



# The Moray Council

## Equality Outcomes 2013-2017

28 March 2013

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## Introduction

The Equality Act 2012 (Specific Duties) (Scotland) Regulations 2012, which came into force on 27 May 2012, places a duty on listed authorities to publish equality outcomes every 4 years. The Act requires each listed authority to develop its own outcomes.

This report sets the equality outcomes for three listed authorities in Moray: the Moray Council as the local authority, The Moray Council Education and Social Care Department as the education authority, and the Moray Licensing Board as the licensing authority. After analysing national and local data and consulting with a range of community groups through the Moray Equalities Forum, the three authorities decided to jointly address three themes. The three themes are:

- Bullying
- Domestic violence
- Access to streets

The decision to opt for joint outcomes arose from the need for a co-ordinated approach with regards to bullying and domestic violence to ensure that repeat or escalating incidences are identified and acted upon.

For each listed authority the outcomes relating to these themes will be outlined separately in appendix 1.

The section summarising the evidence used in developing the outcomes will also describe the general duties and the protected characteristics covered by the themes.

The final section describes the decision making processes followed by the authorities in setting the outcomes.

## Overall outcomes

### Theme 1: bullying

The outcomes for this section are (responsible listed authorities in bold):

1. Through 2013 and 2014 it is expected that the number of reported incidences of bullying for all protected characteristics will increase through better awareness and reporting mechanisms. The baseline figures will relate to all incidences and will enable us to identify repeat incidences and escalating incidences. **All three listed authorities. Licensing Board to contribute by linking incidences of underage drinking to bullying behaviour and feeding these into the overall reporting system.**

2. By April 2014 onwards a baseline figure for the number of incidences for all protected characteristics will be established. **The Moray Council.**
3. From April 2014 the number of repeat incidences of bullying related to protected characteristics will decrease. **All three listed authorities will contribute to this.**
4. From April 2014 the number of escalating incidences of bullying related to protected characteristics will decrease. **All three listed authorities will contribute to this.**
5. From April 2014 the overall number of incidences of bullying related to protected characteristics will decrease. **All three listed authorities will contribute to this.**
6. From April 2013 onwards victims of bullying will be supported in developing better ways of dealing with bullying behaviour. **All three listed authorities will contribute to this.**
7. From April 2013 onwards people who display bullying behaviour will be supported in addressing their own bullying behaviour. **All three listed authorities will contribute to this.**

## Theme 2: domestic abuse

The outcomes for this section are (responsible authorities in bold):

1. Gain a better understanding of the number of incidences of domestic violence disaggregated by protected characteristic. **All three listed authorities will contribute to this. The Moray Licensing Board to provide information about the link between alcohol and domestic abuse in Moray. The Moray Council Education and Social Care Department will follow up on evidence of children suffering from the effects of domestic abuse.**
2. Gain a better understanding of the number of repeat incidences and escalating incidences as part of the total number of incidences. **All three listed authorities will contribute to this as above.**
3. Raise awareness of incidences of domestic abuse and reporting mechanism among front-line officers who are not currently engaged in tackling domestic violence and the public. **All three listed authorities will contribute to this by encouraging uptake of GIRFEC and Vulnerable Adult training.**
4. Reduce the overall number of incidences of domestic violence. **All three listed authorities will contribute to this.**

5. Reduce the number of escalating incidences of domestic violence. **All three listed authorities will contribute to this.**
6. Reduce the number of repeat incidences of domestic violence. **All three listed authorities will contribute to this.**
7. Victims whose first language is not English will have better access to interpretation services when seeking help. **The Moray Council.**
8. Victims who have special needs will have quicker access to an assessment by an occupational therapist. **The Moray Council.**

### Theme 3: Access to streets

The outcomes for this section are (responsible authorities in bold):

1. Work with community groups to carry out street audits to gain insight into the physical and psychological barriers that prevent pedestrians or wheelchair users from using the pavements in Moray. **The Moray Council.**
2. Improve access to streets for all users in Moray. **The Moray Council.**
3. People feel safe using the streets in Moray. **The Moray Council and the Moray Licensing Board.**
4. Provide easily accessible information about safety and accessibility of the streets in Moray. **The Moray Council.**

## Summary of evidence

### ***THEME 1: Bullying***

#### **National evidence**

Evidence from EHRC report: 'Hidden in Plain Sight', which discussed the results of its inquiry into disability related harassment .

