










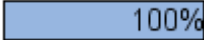





## Single Equality Scheme Outcomes 2010 – 2013

## Appendix A

Code	Outcome	Progress (2010-13)
SES.01	1. Equality Actions to be within the Corporate Plan & Council Services Divisional Plans that are linked to the Community Planning Plan and Single Outcome Agreement for all equality strands	 100%
SES.02	2. Improved equalities monitoring and equality impact assessments	 100%
SES.03	3. Raise publicity of equalities issues and actions across all eight strands (race, disability, gender, gender identity, age, sexual orientation, religion and belief, and pregnancy and maternity)	 100%
SES.04	4. Our citizens have equality of access to ordinary life opportunities including transport, employment, social and recreational opportunities including full access to the physical environment.	 100%
SES.05	5. Tackle harassment and hate crime	 100%
SES.06	6. Increased stakeholder involvement and participation	 100%
SES.G01	GO1. Equal attainment outcomes for boys and girls in Midlothian Council schools	 100%
SES.G02	GO2. Women supported into business	 100%
SES.G03	GO3. SME employers in Midlothian Council area are equality and diversity aware	 100%
SES.G04	GO4. Midlothian Schools are a safe place to be	 97%
SES.G05	GO5. Community Learning and Development offer a broad range of adult learning opportunities which are promoted widely	 100%
SES.G06	GO6. Midlothian is a safe place to live	 100%
SES.G07	GO7. Homeless young people are supported	 100%
SES.G08	GO8 There is gender pay equality for Midlothian Council employees	 100%
SES.G09	GO9. Midlothian Council is a fair and safe place to work	 100%

## Single Equality Scheme actions (due for completion in 2012/13)



Code	Outcome	Action	Due Date	Status	Progress	Latest Note
SES.02.4	2. Improved equalities monitoring and equality impact assessments	Investigate the possibility of cross divisional Mystery Shopping Exercises involving Community Planning Partners, including addressing equalities issues	31-Dec-2012		100%	<b>12/13:</b> Complete
SES.04.4	4. Our citizens have equality of access to ordinary life opportunities including transport, employment, social and recreational opportunities including full access to the physical environment.	Work with equality target groups to develop a range of vocational training options and promote employability	31-Mar-2013		100%	<b>10/11:</b> Completed (100%)
SES.G04.2	G04. Midlothian schools are a safe place to be; GO4. Midlothian Schools are a safe place to be	Create a consistent system in schools to collect baseline statistics on transgender, homophobic, race & gender bullying/harassment within schools by October 2012. Thereafter report statistics annually to Education Management Team	31-Mar-2013		95%	<b>Q4 12/13:</b> Off Target. Module arrived, procedures being written and roll out planned within the next quarter.
SES.G08.1	GO8 There is gender pay equality for Midlothian Council employees	Work with divisions to ensure pay equality through conducting regular pay audits and taking appropriate action	30-Jun-2012		100%	<b>12/13: Complete:</b> Statutory requirement fulfilled, on target for additional analysis. Intranet Equal pay statistics will be progressed offline.

## Single Equality Scheme PI's



**KEY:** complete if no 11/12 comparator or incomplete data boxes

Code	Short Name	2011/12	Q1 2012/13	Q2 2012/13	Q3 2012/13	Q4 2012/13	2012/13			Annual Target 2012/13
		Value	Value	Value	Value	Value	Value	Status	Note	
SES.01.1	% of Single Equality Scheme actions due for delivery each year completed – target 95%	96%	0%	66%	75%	95%	95%		12/13: Complete	95%
SES.02.1	Equalities employment data for the year published online	Yes	Yes	Yes	Yes	Yes	Yes			Yes
SES.02.2	% of EQIA programme completed. (Target: 95% of 2010/12 programme completed by 31/3/12)	56%	N/A	N/A	N/A	N/A	100%			95%
SES.02.3	% of EQIA's checked by the Corporate Improvement Section	100%	N/A	100%	100%	100%	100%			50%
SES.02.4	Number of mystery shopping exercises undertaken – aim to increase by December 2012	0		0	0	2			12/13: Complete	
SES.03.2	Percentage of identified staff trained	86%	99%	100%	100%	100%	100%			100%
SES.03.3	Number of equality strands workplace stress risk assessed – 8 strands by 06/2011	N/A	N/A	N/A	N/A	N/A	N/A		12/13: Data not available to measure PI.	
SES.03.6	% website compliance with DDA standards	100%			100%		100%		12/13: Complete	100%
SES.04.1	Reduce the number of out of authority placements by consistent use of staged intervention, MAPSS (Midlothian Assessment and Planning Stage system) and increasing the number of shared placements with TOPS	47.75	45	43	42	42	43		12/13: On Target. This figure represents an average of the end of quarter figures.	43
SES.04.2	Percentage of disabled young people accessing College with support and achieving positive outcomes	14.9%	N/A	N/A	N/A				12/13: Data has been requested from Edinburgh College.	

