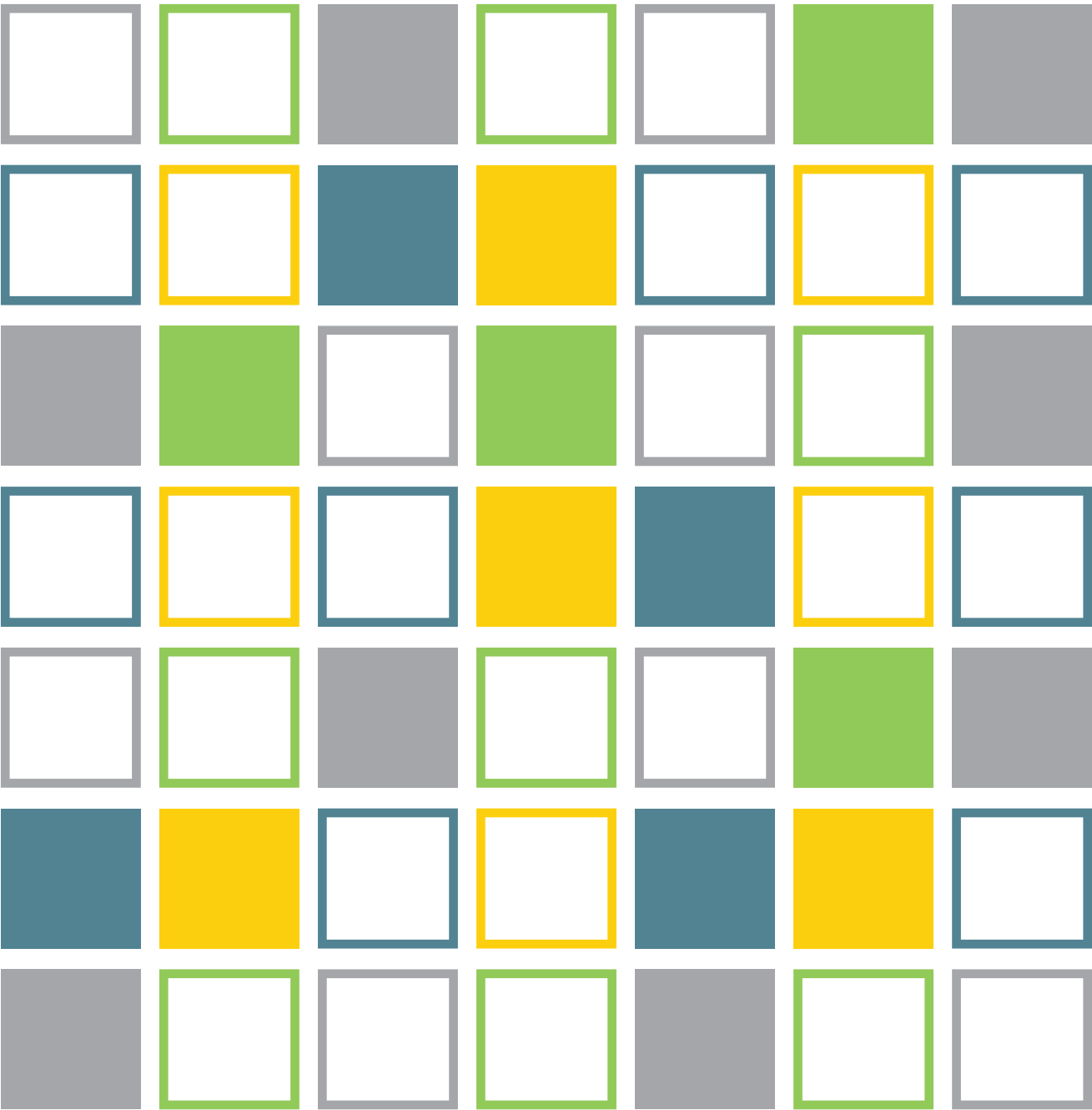


**Mainstreaming and
Equality Outcomes
Report
2025**



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Introduction

Falkirk Council's vision of creating strong communities where inequalities are reduced, and lives are improved is embedded throughout all Council services and functions. Through this vision and the values in the Council Plan and Falkirk Plan, Falkirk Council aims to make sure that every individual has the opportunity to thrive, regardless of their background or characteristics.

The purpose of this report is to:

- provide an update on what progress Falkirk Council has made to implement the Public Sector Equality Duties
- report on progress with our previous Equality Outcomes
- set out new Equality Outcomes for 2025-2029

There are three main sections to reporting, which breaks down how we are fulfilling our this duty:

- Mainstreaming the Equality Duties
- Equality Outcome: Progress Report
- Equality Outcomes: New strategies



Falkirk Council must report on the General Equality Duty on its functions as an Education Authority, Licensing Board, a Local authority and an employer.

The specific duties which are relevant to this progress report are:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress
- gather, use and publish employee information
- publish gender pay gap information

Appendix 1: Falkirk Council Area 2022 Census information provides the breakdown of the Falkirk area population by protected characteristics based on the 2022 Census data.

Legislative Background

UK wide

The Equality Act (2010) states that a public authority must make decisions and consider the impact on people with protected characteristics. This is implemented by the Public Sector Equality Duty as:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

The protected characteristics covered by the Act are:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Scotland

The Fairer Scotland Duty came into force in Scotland from 1 April 2018. It places a legal responsibility on public bodies in Scotland to actively consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.

Socio-economic disadvantage can be described as:

- Low/no wealth
- Low income
- Area deprivation
- Socio-economic background
- Material deprivation

The inequalities of outcome that people can face because of socio-economic disadvantage include:

- Poorer skills and attainment
- Lower healthy life expectancy
- Lower quality, less secure and lower paid work
- Greater chance of being a victim of crime
- Less chance of being treated with dignity and respect

Falkirk

In June 2023, the Falkirk Council Executive passed a motion to add 'Care Experienced' to the statutory list of protected characteristics. This means that 'Care Experienced' will be considered in all Impact Assessments from the date of Council agreeing this motion.

The following definition was agreed on 4th April 2024:

The term care-experienced in Falkirk refers to anyone who has been or is currently in care or from a looked-after background at any stage in their life, including adopted children who were previously looked-after. This care may have been provided in one of many different settings such as in residential care, foster care, kinship care, or through being looked-after at home with social work support.

Mainstreaming

Mainstreaming aims to change the culture and systems throughout an organisation so that equality is included in all daily activities and functions.

Recognising that reducing inequalities is a long-term, strategic approach, the Falkirk Plan, developed by the Falkirk Community Planning Partnership, set out 6 priorities to focus on from 2021 to 2030:

1. Working in Partnership with Communities
2. Poverty
3. Mental Health and Wellbeing
4. Substance Use
5. Gender-Based Violence
6. Economic Recovery

Achieving equality is not a quick fix, but requires time, resources, the support of specialist staff and the commitment of senior management. Mainstreaming is an effective way to ensure that Falkirk Council is delivering on its Public Sector Equality Duty, and we must respect, protect, promote and fulfil rights of the communities we serve.

The Council Plan is set from 2022 – 2027, to reflect the current social, economic and environmental challenges that our area faces. The plan proposes a vision for the area and three new priorities:

Strong communities where inequalities are reduced and lives are improved"

- Supporting stronger and healthier communities
- Promoting opportunities and educational attainment and reducing inequalities
- Supporting a thriving economy and green transition

These plans evidence Falkirk Council's approach to mainstreaming equalities by making it an integral part of their day-to-day operations.

Falkirk Council - Local Authority

Deliver EPIA Workshops and Guidance

In 2024, we successfully delivered a series of Equality and Poverty Impact Assessment (EPIA) workshops. These sessions provided comprehensive guidance to staff on conducting effective assessments, ensuring that equality considerations are integrated into all decision-making processes. Feedback from 107 participants indicated an increase in confidence and competence in applying EPIA principles.

Review EPIA System

A thorough review of the EPIA system was conducted to identify areas for improvement. Based on the findings and feedback from users, we are developing a new system which is simpler and more user friendly. In the meantime, refreshed guidance supports staff to complete assessments accurately and consistently.

Re-establish Equalities Working Group

The Equalities and Human Rights Working Group was re-established in January 2024 and brings together representatives from services to drive forward equalities agenda. The group meets regularly to review progress, share best practices, and develop new initiatives to promote equity, diversity and inclusion within Falkirk Council.

Deliver Equality and Human Rights Training

Combined with the EPIA workshops, we delivered Equality and Human Rights training to all senior leadership team staff, focusing on applying theory into practice. The training covered key topics such as privilege, the legal responsibilities as Falkirk Council Officers and the process of completing Equality and Poverty Impact Assessments.

Improve Equalities Data

To better understand Falkirk's population and the protected characteristics of people who access our services, we introduced a standardised Equalities data form, based on the 2022 Scottish Census. Our updated Privacy notices: People and communities - Equality monitoring data | Falkirk Council reflects this change.

British Sign Language Local Plan 2023-2029

In partnership with NHS Forth Valley, we updated our local British Sign Language National Plan 2023-2029, implementing initiatives to promote the use of British Sign Language and improve access for British Sign Language users. This can be found here: [NHS Forth Valley – British Sign Language \(BSL\) Joint Plan](#).

Joint Working with Health and Social Care Partnership

We have strengthened our joint working with the Health and Social Care Partnership to ensure a coordinated approach to addressing inequalities in the Falkirk Council area. The collaboration has supported progress in key areas such as the British Sign Language local plan, equalities monitoring data and language services.

Transformation, Communities and Corporate Services

Transformation, Communities and Corporate Services includes Finance, Governance, and Housing and Communities. From 2023 to 2025, we have developed and implemented the following strategic plans to embed equality principles into all aspects of our operations.

Building a Fairer Falkirk; 2024-2029

Progressing from previous work to addressing poverty and inequalities, this refreshed plan aims to advance equality of opportunity by tackling poverty, with a particular focus on those groups of people who are most likely to be impacted by it.

Building on previous work to address poverty and inequalities, this refreshed plan focuses on three outcomes

- People are well informed about how they can maximise their income and reduce their living costs
- People have access to the opportunities and integrated support they need to enter, sustain and progress into and within fair work
- Transport is affordable, available and convenient.

Our engagement work focused on making sure that those with protected characteristics were well represented, and the actions proposed reflect the challenges they face. Our commitment to those groups is reflected within the strategy and will be borne out by the work to implement it.

Libraries Strategic Plan; 2023-2028

This refreshed plan aims to empower and inspire people to learn, explore, and use Library Services as a trusted source of information, entertainment, opportunity, and support.

Falkirk Council Libraries provide warm, safe, welcoming spaces that are free for everyone to access. Staff are trained in mental health awareness, child protection and trauma informed practice. They support individuals and families living with dementia and autism through various projects and training.

With trained staff, resources, and information available at all eight libraries and online, they offer opportunities for lifelong learning, job-seeking support, creative investigation, and self-development. Libraries host events and activities promoting understanding, engagement, learning, and kindness. They celebrate significant national and cultural anniversaries such as Black History Month, LGBT History Month, and Holocaust Memorial Day through exhibitions, author visits, talks, film shows, and children's activities.

Community Engagement Strategy; 2025-2028

The goal of this strategy is to create a strong base, improve relationships with communities, and build trust, communication, participation, and empowerment. Acting on feedback from the previous strategy, we have introduced an 18-month review to reflect on progress and any changes.

The Strategy makes sure that the voices and views of all groups and individuals are listened to, respected, and acted upon, in line with the Community Empowerment (Scotland) Act 2015, which mandates Local Authorities to inform, consult, engage, and empower residents in decisions affecting their lives and the Equalities Act (2010).

Community engagement is guided by principles of fairness, equality, and a commitment to continuous improvement, as outlined in the National Standards for Community Engagement. Effective community engagement enables all participants to understand and address the needs and issues of citizens and communities.

Local Housing Strategy; 2023-2028

In Falkirk, our Local Housing Strategy is a central part of our housing planning and partnership activities. It aims to make sure that every person in Falkirk can access high-quality housing and support and create vibrant and resilient communities. By making sure our housing and support services can adapt and respond to changing needs, we will also tackle challenges like climate change, and poverty.

The Local Housing Strategy was designed to support an equitable approach to housing. The priorities, outcomes, and actions outlined in the strategy aim to improve relationships with diverse communities and raise awareness of services such as Fuel Poverty assistance and Adaptations services.

Case Study: Housing and Communities

Advancing Equality through the Resettlement Team

The Resettlement Team in Falkirk welcomes New Scots arriving through the UK Resettlement Programme, Afghan Relocation Schemes, and the Homes for Ukraine Scheme. These individuals often flee their countries due to war or invasion and face significant challenges, including lack of legal status, employment, healthcare, and education.

The team aims to help these New Scots build new lives in Falkirk and support them to access essential services such as health, education, public funds, and employment. They also support people to integrate into the wider community reducing discrimination and prejudice.

Some of the specific areas of work include:

- Assisting New Scots in navigating services despite language barriers.
- Supporting families to learn English, volunteer, enter higher education, and obtain employment.
- Educating primary school pupils about refugees and myth busting, to help tackle bullying.
- Taking part in the Building Racial Literacy Programme to improve staff confidence to identify and implement anti-racist behaviours and processes in day-to-day practice.

The team's efforts to integrate New Scots into our area is an example of fostering good relations, where interactions between diverse communities help to reduce discrimination and prejudice. Through shared learning and adopting an anti-racist approach, the inequalities that refugee people (children, young people and adults) face are reduced giving them a better quality of life.

Place Services

Place Services covers the areas of Environment, Operations, Growth, Planning, Sports and Culture, Investments, Assets and Climate.

Tourism Strategy

The primary aim of the Falkirk Tourism Strategy is to increase economic impact measured by visitor spend, which will lead to increased prosperity, profitable businesses and jobs in the Falkirk area. Increased economic impact will come from generating more value from visitors in the Falkirk area – by growing overall visits; encouraging stays from overnight visitors and longer stays from day visitors; and creating more opportunities to spend.

Visit Falkirk along with Falkirk tourism businesses, accommodation providers, and other tourism bodies, have previously run successful campaigns aimed at promoting accessible tourism. We will continue to target this market and other protected characteristic groups with Forth Valley partners as funding opportunities arise.