- The inquiry highlighted a range of systemic failures, including a culture of disbelief around incident reporting, insufficient co-ordination of incident reporting which would allow identification of repeat incidents or escalating incidents and an acceptance by victims of bullying and harassment as part of life.
- There is a high number of unreported incidents.
- The approved form may not capture sufficient information to safeguard the victim e.g. there is no space to indicate whether the incident is a repeat incident, nor does it allow identification of risk factors.
- Follow up procedures are not robust enough. Some of the areas that need to be looked at more closely are: co-ordination between agencies; better analysis of report findings; are there different systems capturing similar incidents that work separately; are relevant front-line staff sufficiently aware of the need to record incidents, warning signs and procedures that ensure a more co-ordinated approach?
- Where incidents are reported, there is no procedure for ensuring that the information is fed into a more comprehensive system for co-ordinating and analysing the information in order to identify repeat incidents or escalation.

#### **Evidence from EHRC's report: 'How Fair is Britain?':**

- LGBT adults are around twice as likely to report experiencing unfair treatment, discrimination, bullying or harassment at work as other employees.
- Bullying, discrimination and language barriers are identified as issues facing ethnic minority pupils in school.
- Gypsies and travellers are more liable than other groups to face hostilities and experience poor mental health.
- The number of racially motivated crimes reported to the police has risen in Scotland as has the number of cases resulting in court proceedings.
- Homophobic bullying is widespread in British secondary schools.
- LGBT are more liable than other groups to face hostilities and experience poor mental health.
- Small scale studies suggest higher suicide rates among LGBT groups.
- In Scotland, 17% of disabled people are victims of crime.
- In Scotland, 47% of disabled people have experienced hate crime as a result of their disability.
- People who are not Christian are roughly 10 times more likely to report being attacked or harassed because of their faith than Christian people.

- Among transgender people a large proportion of victims of hate crime are still reluctant to report such attacks.

### **Local evidence**

- In March 2011 Grampian Racial Equality Council (GREC) published the results of a study commissioned by the Moray Council on equality issues in Moray. One of the findings suggested that the extent of bullying in schools is larger than our reporting systems indicate. Groups that are particularly affected are people with learning disabilities, Through Care and After Care young people and LGBT people.

The Safer Communities Survey 2009 received 621 (60%) returns from the Moray Citizens' Panel. In the survey:

- 23% reported having experienced deliberate damage to property or a threat of damage to property.
- 11% experienced violence or a threat of violence.
- 7% experienced racial harassment or intimidation.
- 13% experienced other harassment or intimidation.
- The survey doesn't give any figures for disability related harassment but mirrors the figures from the EHRC inquiry. The Safer Communities Survey also states that 65% don't report crime or community safety problems. Again, this mirrors national figures: according to the statistical bulletin, 37% of crimes in Scotland come to the attention of the police.

Results from the Citizens' Panel Single Outcome Agreement Priorities survey (November 2012) provide the following information relating to adult protection:

- Around 2 in 5 respondents indicated that they and/or a member of their family had been subjected to bullying or harassment.
- Around 1 in 5 of those who had (or whose family member had) experienced bullying or harassment indicated that they had not spoken to anyone about this. In terms of those that had spoken to someone about the issue, this was most commonly parents or family, and teachers. This may suggest that a large proportion of these incidents involved bullying or harassment of children.

At meetings on 10 September and 5 October 2012 the Moray Equalities Forum agreed that bullying should be one of the main themes for the Moray Council's equality outcomes.

### **Other evidence**

- A new study by the University of Cincinnati found that both school bullies and their victims are likely to abuse alcohol after a bullying episode. The study examined bullying, recent alcohol use and heavy drinking episodes among more than 54,000 7<sup>th</sup>-through-12<sup>th</sup> grade students in schools across Greater

Cincinnati, including the Tristate regions of Ohio, Kentucky and Indiana. The data was collected by the Coalition for a Drug Free Greater Cincinnati as part of the 2009-2010 Pride Survey on adolescent drug use in America.

- The study found that junior high and high school students were one-and-a-half times more likely to have abused alcohol if they had been bullied. “The overall effect of victimization and alcohol use did not differ based on sex, age or race. It has an overall impact on their drinking rates and level of intoxication across all categories. Also, bullies and their victims are reporting similar types of activity in relation to their drinking patterns. We believe the alcohol abuse may often be an effort to escape problems and to self-medicate”.

