

Inverclyde Council Equality Outcomes 2017-2021

No	Where do we want to be? (Outcome)	How will we get there? (Action)*
1.	Inverclyde Council's employees and elected members are able to respond confidently and appropriately to the needs of service users and colleagues.	<ul style="list-style-type: none"> • Regular face to face and online training sessions available for all employees and elected members • Raise awareness of cultural differences to help with community integration • Communications strategy to be implemented. • Increase Hate crime awareness for employees and Elected Members • Access to translation services is improved for service users as required • Budget savings will be subject to equality impact assessments
2.	Inverclyde's children, citizens and communities are able to access our services and buildings with ease and confidence	<ul style="list-style-type: none"> • Establish a multi-agency equality group • Continue to support refugee families and facilitate engagement with appropriate services • Implement actions from Inverclyde's self-assessment surrounding the Pregnancy & Parenthood in Young People Strategy. • Continue to develop services, guidance and support for the transgender community • Continue to improve the condition of roads, pavements in line with the new Roads Asset Management Plan. • Continue to work towards improving access to buildings and Council facilities to ensure they are as inclusive as practicable.
3.	Measures to prevent and eradicate violence against women and girls are making	Develop and deliver the Inverclyde Violence against Women Multi Agency Partnership Strategy and yearly action plan.

* This list is not exhaustive and other tasks will be carried out and reported on in the Mainstreaming Report due for publication by 30 April 2019

No	Where do we want to be? (Outcome)	How will we get there? (Action)*
	Inverclyde a place where all individuals are equally safe and respected and all women and girls can expect to live free from such abuse and the attitudes that perpetrate it	
4.	There are no barriers in recruitment, training and promotion opportunities for the Inverclyde Council workforce.	<ul style="list-style-type: none"> • All staff to be asked to update Equal Opportunities status during 2017 to allow the Council to monitor, report on and taken action to remove any barriers in recruitment, training or promotion opportunities • Any identified pay gap will be tackled through regular promotions and targeted events. • Council to sign up for Disability Confident scheme • Equalities leaflet to be produced to highlight that jobs are not gender specific
5.	All Inverclyde residents have an opportunity to share in the area's economic growth.	<ul style="list-style-type: none"> • Facilitate the Disability Confident accreditation scheme for Inverclyde employers. • Delivery of actions from Skills Development Scotland Equality and Diversity Action Plan • Ensure equalities are embedded within the Council's procurement approach and documentation

Education Authority Equality Outcomes

Ed1	All children and young people have the support that they need in relevant areas	<ul style="list-style-type: none"> • Continue training for appropriate staff on 'Getting it Right for Every Child' (GIRFEC) wellbeing assessments and the GIRFEC pathways model. • Continue to work with the national guidance from Scottish Government in order to implement the named person scheme. • Continue to provide appropriate training and support for staff who are working with pupils who have a disability.
-----	---	---

* This list is not exhaustive and other tasks will be carried out and reported on in the Mainstreaming Report due for publication by 30 April 2019

No	Where do we want to be? (Outcome)	How will we get there? (Action)*
		<ul style="list-style-type: none"> • Roll out and review the newly revised anti-bullying guidance and Positive Relationships Positive Behaviour policy for schools. • Collate and analyse anti-bullying returns for schools – identifying any trends or training needs.
Ed2	Outcomes for all pupils are improved regardless of gender, ethnicity or any barriers to learning	<ul style="list-style-type: none"> • All schools will consider Quality Indicator 3.1 Ensuring wellbeing, equality and inclusion from How Good is Our School? 4 as part of their self-evaluation process. • Provide continuing professional development for staff to ensure that differentiated approaches to learning, teaching and assessment are used within the classroom to meet the needs of all learners
Ed3	All school communities recognise and respect people of diverse age, race, faith, gender, sexual orientation, disability and ethnic culture.	<ul style="list-style-type: none"> • Continue to deliver national and local initiatives that promote diversity. • Continue to review and update the Health and Wellbeing and Personal and Social Education (PSE) curriculum delivered to pupils in schools. This includes the implementation and evaluation of the revised Sexual Health and Relationship Strategy in 2017/18

* This list is not exhaustive and other tasks will be carried out and reported on in the Mainstreaming Report due for publication by 30 April 2019