Helix Business Strategy

The strategy has a focus on sustainability by integrating it into site management. This includes promoting active travel, exploring Electric Vehicle charging, and encouraging travel between key locations such as The Helix, Rosebank Distillery, Falkirk Distillery, The Falkirk Wheel, Falkirk Town Centre and Callendar Park.

Priority areas:

- Continue to remain as a 5-star visitor attraction, retaining high sustainability values.
- Attract 1 million visitors annually and provide a quality experience for every visitor.
- Generate £1.75m in income from various trading opportunities such as catering, tours and retail.
- Deliver a vibrant, sustainable outdoor events program with less reliance on public sector funding.

We are delivering more types of activities on site to appeal to a wider range of age groups. Play area improvements and additional family-friendly activities add appeal for families, children and young people.

Our partnership with Cycling Without Age Scotland provides opportunities for people with mobility challenges to experience the full area of Helix Park and the Kelpies through bookable rides on Trishaws with experienced trishaw 'pilots'. We are also seeking to provide more volunteering opportunities for all ages and abilities, including a partnership with Carrongrange High School offering work experience in park management, catering and retail.

We are aiming to provide better site security through improvements to our CCTV system, additional volunteering opportunities, more family-friendly activities and other interventions across the park to make it a safer and more accessible place to be, and to provide a better experience for all our visitors. This includes better accessibility for

parents and carers and more attractions for all the family.

We will continue to invest in the park to offer free and low-cost activities, play space, picnic space and events for all the family.

Local Heat and Energy Efficiency Strategy

The Local Heat and Energy Efficiency Strategy and associated delivery plan provides a long-term strategic framework for the decarbonisation of heat and the improvement of energy efficiency within domestic and non-domestic properties across the Falkirk Local Authority area. The key objective is to reduce fuel poverty and associated greenhouse gas emissions from energy consumption across the Falkirk area. Furthermore, it highlights areas of Falkirk where poor energy efficiency is a driver of fuel poverty and allows the Council to target awareness and engagement campaigns in these areas.

As mentioned, a key aim of the Local Heat and Energy Efficiency Strategy is to reduce fuel poverty. Recent research identified groups that are more likely to be impacted by fuel poverty than others. These groups also fall under the protected characteristics within the Equalities Act 2010. These groups are as follows:

- Age – Children – Energy Action Scotland highlights 16% households in fuel poverty are families with Children.
- Age – older people – according to Energy Action Scotland 36% of households in fuel poverty are older households.
- Sex – Women – National Institute for Health and Care Excellence (NICE) Guidance NG6 recommendation 2 highlights pregnant women as being vulnerable to living in a cold home.
- Disability – a briefing from Inclusion Scotland highlights that energy costs are disproportionately high for disabled people who may need to keep homes warmer to manage pain and mobility.

Part of the delivery of our Local Heat and Energy Efficiency Strategy involves community engagement and awareness campaigns highlighting what energy improvement actions can be taken and where to get funding for these.

Furthermore, we are working to make available ECO4 and GBIS Flex funding streams. ECO refers to Energy Company Obligation Scheme and GBIS the Great British Insulation Scheme. The Flex element allows Local Authorities to widen criteria under the current ECO4 and GBIS so that more households benefit from the funding. There are a number of routes to qualify for this funding; however, it includes households on a combined annual income of less than £31,000 and households where a member has a medical condition that makes them vulnerable to living in a cold home.

The ECO4 and GBIS Flex funding will have a positive impact on those benefiting from the scheme by supporting them improve insulation, upgrade heating systems and adding solar panels, reducing their energy bills further. From research conducted into 6 Scottish Local Authorities that have this funding available, bill savings averaged £1,600 per household in 2023/24.

Active Travel Strategy

The vision of the Active Travel Strategy is that our communities are shaped around people, with walking, wheeling or cycling the most popular choice for everyday shorter journeys. The aim of the Strategy is to develop suitable options for most people to easily make local journeys by walking, wheeling or cycling. Each step towards this goal will have positive impacts for individuals, the community and the wider area.

The Active Travel Strategy is committed to improving inclusion for all to remove barriers to participation in active travel.

- We know that there are some groups of people who need additional support to access walking, wheeling and cycling, and we will ensure the needs of these groups are included in delivery of active travel projects.
- We are including all communities to make sure everyone is able to access services and opportunities across the District by sustainable modes.
- Small gaps in footway and path provision – even one step instead of a ramp, or a narrow pinch point caused by a barrier – can keep some people from using entire sections of route. Filling these ‘gaps’ is essential to making sure everyone has the option to make each journey they want to by walking, wheeling or cycling.
- Making it easier to travel by walking, wheeling and cycling means that people are not excluded if they do not drive or have access to a private vehicle. Children and young people under 17 cannot legally drive private cars, and 1 in 4 residents do not have access to a car or van. Investment and improvement to active travel routes and connections to public transport will improve their ability to move around the district and benefit independence and opportunities for young people.

Litter Strategy

The Falkirk Council Litter Strategy aims to create cleaner, safer, and more inclusive public spaces by reducing litter, fly-tipping, and dog fouling through education, enforcement, incentives, and community engagement. It seeks to promote long-term behavioural change by empowering residents, schools, and community groups to take an active role in litter prevention and environmental responsibility.

The strategy actively supports equalities mainstreaming by ensuring all residents, including those in disadvantaged areas, have access to clean, well-maintained spaces. The employment of a Waste Education Officer enhances education and inclusion, engaging schools and litter volunteers in sustainability initiatives. The introduction of Litter Lotto encourages responsible waste disposal across all communities, while ongoing resident involvement ensures the strategy remains responsive to local needs, fostering civic pride, accessibility, and public health benefits for all.

Case Study: Environment & Operations

Litter Strategy

Litter, fly-tipping, and dog fouling negatively impact the health, wellbeing, and quality of life of Falkirk residents, particularly in deprived areas where environmental conditions can worsen social inequalities. The Council aims to create clean, safe, and accessible public spaces, ensuring that all communities benefit from a healthier environment. However, achieving long-term behavioural change requires engagement, education, incentives, and accessible digital solutions to encourage responsible waste disposal.

Falkirk Council needed to ensure its Litter Strategy supports equalities mainstreaming by:

- encouraging underrepresented groups to engage in litter prevention and environmental responsibility
- enhancing accessibility to waste disposal and education on sustainability
- embedding community participation and local ownership in litter prevention efforts
- providing incentives, engagement tools, and digital access to encourage positive behaviour change.

The actions that were taken to implement the strategy have been:

- Employed a Waste Education Officer to lead education and inclusion initiatives, engaging with schools, volunteers, and community groups to promote environmental responsibility.
- Introduced 'Litter Lotto', an innovative incentive scheme that rewards responsible litter disposal by offering prizes to residents who properly dispose of waste, encouraging positive behavioural change across all demographics.
- Developed targeted litter prevention initiatives in key areas, ensuring accessible waste disposal points and inclusive engagement opportunities.
- Partnered with schools, community groups, and volunteers to deliver educational programmes and clean-up campaigns, embedding sustainability and civic responsibility.
- Targeted marketing campaigns including bus adverts, radio campaigns and wrapped litter bins strategically placed to target litter on the go.
- Implemented Take Pride in Falkirk, a community-led initiative fostering ownership and stewardship of public spaces through litter-picking events, awareness campaigns, and ongoing engagement.
- Encouraged Falkirk residents to contribute to the strategy's evolution, ensuring local voices shape its development and ongoing improvement, reinforcing community-led solutions to litter issues.
- Developed a new webpage and mobile app that consolidates all waste and litter services in one place, making information more accessible and user-friendly. The app includes GPS-style mapping, allowing residents to locate their nearest litter and recycling points, improving waste disposal efficiency and accessibility across the community.

As a result, we have seen:

- Increased participation from diverse communities, including youth, schools, and volunteers from underrepresented groups.
- Improved awareness and behaviour towards litter prevention and environmental responsibility, particularly among young people and those in areas of high deprivation.
- Higher engagement in litter disposal efforts due to the Litter Lotto incentive scheme.
- Enhanced reporting capability enables quicker response times to address litter, fly-tipping in key focus areas, improving overall environmental quality.
- Increased local ownership of the Litter Strategy, with residents actively contributing to its updates and evolution.
- The Local Environmental Audit and Management system audit for 2023/24 shows that 95.0% of sites in Falkirk Council are rated as acceptable surpassing the national score of 92.1% and the club score of 89.4%. This represents a 10-percentage-point improvement from Falkirk's 2022/23 score, highlighting significant progress in maintaining cleaner public spaces.

The impact this approach has made has:

- Created cleaner, safer, and more inclusive public spaces, improving health and wellbeing for residents.
- Strengthened community cohesion and civic pride, empowering local people to take an active role in maintaining their environment.
- Promoted long-term environmental sustainability, embedding litter prevention into education, community initiatives, and council policies.
- Increased public engagement and accountability, ensuring that Falkirk's Litter Strategy remains relevant and effective, shaped by those it directly impacts.
- Improved accessibility and digital inclusion, enabling more residents to engage with waste and litter services through the new mobile app and webpage.

Children's Services

Children's Services includes Education and Social Work Children's Services, which consists of Justice, Family Support, Workforce Development and Social Work.

Falkirk's Integrated Children's Services Plan; 2023-2026

This Plan focuses on collaborative working across the partnership to improve outcomes for children and young people and families.

Our Falkirk Integrated Children's Services Plan is underpinned and informed by the key objectives set out in the National policy drivers; GIRFEC, The Promise, UNCRC and Whole Family Wellbeing.

The Joint Strategic Needs Assessment and data from Care Inspectorate Framework Quality Indication 1.1 suggests the following priorities for Falkirk:

- Domestic abuse
- Poverty and Inequality
- Substance and Alcohol use
- Mental Health and Wellbeing

These priorities are progressed through six workstreams:

- Children's Rights and United Nations Convention on the Rights of the Child (UNCRC)
- The Promise Implementation
- Getting It Right For Every Child (GIRFEC)
- Mental Health and Wellbeing
- Young People's Employability
- Workforce Learning and Development

Each workstream has an action plan and annual reporting ensures progress, allowing for reviews and feedback.

Falkirk's Children's Service Planning Partnership UNCRC Subgroup - Family of Measures; 2023-2026

By December 2026, we will ensure the United Nations Convention on the Rights of the Child (UNCRC) is fully implemented. This will make sure the rights of children and young people are respected and embedded in practice across Falkirk's Children's Services Planning Partnership.

The measures identified and progressed are:

- Key Step 3: Building children's and young people's awareness and empowerment of UNCRC.
 - Early Years: engagement with What Matters to Me and the GIRFEC wellbeing indicators; use of monitoring and tracking framework.
 - Number of schools participating in the Rights Respecting Schools Award.

- Continuation of advocacy services from Third Sector
- Key Step 2: Building activities that support children and young people to participate in and exercise their rights.
 - Children and young people access Falkirk's Children's Rights Service; Falkirk's Champions Board; Falkirk Youth Voice; Members of the Scottish Youth Parliament
 - Falkirk Council's Children and Young People group; individual establishment and cluster groups; opportunities through projects with Falkirk Council partners and external partners
 - Early Years – child-led planning that allows children to make informed decisions and choices
- Key Step 5: Building parents and carers awareness of UNCRC.
 - UNCRC sessions offered for parents and carers
 - UNCRC raising awareness session from Education Scotland
 - UNCRC Additional Support Needs session offered at Carrongrange High School by Enquire
 - Leaflet sent to all schools to raise awareness amongst parents and carers
 - Parent Club Children's Rights leaflet.pdf
- Key Step 5 and 6: Building organisations and services awareness and capacity of their duties around UNCRC incorporation.
 - Engagement and work with Scottish Government's Service Improvement sessions
 - Consultation on Scottish Public Services Ombudsmen Child Friendly Processes
 - Consultation on non-statutory guidance across Strategic Leadership Team
 - Education: UNCRC links within all establishments
 - Career-Long Professional Learning sessions for staff across the Regional Improvement Collaborative
 - What matters to me poster; driver diagram; support visits around UNCRC
 - Elected members briefings
 - Heads of Establishment (in education) briefings
 - Ongoing work with Equalities and Human Rights
 - Continuation of advocacy services from Third Sector

Identified next steps include developing a communication strategy, creating trauma informed spaces for children and young people and building further understanding of the UNCRC for adults involved. Ensuring this children's-rights based approach, we will improve participation and engagement through Falkirk Youth Voice and the online platform of Participate +.

Falkirk Child Protection Committee, Business and Improvement Plan; 2023-2026

The Child Protection Committee is responsible for developing, implementing and improving Child Protection strategy across agencies and the local community. The committee aims to support staff and the public to ensure all children in Falkirk are protected from abuse and neglect. The key roles of the committee include:

- Public information, engagement, and participation.
- Strategic planning and connections.
- Continuous Improvement and Quality Assurance

The Child Protection Committee Business and Improvement Plan combines our priorities into one plan, building on previous plans. To ensure Falkirk's children are safe and their needs are met, the 6 agreed strategic priorities are:

1. Assessment and planning of risk and need is timely, proportionate, and integrated within the Getting It Right for Every Child (GIRFEC) continuum.
2. Staff in Children and Adult Services have appropriate knowledge, skills and learning opportunities underpinned by the GIRFEC approach.
3. The Child Protection system is effectively resourced, and pressures are recognised and mitigated.
4. Children and their families are involved in decision making and service design, and their expectations are met.
5. The Child Protection system is continuously evaluated, and quality improvement approaches make an impact.
6. Multi-agency policy and guidance is reviewed and implemented to deliver best practice.

Case Study: Social Work

Falkirk Safe and Together Practitioner Survey Report

The Improvement Service supported the Barnardo's Equally Safe Service in partnership with Aberlour and Falkirk Council to consider the impact of domestic abuse-informed systems and practice through the roll out of the Safe and Together Model across Falkirk.