## **Protected characteristics covered by Bullying Theme**

The outcomes will apply to all characteristics protected under the Equality Act 2010.

### **Public sector duties**

The outcomes in this theme relate to the following public sector duties

- The need to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- The need to promote equality of opportunity.
- The need to foster good relations between groups who share a protected characteristic and those who don't.

## ***THEME 2: Domestic Violence***

### **National evidence**

‘How Fair is Britain?’:

- Partner violence accounts for 43% of female homicides compared to 7% for men.
- 1 in 7 women in Scotland have experienced a physical form of partner abuse since reaching the age of 16.
- Women experience over three-quarters of domestic violence and sexual assault and encounter more extreme forms than do men.
- Data suggests that LGB are more likely than average to have experienced sexual assault and domestic violence during their lifetimes.

### **Local evidence**

Moray Safer and Stronger Strategic Assessment 2009/10:

- The numbers of incidents and repeat incidents of domestic abuse have reduced between 2006/07 and 2008/09, by 18% and 17% respectively. The proportion of incidents that were repeat incidents has remained steady over this period.



- The vast majority of victims are female, though there has been a slight reduction since 2006/07, from about 90% to about 86%. The vast majority of perpetrators are male, accounting for virtually the same proportions as female victims, with a similar reduction since 2006/07. The picture is the same nationally. Approximately 84% of victims of both genders are aged 20-50yrs, although the spread within this range is slightly different, with males being split fairly evenly between 20-30yrs, 31-40 yrs and 41- 50 yrs, whereas the majority of females fall within the younger of these two age groups.
- Nationally, around 88% of victims and perpetrators fall into these three age groups, the difference being that Moray has a slightly higher proportion of victims and perpetrators aged under 19yrs.

Children 1<sup>st</sup>, Cedar Project:

- In 2011 there were over 500 reported incidences of domestic abuse in Moray.

Moray Domestic Abuse Strategy 2011/14:

This strategy is currently under review. A new strategy is expected to be published later in 2013.

- Overall figures need to be seen against the background of inherent underreporting. It is estimated that a victim will only summon up the courage to call the Police on average after seven incidents of abuse.
- During 2010, across the four Children and Families Teams covering Moray, a total of 2100 referrals or initial contacts were made; in 224 of these, 10.67% of the total, Domestic Violence was recorded as the presenting issue.
- Approximately 90% of the victims of Domestic Violence reported to Grampian Police were female.
- Of the incidences reported to Grampian Police in Moray during the financial year 2008/09, 60% of the perpetrators were under the influence of alcohol and 40% of victims at the time of the offence.
- In a large number of cases substantial emotional and physiological damage is done to the victim's children who are often present when the abuse takes place. This has long-term effects which can perpetuate the cycle of violence.

Moray Women's Aid:

- There is insufficient access to interpretation services for victims whose first language isn't English.
- Victims who have special needs often face delays in having their needs assessed, leading to delays in finding suitable accommodation.

### **Data gaps**

There is little information about the incidence of domestic abuse among:

- Minority ethnic groups.

- LGBT community.

### **Public Sector Duties**

The outcomes relating to domestic violence will help the Moray Council in meeting its duties regarding:

- The need to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- The need to promote equality of opportunity.

### **Protected characteristics covered by Domestic Violence Theme**

The outcomes relate to the following protected characteristics:

- Sex
- Race
- Sexual orientation
- Gender reassignment
- Age
- Pregnancy and maternity

### ***THEME 3: Accessible streets in Moray***

#### **National evidence**

Equality Evidence Finder: <http://www.scotland.gov.uk/Topics/People/Equality/Equalities/>

- 7.7 Per cent of the adult population have a long-standing illness, health problem or disability that means they find walking for at least 10 minutes difficult to manage on their own.
- 1.6 per cent of the adult population have a long-standing illness, health problem or disability that means they find using a car difficult to manage on their own.
- 4.7 per cent of the adult population have a long-standing illness, health problem or disability that means they find using a bus difficult to manage on their own.
- 3.6 per cent of the adult population have a long-standing illness, health problem or disability that means they find using a train difficult to manage on their own.

#### **Disability in the UK July 2011 [www.papworth.org.uk](http://www.papworth.org.uk)**

- Disabled people travel a third less often than the general public.
- Disabled people drive cars a lot less and are less likely to have one in their household. 60% of disabled people have no car available to their households, compared to 27% of the overall population.

