	58	69.05
Prefer not to answer	≤5	-	0	0.00
Null/Blank	34	26.77	26	30.95

### 3.4 Leavers – Ethnicity

Leavers – Ethnicity					
		2018/19		2019/20	
		No.	%	No.	%
<b>White</b>					
a.	Scottish	8	6.30	54	64.29
b.	English	0	0.00	0	0.00
c.	Welsh	0	0.00	0	0.00
d.	Northern Irish	0	0.00	0	0.00
e.	British	0	0.00	0	0.00
f.	Irish	0	0.00	0	0.00
g.	Gypsy/Traveller	0	0.00	0	0.00
h.	Eastern European	0	0.00	0	0.00
i.	Other British	0	0.00	≤5	-
j.	Other white ethnic group	0	0.00	≤5	-
<b>Mixed or Multiple Ethnic Groups</b>					
a.	Any mixed or multiple ethnic group	0	0	0	0.00
<b>Asian, Asian Scottish or Asian British</b>					
a.	Pakistani, Pakistani Scottish or Pakistani British	0	0.00	0	0.00
b.	Indian, Indian Scottish or Indian British	0	0.00	0	0.00
c.	Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
d.	Chinese, Chinese Scottish or Chinese British	0	0.00	0	0.00
e.	Other Asian, Asian Scottish or Asian British	0	0.00	0	0.00
<b>African</b>					
a.	African, African Scottish or African British	0	0.00	0	0.00
<b>Caribbean or Black</b>					
a.	Caribbean, Caribbean Scottish or Caribbean British	0	0.00	0	0.00
b.	Black, Black Scottish or Black British	0	0.00	0	0.00
c.	Other Caribbean or Black	0	0.00	0	0.00
<b>Other Ethnic Group</b>					
a.	Arab	0	0.00	0	0.00
b.	Other	0	0.00	0	0.00
<b>Prefer not to answer</b>		0	00.00	0	0.00
<b>Null/Blank</b>		119	93.70	27	32.14

### 3.5 Leavers – Sexual Orientation

Leavers – Sexual Orientation				
	2018/19		2019/20	
	No.	%	No.	%
Lesbian, Gay or Bisexual	≤5	-	0	0.00
Heterosexual/Straight	73	57.48	51	60.71
Prefer not to answer	≤5	-	≤5	-
Null/Blank	50	39.37	31	36.90

### 3.6 Leavers – Religion or Belief

Leavers – Religion or Belief				
	2018/19		2019/20	
	No.	%	No.	%
Buddhist	≤5	-	0	0.00
Church of Scotland	27	21.26	14	16.67
Hindu	0	0.00	≤5	-
Humanist	0	0.00	0	0.00
Jewish	0	0.00	0	0.00
Muslim	0	0.00	0	0.00
None	14	11.02	10	11.90
Other Christian	≤5	-	≤5	-
Other Religion	0	0.00	0	0.00
Pagan	0	0.00	0	0.00
Prefer not to answer	≤5	-	≤5	-
Roman Catholic	33	25.98	23	27.38
Sikh	0	0.00	0	0.00
Null/Blank	47	37.01	32	38.10

### 3.7 Marriage and Civil Partnership Status

Leavers – Marriage and Civil Partnership Status				
	2018/19		2019/20	
	No.	%	No.	%
Divorced/Separated	9	7.09	≤5	-
Living with Partner	8	6.30	≤5	-
Married/Civil Partnership	47	37.01	25	29.76
Single	28	22.05	29	34.52
Widowed	≤5	-	0	0.00
Prefer not to answer	≤5	-	≤5	-
Null/Blank	29	22.83	22	26.19