Practitioners gave examples of how the Safe and Together Model has supported better relationships with families experiencing domestic abuse across the Falkirk area. For example, one practitioner explained how this model has supported holding perpetrators accountable:

"I was able to provide a supporting statement for a woman who was being coercively controlled by [the] perpetrator in the civil courts in relation to child contact which meant I was able to highlight perpetrator's pattern of behaviour so sheriff had clear information about the impact on the children and woman."

"I am able to explain how his behaviour is impacting all the different areas in her life. Reminding the woman that his choices to use substances and keep control of the finances are not her fault. They are his choices and he needs to take accountability. This perpetrator is trying to get the woman to feel sorry for him and return to the family home..."

Another critical aspect is about building trust with survivors for them to feel heard and supported:

"Survivors feel validated and listened to, maybe for the first time since sharing their experiences. Children and Young people have been able to share their views."

"I think our enhanced understanding of domestic abuse and the safe and together model has been reassuring for the women we support. They know we understand their experiences, are non-judgemental..."

"Survivors and young people feel listened to and not blamed, this has resulted in survivors meaningfully engaging with support for the first time as they feel listened too, championed and not judged."

"Parent felt heard and knew she didn't have to act through fear of children being taken, knew she had support and a network for if and when she felt strong enough to leave."

"Yes it is much more supportive of the non-offending parent and helps them to understand and more willing to accept support."

"I think relationships with victims is better due to the change of language being used. This has helped build a more trusting relationship where victims are not feeling as judged and are usually less scared of losing care of their children."

Even though there have been largely positive reflections from practitioners, responses also highlighted that there are still gaps when it comes to the consistent

Falkirk Council - Education Authority

Education has a wide remit within Falkirk, including facilities management, resources, forward planning, inclusion and wellbeing, additional support for learning, early years and education psychology.

Parental Engagement Strategy

The aim of this strategy is to continue to strengthen parental engagement and involvement in school life, to help make sure parents and carers are fully supported to be involved in the life and work of their child's school or early learning and childcare setting and engage in their child's education throughout their learning journey.

The priority areas of this strategy are to

- support parents to engage in their children and young people's learning digitally
- increase opportunities for parents to learn alongside their children and young people
- engage parents more regularly to support improving the work of their child or young person's school
- provide relevant supports to parents through our established parent groups (including Parent Councils and the Falkirk Area Parent Forum).

Transgender Guidance for Schools

This guidance was created by a group that included secondary school, primary school, central staff and an Education Scotland representative. The guidance includes advice for schools in how to meet the needs of young people and their families, frequently asked questions and practical examples. Schools are using this guidance during the 2024-25 academic year and offering feedback so it can be finalised.

Accessibility Strategy

Within our Additional Support Needs service, central officers have consulted with a range of stakeholders to develop our Accessibility strategy for the next three years. This policy is ready to enter the next stage of consultation via Participate Plus to ensure children, young people, parents and partners have their opinion heard. To improve educational outcomes for all children and young people throughout Falkirk we will ensure that the particular needs of children and young people with a disability or Additional Support Need, are recognised and we will:

- Strive to deliver services that are accessible to all.
- Reduce communication barriers to accessing services and facilities across our education provisions.
- Reduce physical barriers to accessing services and facilities.

A draft Action Plan has been developed, and this will form part of the ongoing consultation to look at how we meet our objectives and ensure equality of access for all.

Inclusion and Equity Framework

This policy supports practitioners by emphasising the importance of developing positive relationships, equity, acceptance, and inclusion at all levels. The following guiding principles have been developed which underpin our work:

- Relationship-based practice will be the core value in all our establishments.
- Pedagogical approaches should be flexible, creative, and inclusive to meet pupil needs so that everyone can participate.
- Our supports and strategies focus on tuning the physical and social environment. Establishing structures, routines and implementing learner- centred approaches to enhance motivation and engagement will be vital.
- Everyone is aware of the legal duties with regards to equality, children's rights, Additional Support Needs legislation and the ongoing professional development supports this.
- Measures are in place to support the protected characteristics outlined in the Equality Act.
- The 'Lens of Inclusion' will be used to establish a shared understanding and measure the impact of this approach on the outcomes for children and families.
- We use encouraging and inclusive language. Derogatory or discriminatory language is always challenged.
- Children and young people from all backgrounds can see themselves reflected without bias, judgement, or stereotypes. Everyone feels they belong and can be themselves.
- Staff and young people feel safe and empowered to talk about any issues they may have and to challenge issues or language related to equality and inclusion.
- Children and young people participate in decision making that supports their wellbeing, equality, inclusion, and learning.
- Support and resources are available for staff, children, young people, and families, to help them promote equality, inclusion, and children's rights.
- Practitioners are supported to develop and improve their inclusive practice through effective use of the Falkirk Staged Intervention Framework.

Case Study: Additional Support Needs Ambassadors – Larbert Village Primary School

Inclusion, rights and respect are fully embedded in our Early Learning Centre and School culture and ethos, underpinning every aspect of school life. This is crucial to effectively meet the needs our community of learners who have a disability and/or additional support need, as well as fostering good relationships, understanding and compassion between those who have a disability and those who do not.

Initially led by staff who attended training in disabilities/Additional Support Needs specific to our learners, we developed capacity throughout the wider staff team. Self-evaluation then identified a need to learn from our young people and to hear their unique experiences. As a result, we began work on developing leadership skills with young people diagnosed with dyslexia, who then became 'Dyslexia Ambassadors'. They shared their lived experience through PowerPoint and talks at assemblies, then visited the Early Learning Centres/classes to discuss this further and answer questions. Feedback was positive from both the ambassadors who felt proud of themselves, and their peers who had a better understanding. A few younger children said they aspired to be an ambassador in the future.

Through working with our young people and families, the Dyslexia Ambassadors have now become part of a broader team of enthusiastic 'ASN Ambassadors' who are role models, share their experiences with their peers, and plan events such as 'Neurodiversity Celebration Week'. All classes are involved in celebration weeks from Early Learning to P7, and parents are able to participate when they come to parents' evening. Photographs and posters are also prominently displayed in classes and common areas.

For those young people who are not ready to share their lived experience, we work with parents to advocate on their behalf. This was recently done discreetly by a class teacher for a young person with diabetes, who wanted peers to know information about their condition but wasn't yet ready to share their individual experience. Older ASN Ambassadors will mentor younger peers so that the role continues to grow and foster positive relationships throughout the school community.

Staged Intervention Framework

The Additional Support Needs service have developed a comprehensive guide for schools bringing together a detailed guide to supporting children and young people, case studies, an A-Z of support and a guide to training opportunities for practitioners and support staff. Alongside this guidance, the service worked with Enquire (Children in Scotland) to develop training modules for support staff working in education. This supports staff in education establishments to understand their statutory duties in relation to additional support needs under the Education (Additional Support for Learning) (Scotland) Act 2004.

Case Study: Parents Plus Early Years' Programme

The Early Years, Additional Support Needs and Educational Psychology Services have worked collaboratively to offer the Parents Plus Early Years' Programme to all families with children in the early years. The programme combines a social-learning group model of support with a solution-focused preventative framework that builds on parents' strengths.

Since May 2023 staff have ran four programmes with 41 families of children aged 2-5 who have Additional Support Needs. Two programmes have been run by Early Years' staff for 18 families. Any adult who has a significant role in a child's upbringing can attend a programme.

In December 2024 the Senior Educational Psychologist (Early Years) and the Additional Support Needs Teacher (Early Years) became the first people in Scotland to achieve accreditation in this programme, broadening how and to whom it can be delivered.

Data is routinely gathered to help ensure that there is equity for all families in accessing the programme and the approach to recruitment is adapted to best meet the needs of all families.

Families report that the programme provides them with the knowledge, strategies and confidence they need to better support their children and improve outcomes for their whole family.

Parent of 2-year-old with Additional Support Needs attending a Parents Plus Early Years Group recorded the following in their child's Learning Journal:

"I attended a Parents Plus Group at the end of October 2023 and it lasted 7 weeks.

I didn't realise how much it would change my relationship with my child as the group taught me some strategies to help bond and understand them in a better

We learned about the pause button (which has helped me in a massive way) and ways to help me deal with my child as they are non-verbal.

The group helped me to understand more about myself as a person as well as a parent.

I didn't realise how much I had changed as a person and as a parent and I couldn't thank the group enough for that.

Me and my child are much better together now as a team, and I feel much happier now as I can understand and help them a lot more."

Falkirk Council - Licensing Board

Falkirk Council Licensing Board deals with the granting of licences for the sale and supply of alcohol and for various gambling activities. The members of the Board are local members who are appointed by Falkirk Council. Applications are made to the Licensing Section who provides the day-to-day administrative support to the Board.

The requirement for Licensing Boards to produce an Equality Mainstreaming and Equality Outcomes report lies in the Equality Act 2010 and the specific duties which are imposed by The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. Falkirk Licensing Board adopted Falkirk Council Outcomes for the period of 2021-2025 and plans to continue this approach for 2025-2029.

As a Licensing Authority, Falkirk Council remains committed to promoting equality and inclusivity within its licensing functions. Progress in mainstreaming equality within our licensing activities from 2023 to 2025 has been limited, however we have identified the challenges and areas of improvement. We will learn from these experiences and implement actions to better integrate equality principles into our licensing processes.

Statement of Licensing Policy

The new Licensing Board was appointed in November 2023. The Statement of Licensing Policy can be found on the Falkirk Council website.

Mainstreaming Progress

Training of Licensing Board Members took place in 2023.

Under the Licensing (Scotland) Act 2005, applicants for a premises or provisional premises licence must provide a Disabled Access and Facilities Statement. This statement details how accessible the venue is for disabled people, including information on ramps, accessible floors, signage, and other facilities. The requirement aims to ensure that disabled individuals can access information about the accessibility of a venue before visiting it. While the statement does not compel venues to provide specific aids, it raises awareness among applicants about the importance of accessibility and encourages them to consider improvements.

Licensing officers at Falkirk Council provide essential support to individuals with learning or language barriers to ensure they can successfully complete their application tests. This support includes offering one-to-one assistance, where officers take the time to explain the questions in a clear and accessible manner. By breaking down complex information and using plain language, they help applicants understand the requirements and processes involved.

Case Study: Sensory Impairments in Premises

The Licensing Board was reviewing its policy and aimed to increase the number of consultees for future consultations. They reached out to the Forth Valley Sensory Centre to engage with individuals who have sensory impairments that could be incorporated into the Licensing Board's policy and presented to the Board for consideration.

Officers met with the sight loss ambassador at the Sensory Centre, who introduced them to other staff members with various sensory challenges. One of the main concerns highlighted was the increased use of outdoor areas in front of pubs/restaurants who had permission to use part of the public footpath. This was a legacy of the pandemic when outdoor drinking had proven popular. An unintended consequence however was that some outdoor drinking layouts had proven to be particularly challenging for someone with sight impairment as there could be seating /tables present and removed the next day. Challenges also arose when a guide dog was accompanying its user as the dog could easily get confused or tangled in and around the chairs if there were no external barrier around the approved area. Laura also commented on dimly lit premises and the difficulties this can present in reading menus/signs.

The presentation raised awareness among Board members about the challenges faced by visually impaired individuals in alcohol licensed premises. The impact of this is evident in the questions posed to applicants at Board meetings in relation to challenges encountered by visually impaired individuals and similar questions raised by Board Members at site visits to licensed premises.

Equality Outcomes

By focusing on outcomes rather than objectives, this specific duty aims to bring practical improvements in the life chances of those who experience discrimination and disadvantage.

Progress on previous Equality Outcomes

The previous equality outcomes were:

- Improve the response given to people experiencing domestic abuse
- Reduce Identity Based Harassment and all hate crime within Falkirk progress report
- Improve response so that we meet the needs of our Black and Minority Ethnic communities.
- Reduce the impact of Covid-19 on the groups that are most affected.

Appendix 2: Falkirk Council Equality Outcomes 2021-2025 provides our progress with these over the past four years.

Future Equality Outcomes

To prepare our future equality outcomes, discussion across all council services took place, focusing on identifying the biggest inequalities arising from previous research, engagement and data analysis. These discussions took place with the Corporate Management Team, Senior Managers and specific staff who work with inequalities and lead officers for services by looking at previous plans and data.

From there, we came up with a list of 11 possible outcomes. These were reviewed by the Equalities and Human Rights Working Group, and further refined based on what was specific, measurable and suitable for mainstreaming. This resulted in 7 outcomes that were put out to public consultation.

These were shared via a short survey on our engagement platform, Participate+ in December 2024 and January 2025, resulting in 136 responses. This was put on participate plus on 5th December 2024 until 26th January 2025, through which we received 136 responses. Paper copies were provided in the Falkirk Libraries, where 4 responses were received.

Based on the survey results, including incorporation of the main themes arising from the additional comments, we propose to focus on the following outcomes for the next 4 years:

- Our services meet the needs of those experiencing inequalities
- Attainment is raised and educational inequality is reduced, especially for at risk of experiencing inequalities
- Young people (16-19 year olds) are supported to enter and sustain work, education or training, particularly those from our most deprived areas, those who are care experienced and those with additional support needs
- People with disabilities have access to the opportunities and integrated support they need to enter, sustain and progress into and within fair work

- Travel across our area is inclusive and accessible, especially for young people and those with disabilities

Appendix 3: Future Equality Outcomes Action Plan 2025-2027 sets out proposed actions to achieve these outcomes as well as measures to allow us to know if we are successful. Appendix 4 provides a summary report of the engagement exercise and its results.

Falkirk Council - Employer

Falkirk Council is committed to ensure fair treatment and equal opportunities for all employees. As a public sector employer, we recognise our role in promoting equity, diversity, and inclusion across all aspects of our operations.

The Public Sector Equality Duty requires public authorities to have due regard to certain equality considerations when exercising their functions, like making decisions. One requirement under the specific duties is to publish equality outcomes every four years and report on progress every two years – these must include employer equality outcomes. Progress on our previous Employer Equality Outcomes can be found in Appendix 5.