- Despite this, cars are central to disabled people's mobility in England and Wales, with the most common mode of transport being a car driven by someone else.
- Disabled people use buses, taxis and minicabs more often than the general public.
- Around a fifth of disabled people report having difficulties related to their impairment or disability in accessing transport.
- The percentage of people with mobility difficulties in the general population is 14%. Mobility difficulties tend to affect older people more than younger people.

## Local evidence

### Safer Communities Survey 2009:

- Perception of safety: people generally feel safe about their own neighbourhood but less so when moving further away.
- Perception of safety is affected by under-age drinking: 35% indicating this is a problem for local people at least once a week) and by public drinking/drunkenness (27%).
- As was found in 2006, there was a clear trend in responses with views generally being most positive about the local area and least positive at the national level. In relation to crime the following points emerge:
  - 28% of respondents felt that crime levels had increased in their local area, significantly more than the 8% who felt crime had decreased.
  - 48% felt that crime had increased across Moray as a whole, with just 4% indicating a decrease.
  - Views on crime were most pessimistic for Scotland as a whole – 61% felt that crime had increased nationally and just 3% felt there had been a decrease.
- Results do suggest that the time of day is the most significant factor in how safe respondents feel in their local area. Very few felt unsafe walking alone or taking public transport during the day (just 3% for each).
- However respondents were significantly more likely to feel unsafe in these situations at night, with around a fifth of respondents indicating that they would not feel safe walking alone (20%) or on public transport (21%) at night.
- The profile of safety measures taken recently by respondents was broadly similar to that reported in 2006. In particular, respondents were most likely to have avoided certain places (53%), avoided going out alone at night (44%) and improved their home security (40%). The relative ranking of these three measures has changed since 2006, and in particular somewhat fewer respondents mentioned improving home security, but there has been little significant change.
- There is no information on how perception of community safety affects the different protected characteristics.

### Feedback from Moray Disability Forum:

- The Forum has given many examples of physical features in Moray which make it difficult or impossible to effectively use a great number of footpaths in Moray. These features range from temporary features (such as cars parked on kerbs, wheelie bins, a-frame signs, or other temporary obstacles blocking the pavement) to more permanent obstacles (such as dropped kerbs that are too high, narrow pavements, pavements made too narrow by drainpipes, lampposts, steep gradients, unsecure embankments, insufficient or non-compliant disabled parking spaces, cobbled streets). These features affect wheelchair users, people who are visually impaired, elderly and parents with young children. In some extreme cases, these obstacles are impossible to negotiate without a significant detour, e.g. the platforms at Elgin railway station.

### **Protected characteristics covered by Accessible Streets in Moray theme**

- Age
- Disability
- Sex
- Pregnancy and maternity

### **Public sector duties**

The outcomes in this theme relate to the following public sector duties

- The need to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- The need to promote equality of opportunity.
- The need to foster good relations between groups who share a protected characteristic and those who don't.

### **Decision making process**

The equality outcomes were approved by the following bodies:

- Moray Equalities Forum on 5 October 2012.
- The Moray Council Equality and Diversity Corporate Advisory Forum on 11 January 2013.
- The Moray Licensing Board on 17 January 2013.
- The Moray Council Corporate Management Team on 11 March 2013.
- The Moray Council on 27 March 2013.

## Appendix 1: Outcomes per listed authority

### Outcomes for the Moray Council

#### ***Bullying***

1. Through 2013 and 2014 it is expected that the number of reported incidences of bullying for all protected characteristics will increase through better awareness and reporting mechanisms. The baseline figures will relate to all incidences and will enable us to identify repeat incidences and escalating incidences.
2. By April 2014 onwards a baseline figure for the number of incidences for all protected characteristics will be established.
3. From April 2014 the number of repeat incidences of bullying related to protected characteristics will decrease.
4. From April 2014 the number of escalating incidences of bullying related to protected characteristics will decrease.
5. From April 2014 the overall number of incidences of bullying related to protected characteristics will decrease.
6. From April 2013 onwards victims of bullying will be supported in developing better ways of dealing with bullying behaviour.
7. From April 2013 onwards people who display bullying behaviour will be supported in addressing their own bullying behaviour.