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Code	Short Name	2011/12	Q1 2012/13	Q2 2012/13	Q3 2012/13	Q4 2012/13	2012/13			Annual Target 2012/13
		Value	Value	Value	Value	Value	Value	Status	Note	
SES.04.3	Reduce the number of young people with more complex additional support needs not in employment, education or training	5	N/A	N/A	N/A	N/A	2	✓	12/13: On Target.	4
SES.04.4	Participation rates in vocational training and employability services - increase by 25% on Aug 10 baseline by 31/3/13	97	103	169	308	454	454	✓	12/13: Complete (454).	25
SES.04.6	24% increase in access to/uptake of Self Directed Care/Support	74	74	78	84	85	85	✓	12/13: Complete (85).	80
SES.06.2	% of schools providing evidence on stakeholder participation that informs service delivery	80%	80%	100%	100%	100%	100%	✓	12/13: On Target.	100%
SES.06.3	Number of user and carers surveyed each year	947	N/A	938	938	938	938	✓	12/13: Complete (938). 688 user surveys issued, and 250 carer surveys issued through VOCAL (Voices of Carers Across Lothian).	750
SES.G01.1a	1% increase in boys attainment in English and Maths in 4 secondary schools (Baseline to be provided in August)	90.25%	N/A	93.25%	N/A	N/A	93.25%	✓	12/13: On Target.	91.25%
SES.G01.1b	0.1 improvement in the mean score in English and Maths standardised tests at P4 by August 2013 (Baseline 99.8)	100.8	N/A	102.6	N/A	N/A	102.6	✓	12/13: On Target.	100
SES.G01.2	Number of young women participating in Midlothian Training Services – aim to increase to 28 in 2010/11, 31 in 2011/12, 33 in 2012/13 (09/10 baseline = 23)	121	12	24	34	39	39	✓	12/13: On Target (39).	33
SES.G02.1	Increased uptake of business loans and support services by women	3	0	7	7	11	11	✓	12/13: Target Achieved	3
SES.G03.1a	Skills for Midlothian Business (SFMB) - HR Business Advice	312	61	134	202	299	299	✓	12/13: Target Achieved	170
SES.G03.1b	Skills for Midlothian Business (SFMB) up-skilling episodes	121	29	78	131	145	145	✓	12/13: Target Achieved	120


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Code	Short Name	2011/12	Q1 2012/13	Q2 2012/13	Q3 2012/13	Q4 2012/13	2012/13			Annual Target 2012/13
		Value	Value	Value	Value	Value	Value	Status	Note	
SES.G04.1	% of managers participating in appropriate awareness training – target 100% by March 2012	100%	100%	100%	100%	100%	100%	✓	12/13: On Target.	100%
SES.G05.1	Increase the number of men engaged in adult learning programmes by 10% from the 2009/10 baseline of 200		N/A	N/A	N/A		831	✓	12/13: On Target. 831 men were participants on our adult learning programmes.	
SES.G06.1	Greater uptake of support services. 5% increase from April 2011 baseline April by 2012	244	87	72	46	112	317	✓	12/13: On Target.	260
SES.G07.2	Increase uptake in the number of Housing and advice sessions delivered – 12 advice sessions across schools and youth advice agencies by Aug 11	23	7	0	0	32	32	✓	12/13: On Target.	12
SES.G08.1	Internal audit shows pay equality		N/A	N/A	N/A	N/A	N/A	?	12/13: The Living Wage has now been implemented and it is hoped that this will have an impact on part-time female workers. How we measure this PI needs to be reviewed now that the equalities monitoring report for 2012/13 has been completed.	
SES.G09.1	Reduce the number formal complaints of harassment year on year	9	4	7	7	8	8	?	12/13: One formal case has been raised in this quarter. The total number of cases for 2012/13 is 8 - one less than in 2011/12	
SES.G09.2	Reduce the number of grievances raised relating to equality and diversity	0	0	0	1	1	1	?	12/13: There were no further cases raised in Q4. The total for the year	

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Code	Short Name	2011/12	Q1 2012/13	Q2 2012/13	Q3 2012/13	Q4 2012/13	2012/13			Annual Target 2012/13
		Value	Value	Value	Value	Value	Value	Status	Note	
									is 1.	
SES.G09.3	Maintain or better industrial average for male use of counselling service	18.8%	35.5%	32.3%	26.4%	N/A	N/A		<b>12/13:</b> Updated figure for Q4 will be available in April. There were 57 cases in Q3 which is an increase on previous quarters.	