Over the past two years, the following policies/strategies were developed and reviewed:

Review of extra-mural employment policy

This Policy is intended to prevent conflict of interest arising between extra mural employment/ activities undertaken by employees and their Falkirk Council employment. The update includes accessing the form through the employee portal, includes a How to Guide for colleagues to use. This will help with monitoring and ease of access for colleagues, including for those who require taking multiple jobs. This revised policy also recognises that individuals undertake valuable voluntary work on behalf of their communities, can be used to also promote the Council's Employee Volunteering Policy.

Impact of Fair Work First principles on apprentice pay

We are continuing to work towards the Fair Work First Principles and payment of Real Living Wage to apprentices. Increasing the hourly rate of pay towards the Real Living Wage for apprentices would benefit everyone, including those with protected characteristics, care experienced and those with low income.

Redeployment Policy

Redeployment provides a mechanism for employees who have been registered for redeployment to have the opportunity to be considered for other suitable posts within the Council. Whilst it does not guarantee alternative employment, it is a positive measure to enable the Council to retain skills, experience and knowledge within the workforce.

The policy has been updated to provide more control to employees so they can apply for posts through TalentLink, rather than going through a skills audit and applying through Human Resources, which can create barriers for some.

Workforce Strategy

Setting out Falkirk Council's aspirations and expectations as an employer, the workforce strategy links in with the Council plan to achieve financial sustainability whilst delivering on priorities. Actions to progress on the Council's commitment to improving outcomes for those with protected characteristics are outlined in the Workforce Plans, which includes:

- Increase awareness of equality and diversity issues in the workplace
- Gender pay actions
- Improve the quality of data across all employees.

Falkirk Council's Health and Safety Strategy

Focusing on three main streams of work, this plan continues to improve the Council's incident reporting process, improve arrangements for Health and Safety, and working with Service's to improve their governance arrangements for health and safety.

Consulting with trade unions and employees, the strategy aims to continue to promote equality of opportunity across the workforce to access and implement the necessary tasks in relation to Health and Safety.

Workforce Profile

Falkirk Council collects information about its employees, including details on recruitment, development, and retention, focusing on protected characteristics including age, sex, and ethnicity. This information helps the Council meet equality goals. Each year, the Council must report on the progress it has made in gathering and using this information.

By analysing employee data, the Council can identify areas where it needs to improve as an employer, and take steps to address them, for example, positive action initiatives.

While we previously reported on returned data only, with gaps excluded, we have changed our approach this year and are now also reporting the gaps to make the data more accessible. Going forward we will include 'prefer not to answer' as a response option for all relevant protected characteristics to improve reporting. A full breakdown of our employee profile (as of December 2024) is in Appendix 6. This includes workforce protected characteristic in the following categories: total employees, top 2%, top 5%, disciplinaries, grievances, health and safety incidents, leavers, dismissals, training and job applicants.

The age breakdown of the workforce has been fairly steady over the past few years with just over 50% of the workforce in the 45+ category. Whilst this has dropped very slightly it still remains the highest percentage age category. Under representation in the 16-24 category is still evident, with the percentage reducing since 2022. There has been an increase in those within the 35-44 age category.

The data shows an increase in the number of employees indicating they have a disability. There has also however been an increase in the numbers that have not disclosed that they have a disability. Whilst we continue to see an increase in the number of returns we will continue to encourage employees to provide this information.

The figures for ethnicity in relation to all categories have remained steady.

Workforce sex has remained the same since last mainstreaming report and is consistent with previous years also. This is fairly comparable to the sex make-up of job applicants.

Whilst there are slight differences in the percentages of returned information, the biggest reflection of changes relating to Religion and Belief is an increase in the number of those who have not disclosed their information.

This is very little change in sexual orientation data. As with other protected characteristics there is a slight increase in the number of employees who did not disclose their information. This may however be reflected in higher numbers of employees completing the request for data. Further work will be done to emphasise reasons for collecting data and encourage employees to disclose relevant information.

There has been an increase in the numbers of those who have disclosed their transgender status which is a positive sign. However, as with other protected characteristics the number of those who did not disclose has increased.

For the top 2% and 5% of the workforce, the data in relation returns for sex and disability have again remained fairly static over the last couple of years. The figure for

Black and Minority Ethnic in the top 2% of the workforce has increased, whilst a decrease in white and undisclosed figures may correlate with the overall returns and the higher percentage of those who do not wish to disclose their ethnicity. As noted above, this may be reflected in higher numbers of employees completing the request for data. Further work will be done to emphasise reasons for collecting data and encourage employees to disclose relevant information.

In relation to disciplinary and grievance investigations, it is difficult to assess any trend as the make-up of employees involved in either disciplines or grievances changes each year. It is also important to note that the numbers are not always comparable to the workforce as the statistics are only based on those directly involved in disciplines or grievances and not the overall workforce.

In relation to health and safety incidences, it is difficult to assess any trend as the make-up of employees involved in accidents and incidents changes each year. It is also important to note that the numbers are not always comparable to the workforce as the statistics are only based on those directly involved in accidents and incidents and not the overall workforce.

Sex and disability figures for all leavers remain unchanged and there has been a decrease in Black and Minority Ethnic leavers, however, there again is an increase in those who do not wish to disclose their information. It is difficult to assess any trend as the make-up of leavers and dismissals as this changes each year. It is also important to note that the numbers are not always comparable to the workforce as the statistics are only based on those leaving and not the overall workforce.

It is difficult to assess any particular trend as the make-up of employees involved attending training will change each year. Given the amount of online resources and training now available to employees, these can be accessed at any time and do not require employees to apply for training.

There has been a higher percentage of males applying for posts during the reporting period. There has also been a significant increase in the reporting of Black and Minority Ethnic in relation to job applicants, however, this is partly due to a change in the questions being asked which have helped better determine those within the "white" or Black and Minority Ethnic categories. Non-disclosure rates for each protected characteristic remain fairly static.

Pay Gap information

This information is based on those employees who have disclosed their data.

Gender pay gap

The gender pay gap has fluctuated over the three years. It was highest in 21/22 at 5.4%, decreased significantly to 1.2% in 22/23, and then increased again to 3.2% in 23/24.

	23/24 data	22/23 data	21/22 data
Average hourly rate (male)	£19.75	£18.69	£17.38
Average hourly rate (female)	£19.11	-£18.46	£16.45
Gender Pay Gap	3.2%	1.2%	5.4%

Despite the gender pay gap increasing slightly over the past year, the overall trend shows a narrowing of the gender pay gap compared to 21/22.

The following pay gaps have been calculated with this formula: $(A-B)/A \times 100$

Disability pay gap

The difference in mean hourly rate between disabled and non-disabled individuals has widened over the two years. It was 5.2% in 2022/23 and increased to 8.8% in 2023/24.

Mean Hourly Rate of Pay			
Year	Disabled (B)	Non Disabled (A)	Difference in mean hourly rate
2022/23	£15.51	£16.37	5.2%
2023/24	£17.33	£19.02	8.8%

This data indicates that while both groups have seen an increase in their mean hourly rates, the pay gap between disabled and non-disabled individuals has grown, suggesting a need for further efforts to address pay equity for disabled individuals.

Ethnicity Pay Gap

The difference in mean hourly rate between Black and Minority Ethnic and White individuals remained consistent at -5.56% over the two years. This indicates that Black and Minority Ethnic individuals, on average, earned more per hour than White individuals in both years.

Mean Hourly Rate of Pay			
Year	Black and Minority Ethnic (B)	White (A)	Difference in mean hourly rate
2022/23	£16.90	£16.01	-5.56%
2023/24	£18.35	£18.08	-5.56%

This data suggests that while both groups have seen an increase in their mean hourly rates, the pay advantage for Black and Minority Ethnic individuals over White individuals has remained stable.

Employer Equality Outcomes 2025 - 2029

We developed our proposed employer equality outcomes for 2025-29 based on our obligations under the Equality Act and Public Sector Equality Duty, our workforce strategy and Fair Work First requirements. Our new Equality Outcomes were consulted with employees and Trade Unions through the online platform, Participate+.

Outcome 1	Action	Measures/Evidence
Improved quality of employee data across all equality protected characteristics	Prefer not to answer option available on MyView for all questions	Baseline data established and then data gaps reduced
	Data gathered at onboarding process and annual communication to employees to provide/update data	Performance Indicator reporting for data completion aligned to the workforce strategy
	Review Performance Indicators and how/where to report	Pentana reporting updated and develop PowerBI reporting as appropriate

Outcome 2	Action	Measures/Evidence
Address workplace inequalities including pay and employment gaps for women, racialised minorities, disabled people and workers aged 16-24 and over 50.	Analyse and track equality statistics to identify trends including analysis of attraction and recruitment trends	Analysis carried out reported and monitored/actions set as appropriate
	Work towards implementing living wage for apprentices	Living Wage in place for apprentices
	Roll out CV option on My Job Scotland; implement digital Right To Work checks as an option	Recruitment, retention and promotion processes free from discrimination
	Continue to run and promote intern and graduate scheme, monitoring uptake of placements with identified protected characteristics, including care experienced.	Graduate scheme in place and baseline data established and have retention higher than the national average (56% after 5 years)
	Promote positive initiatives across the Council e.g. disability confident employer, specific disability support, equally safe, family flexible leave, wellbeing support including menopause, support for racialised minority employees/applicants	Acceptance/rejection of family flexible leave
		Proportionate employment of protected characteristics aligned with local area statistics
		Communication plan for promotion of initiatives
	Improve Access to work process and awareness	Additional guidance and support in place
	Review Equal Opportunities Policy	Updated Equal Opportunities Policy approved

Case Study

Building Maintenance Division received several requests from Falkirk Council Schools, Education Training Unit and Inclusion and Wellbeing Unit requesting opportunities for their clients to gain experience within the division. Building Maintenance Managers met to discuss a way of providing opportunities within the community. Following meetings with employees from Falkirk Council Schools, Education Training Unit and Inclusion and Wellbeing Unit a process for work placements and work experience was established. This has proved to be a success with over 50 clients from the community having a placement. Building Maintenance staff received training from the Inclusion and Wellbeing Unit to assist their clients. This training has also been beneficial for employees within Building Maintenance. Three clients who entered the process are currently serving apprenticeships with Falkirk Council.

Outcome 3	Action	Measures/Evidence
Reduced job segregation and pay gaps relating to gender, disability and ethnicity	Regularly monitor and review existing pay and conditions which includes equal pay audits	Equal pay audit completed
		Pay inequalities identified and eliminated if not justified
	Analyse changes in pay gap as reported to Local Government Benchmarking Framework (LGBF)	Local Government Benchmarking Framework statistics
	Continue to implement robust job evaluation process	Posts progressing through job evaluation group with Trade Union involvement

Outcome 4		
Increased awareness and understanding of equality and diversity within the workforce	Review equality and diversity training including duties to reduce sexual harassment under The Worker Protection (Amendment of Equality Act) Act 2023	All employees completed online course or alternative training by April 2026 Communications issued
	Add to learning pathways as mandatory training and monitor	All employees completed online course or alternative training by April 2026 Communications issued
	Consider alternative training for frontline employees with services	All employees completed online course or alternative training by April 2026
	Communications about sexual harassment duty, how to report, risk assessments	Reporting process in place
		Communications issued
		Risk assessments updated
	Regular organisational survey question	Survey results
	Managers Frequently Asked Questions session on equality topics	Attendance at sessions

Case Study

Trauma Informed and Responsive training is being rolled out across the Council. This recognises the importance of adapting the way we work to make a positive difference to anyone impacted by psychological trauma and adversity. A group of Customer and Business Support staff received the Level 1: Trauma Informed training. Feedback was sought from staff following their attendance where staff described feeling more empathy, compassion and understanding for the personal difficulties customers may be facing. They reported being able to use that understanding to reframe challenging or difficult conversations, and advised that they felt that the learning supported improved communications in and around the workplace. Staff advised that they felt reassured that many of the approaches used within the team were already trauma-informed, improving their confidence and commitment to supporting individuals with experiences of trauma.

Appendix 1: Falkirk Council Area 2022 Census information

Census Year	Falkirk Total Population
2001	145270
2011	155990
2022	158450

Ethnicity Group	Percentage of population
White: White Scottish	86.74%
White: Other White British	5.96%
White: Other White	3.82%
Mixed or multiple ethnic group	0.71%
Asian, Asian Scottish or Asian British	2.05%
African: African, African Scottish or African British	0.37%
Caribbean or Black	0.07%
Other ethnic group	0.27%
Total	100.00%

Religion	Percentage of Population
No religion	54.53%
Church of Scotland	22.70%
Roman Catholic	11.07%
Other Christian	4.03%
Buddhist	0.16%
Hindu	0.17%
Jewish	0.03%
Muslim	1.30%
Sikh	0.09%
Pagan	0.34%
Other religion	0.22%
Religion not stated	5.37%
Total	100.00%

Age Group	Percentage
Aged 0 to 15	17.05%
Aged 16 to 24	9.31%
Aged 25 to 34	12.28%
Aged 35 to 49	19.38%
Aged 50 to 64	22.39%
Aged 65 and over	19.59%
Total	100.0%

Care Experience breakdown (22/23)	Number of people	Percentage
Previously looked after	109	18.38%
Looked after	363	61.21%
Care Leavers (Aftercare)	121	20.40%
Total	593	100.00%

Marital Status	Percentage
Not applicable (aged less than 16)	17.05%
Never married and never registered in a civil partnership	28.54%
Married	38.57%
In a registered civil partnership	0.22%
Separated, but still legally married	2.19%
Separated, but still legally in a civil partnership	0.06%
Divorced	7.19%
Formerly in a civil partnership which is now legally dissolved	0.07%
Widowed	6.02%
Surviving partner from a civil partnership	0.08%
Total	100.00%

Sex	Percentage
Male	48.63%
Female	51.36%
Total	100.00%

Disability	Percentage
Yes, limited a lot	11.16%
Yes, limited a little	13.42%
No	75.41%
Total	100.00%

Long-term health condition	Number of People	Percentage of population
Blind or vision impaired	3737	2.36%
Deaf or Hearing impaired	11643	7.35%
Combined learning disability, learning difficulty or developmental disorder	8003	5.05%
Speaking difficulty - (Full or partial voice loss)	516	0.33%
Mental Health	18328	11.57%
Physical Disability	15990	10.09%

Sexual Orientation and Trans status or history	Percentage of Population in Falkirk
Trans or had a trans history	0.33%
LGB+	3.06%

Appendix 2: Falkirk Council Equality Outcomes 2021-2025

Outcome One: Improve the response given to people experiencing domestic abuse				
Priority Groups: Black and Minority Ethnic Women, Women with disabilities				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
Mentors in Violence Prevention is a peer mentoring programme that gives young people the chance to explore and challenge the attitudes, beliefs and cultural norms that underpin all forms of gender-based violence in our society. The programme addresses a range of behaviours including physical violence, name-calling, sexting, coercive and controlling behaviour and harassment. Individuals are not looked on as potential victims or perpetrators but as empowered onlookers with the ability to support and challenge their peers whilst keeping themselves safe	Education	Number of young people who have completed the Mentors in Violence Prevention programme from 2021-2025	All secondary schools (bar Carrongrange as the materials still need more differentiation) are now trained.	Groups were all in place and running at the start of the 2024-25 session in all our mainstream secondaries. A national Mentors in Violence Prevention lead was appointed which is helping ensure schools can be matched with training opportunities as required. A national network has been established that Falkirk contribute to.
Domestic Abuse Training provided by internal Online Learning (OLLE) platform.	Organisational Development	Number of people who have completed training.		An Introduction to Domestic Abuse' OLLE course has been successfully completed by 269 staff members.

