

PROPOSED EQUALITY OUTCOMES 2021 – 2025

APPENDIX 2

Corporate Plan Outcome	Actions	Measures	General Duty being addressed	What are the key protected characteristics	Lead / (Timescales)	Evidence for link to General Duty and protected characteristics
Our people: Provide opportunities for people to the best they can be throughout their lives with a strong and sustained focus on those individuals and groups in our society who experience the most disadvantage and discrimination	1. Bullying ○ Educational Services to implement an anti-bullying policy ○ Carry out annual surveys in schools to monitor effectiveness of anti-bullying approach over next 4 years	Reduction in incidents reported	Eliminate discrimination, harassment and victimisation Advance equality of opportunity Foster good relations	Age, Disability, Gender Re-assignment, Pregnancy and Maternity Race, Religion or Belief, Sex, Sexual Orientation	Head of Education (Autumn 2021) (March 2025)	Evidence shows that children with protected characteristics are more likely to be the subject of bullying behaviour.
Our people: Provide opportunities for people to the best they can be throughout their lives with a strong and sustained focus on those individuals and groups in our society who experience the most disadvantage and discrimination	2. Domestic Violence ○ Children and Families intervene at the earliest opportunity to minimise the impact of domestic abuse on children, young people and parents ○ Moray Council to liaise with Police Scotland through the Moray Community Safety Hub to identify what	% of Children registered on the CPR as a result of Domestic Abuse	Eliminate discrimination, harassment and victimisation Advance equality of opportunity Foster good relations	Disability, Gender Re-assignment, Pregnancy and Maternity, Sex, Sexual Orientation	Interim Head of Children's Service (March 2023) Head of Development Services (March 2025)	Whilst domestic violence tends to be directed at women, there is evidence that people with other protected characteristics such as disabled, trans and certain religious groups are at heightened risk.

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	<p>lessons can be learned</p> <ul style="list-style-type: none"> ○ Liaise with Education to explore ways to support pupils who experience domestic violence ○ Moray Licensing Board to continue promoting social responsibility among its license holders 				<p>Head of Education (March 2025)</p> <p>Head of G,S&P (March 2025)</p>	
Our people: Provide opportunities for people to the best they can be throughout their lives with a strong and sustained focus on those individuals and groups in our society who experience the most disadvantage and discrimination	<p>3. Housing</p> <ul style="list-style-type: none"> ○ Assess and respond to the housing needs of older people in partnership with IJB ○ Increase supply of ambulant disabled housing - Local Housing Strategy (LHS) ○ Adequate supply of appropriate housing for people 	30% of affordable houses continue to be delivered to amenity standard	Promote equality of opportunity	Age, Disability, Race	<p>Head of Housing & Property (March 2022)</p> <p>(March 2024)</p> <p>(March 2024)</p>	The Housing Needs and Demand Assessment 2017 identifies that the housing needs for groups protected on the grounds of age, disability and race are not being adequately met.

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	<p>with learning disabilities (LHS)</p> <ul style="list-style-type: none"> Gypsies / travellers have access to appropriate short and long terms accommodation to meet their needs (LHS) 	<p>Reduce number of unauthorised encampments</p> <p>Reduce average length (days) of unauthorised encampments</p>			(March 2024)	
Our future: Drive development to create a vibrant economy of the future	<p>4. Inclusive Economic Growth</p> <ul style="list-style-type: none"> Develop a collaborative approach to employability including approaches targeted at those furthest from the workplace Pursue the Cultural Quarter and other Moray Growth Deal projects led by the Council 	<p>Reduction in the gender pay gap</p> <p>Increase in 16-29 year olds living and working in Moray (10-15 year programme) (EG&D SP)</p>	<p>Eliminate discrimination</p> <p>Promote equality of opportunity</p> <p>Foster good relations</p>	Pregnancy and Maternity, Sex	<p>Head of Development Services (March 2022)</p> <p>Depute Chief Executive Economy, Environment and Finance</p>	Evidence shows a lack of employment opportunities for younger women in Moray.
Creating a sustainable council – Developing workforce:	<p>5. Ethnicity</p> <ul style="list-style-type: none"> Examine workforce data to identify any ethnicity pay gap 	Reduction in ethnicity pay gap	Eliminate discrimination, harassment and victimisation	Race	Head of HR & ICT (March 2025)	These outcomes have been proposed following the recommendations of the Scottish

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Increased diversity in the workforce	<ul style="list-style-type: none"> ○ Examine workforce data for bias against ethnic minorities in job application process ○ Review and our assess our current practice against the Scottish Government recruitment toolkit to identify improvements in our recruitment practices ○ Engage with minority groups in Moray to identify policies, practices and procedures that lead to poorer outcomes for ethnic minorities ○ Moray Licensing Board to explore and mitigate the language barriers that exist for licence applicants whose first 		Advance equality of opportunity Foster good relations		<p>(March 2025)</p> <p>(March 2025)</p> <p>(March 2025)</p> <p>Head of G,S&P (March 2025)</p>	Government's Equality and Human Rights Committee's findings on ethnicity and employment which shows that for some minority ethnic groups that attainment and pay gap is increasing.

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	language is not English.					