#### ***Domestic violence***

1. Gain a better understanding of the number of incidences of domestic violence disaggregated by protected characteristic.
2. Gain a better understanding of the number of repeat incidences and escalating incidences as part of the total number of incidences.
3. Raise awareness of incidences of domestic abuse and reporting mechanism among front-line officers who are not currently engaged in tackling domestic violence and the public. All three listed authorities will contribute to this by encouraging uptake of GIRFEC and Vulnerable Adult training among its services.
4. Reduce the overall number of incidences of domestic violence.
5. Reduce the number of escalating incidences of domestic violence.

6. Reduce the number of repeat incidences of domestic violence.
7. Victims whose first language is not English will have better access to interpretation services when seeking help.
8. Victims who have special needs will have quicker access to an assessment by an occupational therapist.

### ***Accessible streets in Moray***

1. Work with community groups to carry out street audits to gain insight into the physical and psychological barriers that prevent pedestrians or wheelchair users from using the pavements in Moray.
2. Improve access to streets for all users in Moray.
3. People feel safe using the streets in Moray.
4. Provide easily accessible information about safety and accessibility of the streets in Moray.

## **Outcomes for Moray Council Education and Social Care Department**

### ***Theme 1: bullying***

1. Through 2013 and 2014 it is expected that the number of reported incidences of bullying for all protected characteristics will increase through better awareness and reporting mechanisms. The baseline figures will relate to all incidences and will enable us to identify repeat incidences and escalating incidences.
2. From April 2014 the number of repeat incidences of bullying related to protected characteristics will decrease.
3. From April 2014 the number of escalating incidences of bullying related to protected characteristics will decrease
4. From April 2014 the overall number of incidences of bullying related to protected characteristics will decrease.
5. From April 2013 onwards victims of bullying will be supported in developing better ways of dealing with bullying behaviour.
6. From April 2013 onwards people who display bullying behaviour will be supported in addressing their own bullying behaviour.

## ***Theme 2: domestic violence***

1. Gain a better understanding of the number of incidences of domestic violence disaggregated by protected characteristic. Education will follow up on evidence of children suffering from the effects of domestic abuse.
2. Gain a better understanding of the number of repeat incidences and escalating incidences as part of the total number of incidences.
3. Raise awareness of incidences of domestic abuse and reporting mechanism among front-line officers who are not currently engaged in tackling domestic violence and the public. All three listed authorities will contribute to this by encouraging uptake of GIRFEC and Vulnerable Adult training among its services.
4. Reduce the overall number of incidences of domestic violence.
5. Reduce the number of escalating incidences of domestic violence.
6. Reduce the number of repeat incidences of domestic violence

## **Outcomes for the Moray Licensing Board**

### ***Theme 1: bullying***

1. Through 2013 and 2014 it is expected that the number of reported incidences of bullying for all protected characteristics will increase through better awareness and reporting mechanisms. The baseline figures will relate to all incidences and will enable us to identify repeat incidences and escalating incidences. Licensing Board will contribute by linking incidences of underage drinking to bullying behaviour and feeding these into the overall reporting system.
2. From April 2014 the number of repeat incidences of bullying related to protected characteristics will decrease.
3. From April 2014 the number of escalating incidences of bullying related to protected characteristics will decrease.
4. From April 2014 the overall number of incidences of bullying related to protected characteristics will decrease.
5. From April 2013 onwards victims of bullying will be supported in developing better ways of dealing with bullying behaviour.
6. From April 2013 onwards people who display bullying behaviour will be supported in addressing their own bullying behaviour.

## ***Theme 2: domestic violence***

1. Gain a better understanding of the number of incidences of domestic violence disaggregated by protected characteristic. Licensing Board will provide information about the link between alcohol and domestic violence in Moray.
2. Gain a better understanding of the number of repeat incidences and escalating incidences as part of the total number of incidences. Licensing Board will provide information about the link between alcohol and domestic violence in Moray
3. Raise awareness of incidences of domestic abuse and reporting mechanism among front-line officers who are not currently engaged in tackling domestic violence and the public. All three listed authorities will contribute to this by encouraging uptake of GIRFEC and Vulnerable Adult training among its services.
4. Reduce the overall number of incidences of domestic violence.
5. Reduce the number of escalating incidences of domestic violence.
6. Reduce the number of repeat incidences of domestic violence.

## ***Theme 3: Access to streets***

1. People feel safe using the streets in Moray.