Outcome One: Improve the response given to people experiencing domestic abuse				
Priority Groups: Black and Minority Ethnic Women, Women with disabilities				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
Services support the delivery of Multi Agency Risk Assessment Conference (MARAC), Multi Agency Tasking and Coordination (MATAC) and Disclosure Scheme for Domestic Abuse Scotland (DSDAS)- multi agency forums for the protection of women and children and the risk management of perpetrators.	Falkirk Council Services that have contributed to these individual meetings	No. of Multi Agency Risk Assessment Conferences (victim process) (Police Scotland monthly meetings)	Multi Agency Risk Assessment Conferences self-assessment being progressed to ensure our processes and systems robust.	Multi Agency Risk Assessment Conference steering group taking forward the findings from the self - assessment. Education: A steering group has been established recently to drive improvements. A new Multi Agency Risk Assessment Conference coordinator appointed in 2024 has led to improved processes and timelines.
		No. of Multi Agency Tasking and Coordination meetings (high risk offender process) (Police Scotland monthly meetings)		We continue to support colleagues at Police Scotland in the management of Multi Agency Tasking and Coordination by attending meeting where required and providing update
		Disclosure Scheme for Domestic Abuse Scotland (management of convicting offenders (fortnightly meetings).		We have reviewed our arrangement around Disclosure Scheme for Domestic Abuse Scotland notifications/checks to ensure that these are responded to timeously and prevent delays

Outcome One: Improve the response given to people experiencing domestic abuse				
Priority Groups: Black and Minority Ethnic Women, Women with disabilities				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
Supporting the work of the Gender Based Violence Partnership in delivery of Equally Safe.	All services:	Partnerships self-assessment being undertaken to ensure that the partnership focussed on work of Equally Safe.	Partnerships self-assessment being undertaken to ensure that the partnership focussed on work of Equally Safe.	<p>Appointed of Gender-based violence officer who works closely with the partnership chair have effectively led the multiagency work around Gender Based Violence</p> <p>Partnership self-assessment was completed and information from this drawn into a short life working group. 2025 will start the action planning for the Gender Based Violence Partnership. Any areas for improvement have been incorporated into this planning, although many already were addressed (e.g. leadership through recruitment). Action plan will be to align Falkirk more closely with Equally Safe and adapted to local need.</p> <p>Partnership work is improving overall, with overlapping strategic objectives being considered across public protection.</p>

Outcome One: Improve the response given to people experiencing domestic abuse				
Priority Groups: Black and Minority Ethnic Women, Women with disabilities				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
				Falkirk Plan reviewed, with recommendation that this reflects the broader scope of Gender Based Violence and not limit this to domestic abuse. The partnership is opening the discussion around all forms of Gender Based Violence.
Establish a dedicated Equalities Licensing Board web page and use the page to promote any anti-violence and abuse campaigns	Licensing Board	Publish information relating to domestic abuse on Licensing Equalities web page	Licensing is planning on adding a new Equalities web page to the Licensing Board webpages that will include any campaigns/ information related to domestic abuse.	Licensing has been unable to develop the dedicated webpage, however, there is commitment to carry this forward as the new Falkirk Council website is being developed.
Justice Services to deliver the Caledonian programme which is an intervention programme for perpetrators of domestic abuse.	Justice Services	Number of individuals completing the programme.		91 men received a Caledonian order for period 2023/24
Justice Services via the Caledonian Woman's and Children's Service to provide support to the families of perpetrators on the Caledonian programme.	Justice Services	Number of women supported, and children supported.		161 women open to the Caledonian Women and Children's Service for period 2023/24. Number of children supported is 6 (children's worker has only been in post for 1 year)

Outcome One: Improve the response given to people experiencing domestic abuse				
Priority Groups: Black and Minority Ethnic Women, Women with disabilities				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
Services grant funded to provide a response to women and children	Housing Needs Services	Joint Working Agreement with Committed to Ending Abuse with defined outcomes and objectives.	This is an ongoing annual agreement.	Contract now in place.
Ensure accessibility to Housing Services by revisiting front line delivery options/premises.	Housing Needs Services	Increased footfall to services and early interventions to mitigate risk. Increase in safety equipment provided.	Staff are in Central HUB, once additional staff are recruited staff will be in various locations across the area	Staff are deployed to areas where required. We also have staff working with other services in their premises for example hospital and Adult Care
Develop and implement Domestic Abuse Housing Policy (in line with Chartered Housing Institute Take a Stand)	Housing Needs Services	A comprehensive domestic abuse policy co-produced with those with lived experience, and partners, that provides a comprehensive response and meets the housing and support needs of those experiencing domestic abuse.	Consultant to be appointed to progress this piece of work.	Consultant has undertaken review of current approach with recommendations provided. Policy is currently being drafted along with action plan

Outcome Two: Reduce Identity Based Harassment and all hate crime within Falkirk progress report				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
Establish a dedicated Equalities Licensing Board web page and use the page to promote any identity-based harassment and all hate crime campaigns.	Licensing Board	Publish information relating to identity based harassment and all hate crime on Licensing Equalities web page	Licensing is planning on adding a new Equalities web page to the Licensing Board webpages that will include any campaigns/ information related to identity-based harassment and all hate crime.	Licensing has been unable to develop the dedicated webpage, however, there is commitment to carry this forward as the new Falkirk Council website is being developed.
Justice Services to support research into Hate Crime in Scotland.	Justice Services	Participation in research when undertaken	Awaiting on research to commence	Research not progressed. Equality groups were consulted in the development of the revised Community Justice Outcomes Improvement Plan 2024
Consider staff training around hate crime – ensuring this is delivered on an annual basis.	Housing Needs Services	Staff can identify hate crimes, report them accordingly and ensure support to those affected.	Appropriate training being sourced	Hate crime training to be included within training matrix for roles throughout the service
Continue to ensure schools record and monitor incidents to identify trends which help to guide improvements in policy and practice and inform any interventions. This should help support self-improvement.	Education	Children and young people feel increasingly safe and secure to acknowledge, discuss and challenge unacceptable behaviour.	Continual monitoring of incidents allows schools to respond appropriately with relevant supports and interventions. These can be targeted at individuals as well as looking at work to support children and young people at key stages or whole school.	All settings continue to record and monitor incidents in line with both local and national guidance. A clear expectation is to use this to identify trends which supports further work within the setting.

Outcome Two: Reduce Identity Based Harassment and all hate crime within Falkirk progress report				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
Local authority staff monitor recorded incidents on a termly basis to identify emerging themes or trends. This should help to support the identification of good practice as well as any relevant training opportunities for frontline staff.	Education	Improved targeted support and interventions are in place which recognises the unique context of different settings.	Continual monitoring of incidents allows schools to respond appropriately with relevant supports and interventions. These can be targeted at individuals as well as looking at work to support children and young people at key stages or whole school.	New Quality Improvement Officer within inclusion service will have responsibility for monitoring incidents across the authority and developing relevant professional learning for staff in conjunction with partners. Individual cases will continue to be supported by relevant link officers for schools.
With the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill in the process of becoming law in Scotland, services have a responsibility to act compatibly with the rights of the child. The new law will mean that every child and young person under 18 years old has children's rights, whatever their ethnicity, gender, religion, language, abilities, or any other status, which is Article 2 of the UNCRC. Part of Falkirk Council's strategic approach to embedding the rights of the child within the education system is through the Rights Respecting Schools Award.	Education Equalities		To date, thirty-seven schools across the authority are engaged in the Rights Respecting Schools Award process. There are four key areas of impact for children at a Rights Respecting school; wellbeing, participation, relationships, and self-esteem; all of which has a positive impact on the children, young people, and their communities.	All high schools in Falkirk now have a Mentors in Violence Prevention program in place. Education: In Falkirk Council, 88% of schools have achieved a Bronze, Silver or Gold Rights Respecting Schools award. The national target for Scotland is 78% (and this is only for Silver and Bronze) As of June 2024, 22% of our schools have Gold, 50% have Silver and 16% have Bronze. Progress has been noted in Children's Services section. Wording is being finalised on how we will incorporate Children's Rights into the Equality and Poverty Impact Assessments.

Outcome Two: Reduce Identity Based Harassment and all hate crime within Falkirk progress report				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
All staff increase their knowledge to identify and reduce identity-based harassment and all hate crime by completing training on internal Online Learning (OLLE) platform.	Organisational Development	Number of staff undertaking Public Sector Equality Duty for Managers (OLLE)		The 'Public Sector Equality Duty for Managers' course has been successfully completed by 28 staff members.

Outcome Three: Improve the response given to people experiencing domestic abuse				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
<p>To develop a Customer Satisfaction survey that will be available on the dedicated Equalities Licensing Board webpage.</p> <p>The data will help to conduct equality analysis to determine if there are any issues which affect people from particular protected groups.</p>	Licensing Board	<p>All surveys issued by Licensing collect equality data.</p> <p>Results of surveys used to improve the service.</p>	Licensing is planning on developing a Customer Satisfaction survey that will be available in the Equalities webpage of the Licensing Board.	Licensing will be sending out equalities monitoring form that will be sent out with annual communication.
Use collected data to ensure that service provision meets the needs of our communities including accessibility	Housing Operations	Increase in Black and Minority Ethnic approaching service.	Recent consultation exercises have targeted specific groups to ensure that those who are easy to miss are consulted with and their views sought to shape service provision. We have also developed how to videos on the implementation of our new Housing Online system to ensure accessibility.	Contracted provision until 2026 provided by Shakti Women's Aid to support Black and Minority Ethnic women experiencing or who have experienced domestic abuse and/or 'honour' based abuses. Multi Agency Risk Assessment Conference continues to be a platform where housing needs for Black and Minority Ethnic women are being identified and responded to.

Outcome Three: Improve the response given to people experiencing domestic abuse				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
<p>Increase the uptake of staff across all sectors in the Education Scotland Building Racial literacy professional learning offer. This should help identified practitioners to build their confidence in discussing and challenging racism.</p>	Education	<p>An increase in antiracist behaviours and processes in practitioners' everyday practice</p> <p>Increased confidence in dealing with racism</p>	<p>We have four teaching staff who have completed Education Scotland training across both primary and secondary sectors. Need to consider how we might look to increase this through both the national and local offer.</p>	<p>A Secondary Deputy Head Teacher has been appointed as an Education Scotland anti-Racism mentor and has time allocated to support settings in their anti-racism journey.</p> <p>A Secondary Deputy Head Teacher has presented at a Heads of Establishment meeting. One setting requesting an anti-racism session to increase their awareness and confidence in dealing with racism.</p>
<p>Regional Improvement Collaborative Building Racial literacy workstream – focus on supporting all practitioners to be racially literate, effective at dealing with racism and confident in leading anti-racism.</p>	Education	<p>An increase in antiracist behaviours and processes in practitioners' everyday practice</p> <p>Increased confidence in dealing with racism</p>	<p>Regional Improvement collaborative workstream is at the early stages of creating a resource for practitioners which will support both awareness of anti-racism as well as providing further professional learning and practical support.</p>	<p>The Forth Valley and West Lothian Regional Improvement Collaborative toolkit is available and is continually being added to.</p> <p>A programme of professional learning has been planned, along with partner agencies, to run from January- June 2025.</p> <p>An anti-racism network has been created for staff across Falkirk to collaborate, support their own anti-racism journey and increase their confidence in dealing with racism. This network informed the professional learning programme for the session.</p>

Outcome Three: Improve the response given to people experiencing domestic abuse				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
Reflect on Education Scotland Equalities Impact assessment when planning, delivering, and promoting Professional learning to ensure this reflects the needs of all protected characteristics.	Education		Central officer who delivers professional learning will be engaging in training by our coordinator in March 23. This should help to ensure that they consider different protected characteristics when planning and delivering sessions with staff.	The Forth Valley and West Lothian Regional Improvement Collaborative lead has attended the Education Scotland Programme on leading effective anti-racism training as well as two training days. The lead is also participating in the Leading Professional Learning Programme with training days and associated professional learning activities with Education Scotland.

Outcome Four: Reduce the impact of COVID-19 in the groups that are most affected				
Priority Groups: Older people, young people, people with disabilities, women, Black and Minority Ethnic people				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
The Covid-19 pandemic has meant that we are required to use technology to host Licensing Board meetings and make them accessible to everyone.	Licensing Board	Meetings of the Licensing Board are well attended.	Currently all Licensing Board meetings are online, they are livestreamed in YouTube, and they are kept on Falkirk Council Channel.	All Licensing Board meetings are online, they are livestreamed in YouTube, and they are kept on Falkirk Council Channel.
<p>Recognise that Black and Minority Ethnic people are more likely to be self-employed than other ethnic groups and will therefore have been impacted by Covid-19 restrictions placed on licensed premises. Licensing should communicate sources of support for premises impacted by Covid-19 and target communication to</p> <p>Black and Minority Ethnic people who are licence holders as Black and Minority Ethnic people have disproportionately been affected by Covid-19. Ensure that Black and Minority Ethnic licence holders who do not have English as a first language can access support with confidence.</p>	Licensing Board	Premises licence holders are aware of Covid-19 support.	Updates on Scottish Government guidance was published on the Falkirk Council Licensing private group on Facebook.	Action previously completed.

Outcome Four: Reduce the impact of COVID-19 in the groups that are most affected				
Priority Groups: Older people, young people, people with disabilities, women, Black and Minority Ethnic people				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
Prioritise to see children on the Child Protection Register weekly.	Children's Social Work Service	Recording of weekly visits.	100% of children on the Child Protection Register were seen weekly during the pandemic.	Action previously completed.
Embed tackling poverty into our everyday practice. We will undertake financial health checks when interacting with our tenants/customers, ensuring staff are trained and aware in fuel poverty and equipped to provide advice and assistance, identifying additional supports, and undertaking referrals.	Fairer Falkirk	Amount of financial health checks done.	Income Maximisation Strategy developed and at Committee in April.	<p>Income Maximisation Strategy was developed and implemented but superseded by new 'Building a Fairer Falkirk 2024 – 2029' strategy which has equalities at its heart.</p> <p>In 2023/2024 (most recent full year data), Multi-Skilled Advisors in our Advice and Support Hubs saw 4,599 people.</p> <p>In the first six months of 2024/2025, Community Advice Service and Advice and Support Hubs collectively achieved over £4.5m in benefit gains.</p> <p>Household Support Officers were employed in 2023, increasing capacity to carry out benefit checks.</p>

Outcome Four: Reduce the impact of COVID-19 in the groups that are most affected				
Priority Groups: Older people, young people, people with disabilities, women, Black and Minority Ethnic people				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
				The overall increase in capacity contributed to increased take up of Council Tax Reduction, with Falkirk seeing the highest increase in Council Tax Reduction claims in Scotland over the period from November 2022 to November 2023 (at 5.03% compared to a national increase of 1.03%).
<p>Provide support and challenge to educational settings schools to:</p> <p>✦ Accurately identify pupils needs. Implement appropriate interventions to ensure improved outcomes for learners.</p>	Education	Settings make effective use of data to identify and support the needs of all learners.	Education Team Managers have engaged with all senior leaders focusing on attainment data and interventions in place to support different groups of interest. A clear focus of discussions has been on closing the poverty related attainment gap.	Quality Improvement Officers continue to engage with school to focus on attainment and interventions for groups of learners. In addition, specific staff are seconded to look closely at the attainment and achievement of learners who are care experienced as well as those living in poverty to ensure that their needs are met and that we maximise attainment and achievement.

Outcome Four: Reduce the impact of COVID-19 in the groups that are most affected				
Priority Groups: Older people, young people, people with disabilities, women, Black and Minority Ethnic people				
Actions	Responsibility	Measured By	Progress update 2023	Progress update 2025
Provide support to all educational settings to make effective use of a range of data to ensure children and young people's needs are identified and met.	Education	An increase in learner's needs being met at an earlier stage.	Education team managers are continuing to monitor the attainment of identified groups of learners and providing further support and challenge to senior leaders to ensure relevant progress is being made.	Education team managers are continuing to monitor the attainment of identified groups of learners and providing further support and challenge to senior leaders to ensure relevant progress is being made.
Work with practitioners to develop shared expectations of what inclusion and equalities look like across settings.	Education	Practitioners demonstrate a clear understanding of their roles and responsibilities linked to inclusion and equality.	Our Senior Leadership Empowerment strategy has supported groups of senior leaders to create an inclusion and equality framework for schools. This will be launched officially at the beginning of next session and will be supported by a range of relevant professional learning for all staff.	Inclusion and Equity Framework developed (outlined on page 21) has led to increased awareness and understanding. Schools are now considering equalities in their improvement plans.
Support local people to improve employment and career opportunities, targeting those from priority groups actively experiencing social and economic inequalities	Place	Key performance indicators (KPI's)	Key performance indicators (KPI's) In the three years from 2019/2020 to 2021/2022 Employment and Training Unit have continued to expand reach to vulnerable priority groups supporting 3611 participants.	Employment and Training Unit have continued to provide specialised support for those in priority groups through a range of programmes delivered by the team.

Appendix 3: Future Equality Outcomes Action Plan 2025-2027

Outcome One: Our services meet the needs of those experiencing inequalities			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Improve data collection to understand the characteristics of those who use our services	All Services	Number of Equality and Poverty Impact Assessments showing robust use of data	<p>The Falkirk Plan – Theme 1: Working in Partnership with Our Communities</p> <p>The Council Plan: Priority 1: Supporting stronger and healthier communities</p> <p>The Council Plan: Priority 2: Promoting opportunities and educational attainment and reducing inequalities</p> <p>United Nations Convention of the Rights of the Child – Article 12</p>
		Number of consultations on Participate Plus that has completed the reporting cycle.	Community Engagement Strategy and Framework 2025-2028
		The number of people who have engaged from protected characteristics on Participate Plus.	<p>The Council Plan: Priority 2: Promoting opportunities and educational attainment and reducing inequalities</p> <p>Community Engagement Strategy and Framework 2025-2028</p> <p>United Nations Convention of the Rights of the Child – Article 12</p>

Outcome One: Our services meet the needs of those experiencing inequalities			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Place lived experience of inequality at the heart of service planning and design by working alongside the community to ensure meaningful changes are made.	All Services	Number of Equality and Poverty Impact Assessment's with appropriate evidence of engagement.	The Council Plan: Priority 1: Supporting stronger and healthier communities The Council Plan: Priority 2: Promoting opportunities and educational attainment and reducing inequalities
		Number of services with robust service user demographic data	The Council Plan: Priority 1: Supporting stronger and healthier communities Community Engagement Strategy and Framework 2025-2028 United Nations Convention of the Rights of the Child – Article 12
	Community Partnership Team	The number of people who have engaged from protected characteristics on Participate Plus.	The Council Plan: Priority 1: Supporting stronger and healthier communities The Council Plan: Priority 2: Promoting opportunities and educational attainment and reducing inequalities Community Engagement Strategy and Framework 2025-2028
	Community Partnership Team	Measurement tool, currently being developed, within the Community Engagement Framework.	Community Engagement Strategy and Framework 2025-2028
	All Services	Proportion of Equality and Poverty Impact Assessments showing evidence of engagement with underrepresented groups.	The Council Plan: Priority 1: Supporting stronger and healthier communities The Council Plan: Priority 2: Promoting opportunities and educational attainment and reducing inequalities

Outcome One: Our services meet the needs of those experiencing inequalities			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Ensure engagement and consultation are representative of our population	Community Partnership Team	Number of consultations on Participate Plus that has completed the reporting cycle.	Community Engagement Strategy and Framework 2025-2028
	Community Partnership Team All Services	The number of people who have engaged from protected characteristics on Participate Plus.	Community Engagement Strategy and Framework 2025-2028
		Increase in diversity of people accessing service.	The Council Plan: Priority 1: Supporting stronger and healthier communities The Council Plan: Priority 2: Promoting opportunities and educational attainment and reducing inequalities
Ensure people experiencing disadvantage can access our services (translation services, alternatives to digital for those who need them)	All Services	Proportion of Equality and Poverty Impact Assessments showing evidence of engagement with care experienced people.	The Council Plan: Priority 1: Supporting stronger and healthier communities The Council Plan: Priority 2: Promoting opportunities and educational attainment and reducing inequalities
	Falkirk Family and Friends	Strategies and Plans to specify steps taken to engage with diverse service users (evidenced through Equality and Poverty Impact Assessments).	United Nations Convention of the Rights of the Child – Article 12 Falkirk’s Integrated Children and Young People’s Services Plan 2023 - 2026

Outcome One: Our services meet the needs of those experiencing inequalities			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Routinely engage with care experienced young people when designing services that impact them specifically.	All Services	Equality and Poverty Impact Assessments demonstrate clear evidence of engagement with care experienced people.	The Council Plan: Priority 2: Promoting opportunities and educational attainment and reducing inequalities Falkirk's Integrated Children and Young People's Services Plan 2023 - 2026
	All Services	Strategies and Plans to specify steps taken to engage with those with protected characteristics (evidenced through Equality and Poverty Impact Assessments).	
Establish regular monitoring and reporting mechanisms for Equality Outcomes in our performance reporting system, to track progress and ensure accountability.	Pentana System / Performance and Planning	Performance Indicators being met.	The Council Plan: Priority 1: Supporting stronger and healthier communities The Council Plan: Priority 2: Promoting opportunities and educational attainment and reducing inequalities
Explore the use of Power BI to collate and present relevant equalities data to support better impact assessments.	Equalities Data Subgroup	Proposal for a system which links all the Equalities Data in the various Council systems	

Outcome 2: Transport across our area is inclusive and accessible, particularly for young people and those with disabilities			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Design new connections and links between workplaces, homes and leisure areas that facilitate active travel, and don't require upkeep of a private vehicle including bridging gaps in the network to improve accessibility,	Place Services	Distance of active travel infrastructure reaching detailed design stage.	Active Travel Strategy
		Distance of active travel infrastructure constructed.	
Maintain public transport services in areas not commercially viable for bus operators to tackle social inclusion	Place Services	Number of areas served by subsidised public transport services that do not have any alternative commercial services.	Falkirk Local Transport Strategy
Promote the accessibility of active travel in the local area	Licensing	Inclusive consultation activities designed for young people and those with disabilities carried out as part of active travel design projects.	
Maintain an appropriate level of accessible vehicles transport.	Place Services	All multi-plate operators must ensure 15% of plates held are Wheelchair Accessible Vehicles (WAVS) by 2026.	
Maintain appropriate levels of disabled parking in town centres.	Place Services	Number of disabled parking spaces in Falkirk Council.	

Outcome 2: Transport across our area is inclusive and accessible, particularly for young people and those with disabilities			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Promote free bus travel entitlement as part of antipoverty strategy income maximisation	Fairer Falkirk Team	Increase in the number of National Entitlement Cards being issued to those with protected characteristics.	Building a Fairer Falkirk: Falkirk's strategy for tackling poverty 2024 – 2029
	Education Services		
Expand bus pass application service to additional libraries	Libraries Team	Number of libraries that provide this service	

Outcome 3: Young people (16-24 year olds) are supported to enter and sustain work, education or training, particularly those from our most deprived areas, those who are care experienced and those with additional support needs			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Local Employment Partnership work in collaboration to sustain the Youth Engagement Programme.	Local Employability Partnership	Annual Participation Measure (APM) - “Percentage of young adults (16-19 year olds) participating in education, training or employment”	The Falkirk Plan - Outcome 23: People have equal access to education, training and employment that supports the local labour market. The Council Plan – Priority 2: Promoting opportunities and educational attainment and reducing inequalities Falkirk’s Local Employability Plan for 2022 – 2025
Provide money and debt advice to young people to ensure income maximisation, reducing poverty and increasing household income	Building a Fairer Falkirk Strategy Implementation Group/Fairer Falkirk Partnership and Falkirk Local Employability Partnership	Number of young people getting support through community advice services.	The Council Plan – Priority 2: Promoting opportunities and educational attainment and reducing inequalities Building a Fairer Falkirk: Falkirk’s strategy for tackling poverty 2024 – 2029
		Department of Work and Pensions children and families low income statistics	

Outcome 3: Young people (16-24 year olds) are supported to enter and sustain work, education or training, particularly those from our most deprived areas, those who are care experienced and those with additional support needs			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Services work together to plan and implement effective school support provision prior to leaving school for those most in need.	School Leaver Destination Return Monitoring and Improvement Group	School Leaver Destination Return statistics	The Council Plan – Priority 2: Promoting opportunities and educational attainment and reducing inequalities Falkirk’s Integrated Children and Young People’s Services Plan 2023 – 2026
		Annual Participation Measure - “Percentage of young adults (16-19 year olds) participating in education, training or employment”	
		Proportion of Pupils Entering Positive Destinations (from Local Government Benchmarking Framework)	
	Falkirk Council Employment and Training Unit and Skills Development Scotland	Annual Participation Measure - “Percentage of young adults (16-19 year olds) participating in education, training or employment”	
Sustain funding and delivery of specialist ‘DFN Project Search’ supported internship, leading to increased employment and educational opportunities/outcomes on completion.	Local Employability Partnership lead by: NHS Forth Valley, Forth Valley College, SERCO, Falkirk Council Employment and Training Unit	Percentage of young people completing course	Falkirk’s Local Employability Plan for 2022 – 2025
		Percentage of young people progressing into a positive destination (education, employment)	

Outcome 3: Young people (16-24 year olds) are supported to enter and sustain work, education or training, particularly those from our most deprived areas, those who are care experienced and those with additional support needs			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Deliver person-centred employability key working services (including access to specialist support one to one, group work and training provision for young people, resulting in progression into employment, education and training for local young people)	Falkirk Council Employment and Training Unit	Number engaged in Council funded / operated Employment and Training Support Number of unemployed young people 16-24 accessing jobs via Council funded/operated employability programmes	Falkirk's Local Employability Plan for 2022 – 2025 No One Left Behind: employability strategic plan 2024 to 2027
Provide a Modern Apprenticeship programme that includes flexibility and additional support for young people	Falkirk Council Employment and Training Unit	Number of Modern Apprentices in programmes managed by the Council aged 16-24	Falkirk's Local Employability Plan for 2022 – 2025 Forth Valley Skills Action Plan A Fairer Scotland For Disabled People: Employment Action Plan
		Number of young people who uptake Modern Apprenticeships requiring additional support, including those with a disability and from low income households.	
Provide specialist employability programme for young people with barriers to employment through the delivery of a youth work focussed employability programme.	Falkirk Local Employability Partnership: Commissioned Go Youth Trust Employability Programme	Number of people completing the Go Youth Trust Employability Programme annually	The Falkirk Plan: Outcome 23. People have equal access to education, training and employment that supports the local labour market. Falkirk's Local Employability Plan for 2022 – 2025 Falkirk's Integrated Children and Young People's Services Plan 2023 – 2026 Falkirk's Community Learning and Development Plan 2024 - 2027

Outcome 4: People with disabilities have access to the opportunities and integrated support they need to enter, sustain and progress into and within fair work.			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Provide specialist employability support provision dedicated to disabled participants, supporting progress towards sustainable employment.	Falkirk Local Employability Partnership: Enable Scotland (partnership with Stirling Council)	Number of disabled people accessing the support	<p>The Falkirk Plan: Outcome 23. People have equal access to education, training and employment that supports the local labour market.</p> <p>The Council Plan – Priority 1: Supporting stronger and healthier communities</p> <p>The Council Plan – Priority 2: Promoting opportunities and educational attainment and reducing inequalities</p> <p>Falkirk’s Local Employability Plan for 2022 – 2025</p> <p>No One Left Behind: employability strategic plan 2024 to 2027; Priority 4 – Supporting disabled people and those with a long term health condition</p> <p>A Fairer Scotland for Disabled People: Employment Action Plan</p> <p>Fair Work action plan</p>
Commission and deliver a variety of personal development, health and wellbeing, group work provision for participants with disability and health barriers	Falkirk Local Employability Partnership: Employment and Training Unit Co-ordinated	Number of participants accessing support	
Provide specialist employability programme that supports employability participants experiencing mild to moderate mental health issues to more effectively manage their condition and progress towards education, training and employment.	Falkirk Local Employability Partnership: Commissioned Cyrenians Mental Wellbeing Programme.	Number of participants completing the programme	

Outcome 5: Attainment is raised and educational inequality is reduced, especially for those at risk of experiencing inequalities			
Actions	Responsible Service and/or Community Partnership	Measures	Strategic Link
Continue to review and understand the purpose of exclusions of care experienced young people, with the aim of reducing the number to zero.	Education	Zero exclusions of care experienced young people.	The Promise: Education; Plan 24-30 United Nations Convention of the Rights of the Child – Article 28: The Right to good quality education. You should be encouraged to go to school to the highest level you can.
Ensure children will meet their individual developmental milestones and attainment targets and school leavers will transition into positive, sustained destinations.	Education	Percentage of pupils living in the 20% most deprived areas gaining 1+ awards at level 5 (target outcome 79%)	The Council Plan – Priority 2: Promoting opportunities and educational attainment and reducing inequalities The Scottish Government's Opportunities for All commitment National Improvement Framework Getting It Right For Every Child United Nations Convention of the Rights of the Child – Article 28: The Right to good quality education. You should be encouraged to go to school to the highest level you can.
		Percentage of pupils living in the 20% most deprived areas gaining 1+ awards at level 6 (target outcome 52%)	
		Percentage of pupils living in the 20% most deprived areas gaining a positive destination (target outcome 92%)	
		Percentage of pupils living in the 20% most deprived areas attending: Primary – target outcome 91% Secondary – target outcome 84%	

Appendix 4: New Equality Outcomes Survey Results

PARTICIPATE



A Fairer Falkirk for everyone - have your say on Falkirk's future equality outcomes

Report summary

We need to agree what inequalities we will address over the next 4 years. It is important that we focus on the biggest inequalities we see across our area, which will make a real difference to people's lives.

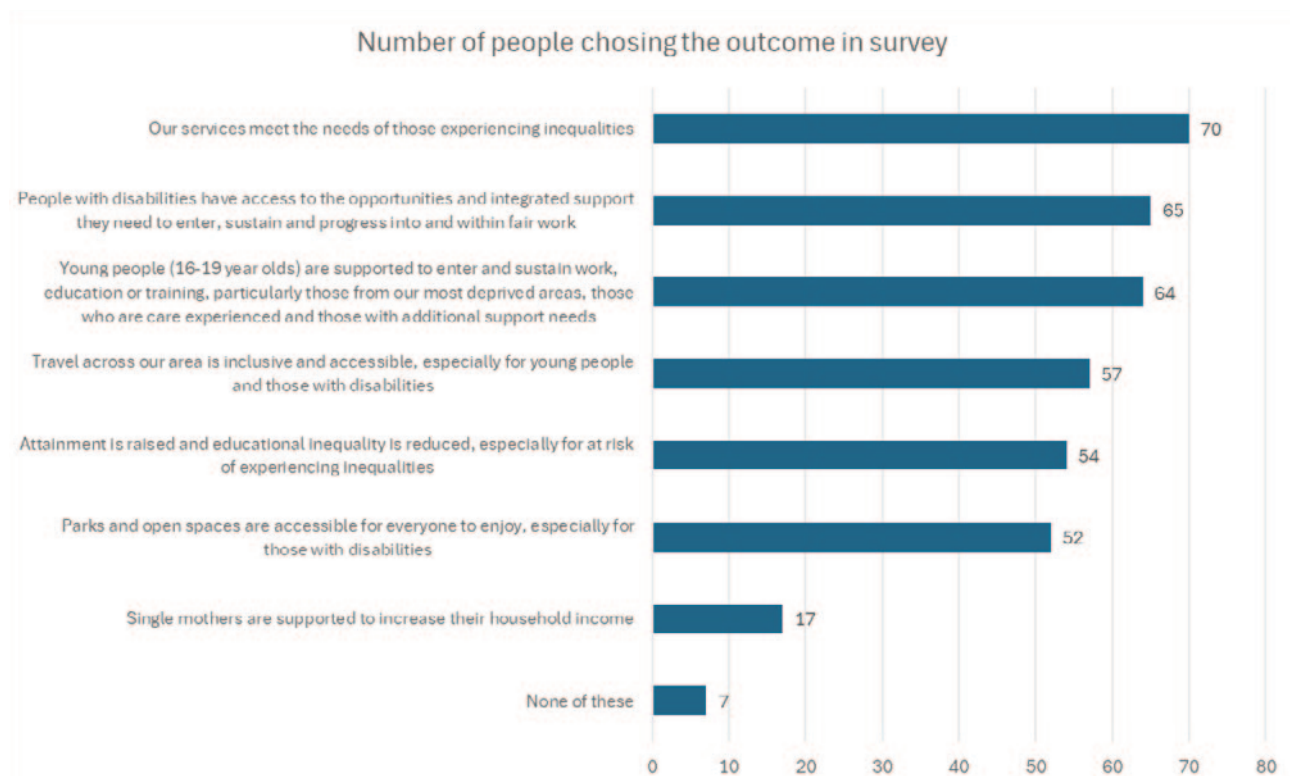
Below are the outcomes we think we should work towards, based on data and other evidence from across our services. We asked people to tell us which of these were most important to them, their family and their communities. This will inform which of these outcomes we focus on over the next 4 years.

The survey asked people to select three outcomes. It also provided a text box where people could tell us what we should change or add.

140 people completed the survey (136 online via Participate+ and 4 people completed a paper copy of the survey in one of our libraries).

Demographic details were requested from all and will be used to inform the Equality and Poverty Impact Assessment.

Results



What else did people think we should consider?

Respondents raised concerns about a range of issues related to fairness and equality in Falkirk. A recurring theme is the need for inclusivity and equal access to services for all residents, regardless of age, gender, ability, or location. The challenges faced by those living in rural areas, such as limited transport and access to services, were highlighted. There is a call for better support for individuals with hidden disabilities and neurodiverse children, particularly in educational settings.

Several respondents emphasized the importance of safe housing for everyone and addressing issues of poverty and homelessness. The need for improved healthcare access in Falkirk was also mentioned as a critical area for reducing inequality. Social housing and the enforcement of bans on pavement parking to aid those with disabilities were identified as specific areas needing attention.

Employment support for those not working and the improvement of public transport services were suggested as ways to help people become less dependent on benefits and more integrated into the community. The cleanliness, safety, and maintenance of public spaces and facilities were also mentioned as foundational issues that need to be addressed before making further adaptations for specific groups.

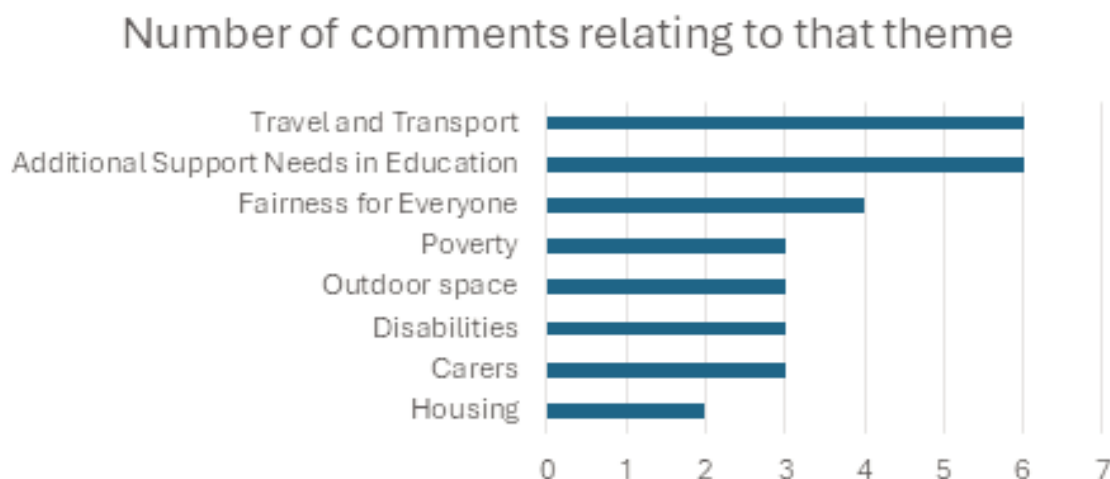
Support for people experiencing substance use issues, families requiring additional support needs, and low-income families with preschool children were identified as areas where more resources and attention are needed. Mental health support, particularly in relation to outdoor spaces for dog walking, was also mentioned.

One respondent expressed concerns about protecting British culture and preventing the teaching of inappropriate content in schools. Others felt that focusing on politically correct agendas or minority interests should not overshadow the needs of the wider community.

Overall, there was a strong call for a more inclusive approach to equality outcomes in Falkirk, with an emphasis on improving access to services, enhancing public infrastructure, and providing targeted support for vulnerable groups.

Key areas arising from the comments

The above comments were grouped into themes and the number of comments related to each theme was counted.



Recommendations

Based on the survey results, including incorporation of the main themes arising from the additional comments, we propose to focus on the following outcomes for the next 4 years.

- Our services meet the needs of those experiencing inequalities
- Attainment is raised and educational inequality is reduced, especially for at risk of experiencing inequalities
- Young people (16-19 year olds) are supported to enter and sustain work, education or training, particularly those from our most deprived areas, those who are care experienced and those with additional support needs
- People with disabilities have access to the opportunities and integrated support they need to enter, sustain and progress into and within fair work
- Travel across our area is inclusive and accessible, especially for young people and those with disabilities

Appendix 5: Falkirk Council - Employer Equality Outcomes 2021-2025

Outcome 1: Improved quality of employee data across all equality protected characteristics		
Actions	Measures / Evidence	Update
<p>Data Gathering</p> <p>Identify gaps in employee equality data and continue to increase monitoring information that we hold.</p>	<p>Increased protected characteristic information available/reduced gaps in information</p> <p>Annual Performance Information reports</p> <p>Evidence of communication to employees</p>	<p>We continue to encourage our employees to provide and update their personal equality information. We have continued to work with CEMVO on employee communications and have issued these on news articles, Teams managers page, payslip message and on email from payroll with payslips.</p> <p>Performance Indicators will be reviewed by Corporate Management Team in line with the workforce strategy.</p> <p>Work continues to link the Talentlink and Resourcelink systems to allow information gathered on My Job Scotland to be transferred and improve employee data. An onboarding module has now been rolled out which includes the provision of employee information at induction stage.</p> <p>We have reviewed the policy consultation process and the Participate + system is now being used which includes protected characteristics questions to be asked as appropriate.</p>

Outcome 2: Increased representation of minority ethnic groups, disabled people, young people aged 16 – 24 and LGBT people across Falkirk Council workforce

Actions	Measures / Evidence	Update
<p>Recruitment Monitoring</p> <p>Analysis of reports for the application stage of the recruitment process to compare applicants against equality characteristics of Falkirk Council area.</p> <p>MyJobScotland Webpages</p> <p>Update web pages to support recruitment from Black and Minority Ethnic and other protected groups.</p>	<p>Statistics are reflective of Falkirk Council area</p> <p>Increased applications from identified areas</p>	<p>We have updated information provided about Falkirk Council on MyJobScotland recruitment website to publicise information relating to Disability Confident, Living Wage, health and wellbeing policies, flexible working practices.</p> <p>The Council website and intranet are being reviewed to ensure compliance with accessibility standards.</p> <p>A CV option on My Job Scotland was piloted for applicants to answer a few questions about their personal details and then upload their CV instead of having to complete the full application process. This will be rolled out as an option for recruitment as appropriate.</p> <p>Redeployment is now included in the standard application process to mainstream this into recruitment and selection and make it easier for redeployees to apply for posts.</p> <p>The Graduate Programme continues with ongoing networking sessions in place to share experience, provide support and feedback. There are 20 graduates in the current programme and 33 graduates have stayed with the Council at the end of their programme.</p> <p>We have maintained our status as a Disability Confident Employer and continue to be a Living Wage Employer.</p> <p>As part of Keeping the Promise, care experienced has been recognised as a protected characteristic by Falkirk Council and is included in the guaranteed interview scheme.</p>

Outcome 2: Increased representation of minority ethnic groups, disabled people, young people aged 16 – 24 and LGBT people across Falkirk Council workforce

Actions	Measures / Evidence	Update
		<p>We continue to work to Fair Work First principles.</p> <p>Building Maintenance Division have worked with schools, Education and Training Unit and Inclusion and Wellbeing Unit to identify opportunities for experience within the service - see case study.</p>

Outcome 3: Reduced job segregation and pay gaps		
Actions	Measures / Evidence	Update
<p>Equal Pay</p> <p>Continue to monitor the pay gap.</p> <p>Carry out Job Evaluation Scheme project to check grading of posts identified through equal pay claims.</p>	<p>Equal pay audits</p> <p>Job Evaluation Scheme outcomes that are robust and equality approved</p>	<p>We continue to progress with our Job Evaluation Scheme project. There is a robust and transparent evaluation process in place and outcomes are approved by Trade Unions.</p> <p>The pay structure has been reviewed for grades A-O to ensure it remains fit for purpose. The Living Wage is embedded in the grading and pay structure. We are also a Living Wage Accredited employer.</p> <p>As part of our commitment to Fair Work First principles, we will work towards apprentices being paid Living Wage rate.</p> <p>Job Evaluation policy and processes have been reviewed and consultation with employees, managers and Trade Unions has taken place for the new policy.</p> <p>We publish pay gap data as part of the mainstreaming report and carry out regular equal pay audits.</p> <p>We are working with SPDS to standardise pay gap reporting in conjunction with Scottish Government.</p>
<p>Occupational Segregation</p> <p>Undertake an initial analysis of the current picture and identify options to address issues identified</p>	<p>Report produced and options identified</p>	<p>Initial analysis was completed and we will continue to monitor this.</p> <p>Building Maintenance Division work with schools as noted in Outcome 2 encourages pupils regardless of gender/sex to consider trades related roles as a career. There are now 3 female craft apprentices.</p> <p>We continue to support the Career Ready mentor scheme to support young people aged 15-18 to workplace opportunities and support such as mentoring, internships and masterclasses.</p>

Outcome 4: Increased awareness and understanding of equality and diversity within the workforce

Actions	Measures / Evidence	Update
<p>Review online equality/diversity training and ensure all managers complete the course in the following 12 months.</p> <p>Undertake a short survey of managers on race/unconscious bias. Results will be discussed at a future leadership session and appropriate actions developed.</p> <p>Register interest in equally safe workforce development framework</p>	<p>Training completed</p> <p>Survey completed and appropriate actions developed and agreed</p> <p>If selected training completed by agreed number of employees within the remit of the project. If not selected will take onboard feedback and implement learnings from other local authorities.</p>	<p>The online equality/diversity training is being further reviewed to include employer sexual harassment obligations. This will be added to learning pathways for mandatory completion by all employees.</p> <p>Equalities and Human Rights Officers and Gender Based Violence Lead Officer have been appointed.</p> <p>Unconscious bias survey was sent out. Although there were limited responses the feedback was that further awareness was required in this area.</p> <p>We were selected to participate in the Equally Safe in Practice pilot and rolled out 3 modules to 5th and 6th tier managers. The employee feedback was very positive and a review has been undertaken across all participating Councils. The training modules will be rolled out further across the Council.</p> <p>A corporate Equality and Human Rights group meets regularly to consider equality issues in a more joined up way across the Council.</p> <p>A communication course for Housing and Communities has recently been reviewed to integrate trauma informed to support the most vulnerable in our communities. Trauma informed training has been rolled out across the Council – see case study below.</p>

Appendix 6: Falkirk Council – Workforce Equality Information

The data below shows the comparison of data reported in the Mainstreaming report in 2023 (as per information recorded as at December 2022). The 2025 data is collected as at December 2024.

Age

Indicator	2022	2024
Percentage of workforce who are 16-24	5.5%	4.9%
Percentage of workforce who are 25-34	19.7%	19.3%
Percentage of workforce who are 35-44	22.9%	24.3%
Percentage of workforce who are 45-54	25.4%	25.3%
Percentage of workforce who are 55-64	23.3%	23.0%
Percentage of workforce who are 65-74	2.8%	2.9%
Percentage of workforce who are 75+	0.3%	0.3%

The age breakdown of the workforce has been fairly steady over the past few years with just over 50% of the workforce in the 45+ category. Whilst this has dropped very slightly it still remains the highest percentage age category. Under representation in the 16-24 category is still evident, with the percentage reducing since 2022. There has been an increase in those within the 35-44 age category.

Indicator	2022	2024
Percentage of workforce to have indicated they have a disability	1.8%	1.9%
Percentage of workforce who did not disclose that they have a disability	46.7%	50.3%

The data shows an increase in the number of employees indicating they have a disability.

There has also however been an increase in the numbers that have not disclosed that they have a disability. Whilst we continue to see an increase in the number of returns we will continue to encourage employees to provide this information.

Ethnicity

Indicator	2022	2024
Ethnic breakdown of the workforce – percentage who are white	64.4%	64.1%
Ethnic breakdown of the workforce – percentage who are Black and Minority Ethnic	2.5%	2.5%
Percentage of the workforce who did not disclose their ethnicity	33.1%	33.4%

The figures for ethnicity in relation to all categories has remained steady.

Sex

Indicator	2022	2024
The percentage of employees in the workforce who are female	75%	75%
The percentage of employees in the workforce who are male	25%	25%

The sex make-up of the workforce has remained the same since last mainstreaming report and is consistent with % make-up of the workforce over previous years also. This is fairly comparable to the sex make up of job applicants.

Religion and Belief

Indicator	2022	2024
Percentage of workforce who identified as Buddhist	0.6%	0.06%
Percentage of workforce who identified as Church of Scotland	20.36%	17.96%
Percentage of workforce who identified as Hindu	0.03%	0.01%
Percentage of workforce who identified as Jewish	0.03%	0.03%
Percentage of workforce who identified as Muslim	0.29%	0.35%
Percentage of workforce who identified as Roman Catholic	9.99%	9.17%
Percentage of workforce who identified as Sikh	0.05%	0.05%
Percentage of workforce who identified as Other Religion	3.98%	3.81%
Percentage of workforce who identified as None	27.53%	26.22%
Percentage of workforce who did not disclose their religion and belief	37.62%	42.35%

Whilst there are slight differences in the percentages of returned information, the biggest reflection of changes relating to Religion and Belief is as per other characteristics and relate to an increase in the number of those who have not disclosed their information.

Sexual Orientation

Indicator	2022	2024
Percentage of employees who have identified as bisexual	0.25%	0.28%
Percentage of employees who have identified as gay or lesbian	0.72%	0.76%
Percentage of employees who have identified as heterosexual	40.86%	39.82%
Percentage of employees who have identified as Other	0.33%	0.31%
Percentage of employees who did not disclose their Sexual Orientation	57.84%	58.82%

This is very little change in relation to the data from returns, again as per other protected characteristics there is a slight increase in the number of employees who did not disclose their information. This may however be reflected in higher numbers of employees completing the request for data. Further work will be done to emphasise reasons for collecting data and encourage employees to disclose relevant information.

Transgender

Indicator	2022	2024
Percentage of employees who have identified as Transgender	0.03%	0.06%
Percentage of employees who did not disclose Transgender	85.97%	89.15%

There has been an increase in the numbers of those who have disclosed their Transgender status which is a positive sign. However, as with other Protected characteristics the number of those who did not disclose has increased.

Top 2% Of Workforce

Indicator	2022	2024
Percentage of employees in Top 2% of workforce who are female	61%	61%
Ethnic breakdown of employees in Top 2% of workforce who are white	66.1%	58.6%
Ethnic breakdown of employees in Top 2% of workforce who are Black and Minority Ethnic	2.8%	3.7%
Percentage in Top 2% who did not disclose Ethnicity	31.1%	37.7%
Percentage of employees in Top 2% of workforce who indicate they have a disability	0.6%	0.6%
Percentage in Top 2% who did not disclose disability status	40.1%	46.3%

Top 5% Of Workforce

Indicator	2022	2024
Percentage of employees in Top 5% of workforce who are female	62%	63%
Ethnic breakdown of employees in Top 5% of workforce who are white	71%	64%
Ethnic breakdown of employees in Top 5% of workforce who are Black and Minority Ethnic	3%	3%
Percentage in Top 5% who did not disclose ethnicity	26%	34%
Percentage of employees in Top 5% of workforce who indicate they have a disability	1%	1.1%
Percentage in Top 5% who did not disclose disability status	34%	42.9%

For the Top 2% and 5% of the workforce, the data in relation returns for Sex and Disability has again remained fairly static over the last couple of years. The figure for Black and Minority Ethnic have remained steady but there has been a decrease in non-Black and Minority Ethnic figures which may correlate with the overall returns and the higher percentage of those who do not wish to disclose their ethnicity. As noted above this may be reflected in higher numbers of employees completing the request for data. Further work will be done to emphasise reasons for collecting data and encourage employees to disclose relevant information.

Discipline

Indicator	2022	2024
Percentage of employees involved in disciplinarys who were male	57%	57%
Percentage of employees involved in disciplinarys who were female	43%	43%
Ethnic breakdown of those involved in disciplinarys who are White	41%	62%
Ethnic breakdown of those involved in disciplinarys who are Black and Minority Ethnic	0%	0%
Percentage of those involved in disciplinarys who did not disclose ethnicity	59%	38%
Percentage of employees involved in disciplinarys who have identified that they have a disability	0%	3%
Percentage of employees involved in disciplinarys who did not disclose a disability	69%	59%

Grievance

Indicator	2022	2024
Percentage of employees involved in grievances who were male	65%	44%
Percentage of employees involved in grievances who were female	35%	56%
Ethnic breakdown of those involved in grievances who are White	57%	69%
Ethnic breakdown of those involved in grievances who are Black and Minority Ethnic	0%	6%
Percentage of those involved in grievances who did not disclose ethnicity		25%
Percentage of employees involved in grievances who have identified that they have a disability	0%	0%
Percentage of employees involved in grievances who did not disclose a disability	43%	56%

It is difficult to assess any particular trend as the make up of employees involved in either disciplines or grievances will change each year. It is also important to note that the numbers are not always comparable to the workforce as the statistics are only based on those directly involved in disciplines or grievances and not the overall workforce.

Health & Safety Incidents

Indicator	2022	2024
Percentage of employees involved in accidents/incidents who were male	13%	23%
Percentage of employees involved in accidents/incidents who were female	87%	77%
Ethnic breakdown of those involved in accidents/incidents who are White	17.8%	68%
Ethnic breakdown of those involved in accidents/incidents who are Black and Minority Ethnic	0.2%	2%
Percentage of employees involved in accidents/incidents who did not wish to disclose ethnicity	82%	30%
Percentage of employees involved in accidents/incidents who have indicated they have a disability	0.4%	4%
Percentage of employees involved in accidents/incidents who did not wish to disclose they have a disability	83%	51%

It is difficult to assess any particular trend as the make up of employees involved in accidents and incidents will change each year. It is also important to note that the numbers are not always comparable to the workforce as the statistics are only based on those directly involved in accidents and incidents and not the overall workforce.

Leavers

Indicator	2022	2024
Percentage of leavers who were male	29%	29%
Percentage of leavers who were female	71%	71%
Ethnic breakdown of leavers who were White	60%	51%
Ethnic breakdown of leavers who were Black and Minority Ethnic	4%	3%
Percentage of leavers who did not disclose their ethnicity	37%	46%
Percentage of leavers who indicated they had a disability	2%	2%
Percentage of leavers who did not disclose if they had a disability	52%	56%

Dismissals

Indicator	2022	2024
Percentage of employees dismissed who were male	29%	50%
Percentage of employees dismissed who were female	71%	50%
Ethnic breakdown of those dismissed who were White	81%	67%
Ethnic breakdown of those dismissed who were Black and Minority Ethnic	0%	0%
Percentage of dismissals who did not disclose their ethnicity	19%	33%
Percentage of dismissals who indicated they had a disability	0%	6%
Percentage of dismissals who did not disclose if they had a disability	29%	50%

Sex and disability figures for all leavers remain unchanged and there has been a decrease in Black and Minority Ethnic leavers, however, there again is an increase in those who do not wish to disclose their information. It is difficult to assess any particular trend as the make up of leavers and dismissals as this will change each year. It is also important to note that the numbers are not always comparable to the workforce as the statistics are only based on those leaving and not the overall workforce.

Training

Indicator	2022	2024
Percentage of employees applying for training who were male	0%	0%
Percentage of employees applying for training who were female	0%	0%
Percentage of employees accepted for training who were male	34%	23%
Percentage of employees accepted for training who were female	66%	77%
Percentage of employees refused training who were male	0%	0%
Percentage of employees refused training who were female	0%	0%
Ethnic breakdown of those who have applied for training who are White	0%	0%
Ethnic breakdown of those who have applied for training who are Black and Minority Ethnic	0%	0%
Ethnic breakdown of those who have been accepted for training who are White	98%	69%
Ethnic breakdown of those who have been accepted for training who are Black and Minority Ethnic	0%	1%
Those accepted for training that did not wish to disclose their ethnicity	N/A	30%

It is difficult to assess any particular trend as the make up of employees involved attending training will change each year. Given the amount of online resources and training now available to employees, these can be accessed at any time and do not require employees to apply for training.

Job Applicants

Indicator	2022	2024
Percentage of job applicants who are male	22%	26%
Percentage of job applicants who are female	77%	73%
Percentage of job applicants who did not wish to disclose sex	1%	1%
Ethnic breakdown of job applicants – percentage who are White	92%	81%
Ethnic breakdown of job applicants – percentage who are Black and Minority Ethnic	6.3%	18%
Percentage of employees who did not wish to disclose ethnicity	1.7%	2%
Percentage of job applicants who have indicated they have a disability	3.5%	5%
Percentage of job applicants who did not wish to disclose a disability	1.83%	2%
Percentage of job applicants who have identified as bisexual	2.5%	3%
Percentage of job applicants who have identified as gay or lesbian	2.1%	2.3%
Percentage of job applicants who have identified as heterosexual	91%	89.9%
Percentage of job applicants who have identified as Other	0.1%	0.1%
Percentage of job applicants who did not wish to disclose sexual orientation	4.3%	4.8%
Percentage of job applicants who identified as Transgender	0.06%	0.5%
Percentage of job applicants who did not wish to disclose Transgender	1.19%	1.6%
Percentage of job applicants who were aged 16-24	15%	14%

There has been a higher percentage of males applying for posts during the reporting period. There has also been a significant increase in the reporting of Black and Minority Ethnic in relation to job applicants, however, this is partly due to a change in the questions being asked which have helped better determine those within the “white” or Black and Minority Ethnic categories. Non-disclosure rates for each protected characteristic remain fairly static.

FALKIRK COUNCIL

