

Angus Council Performs

Equalities and Diversity

In the following pages we provide information on a range of indicators around Equalities and Diversity in Angus. For each indicator we provide not only data but also a short explanation of our performance.

Numbers can only tell us so much about performance so every year we also publish a range of other things, such as news releases, web-pages and committee reports that might give you a better picture of the services we provide and the level of service that is delivered.

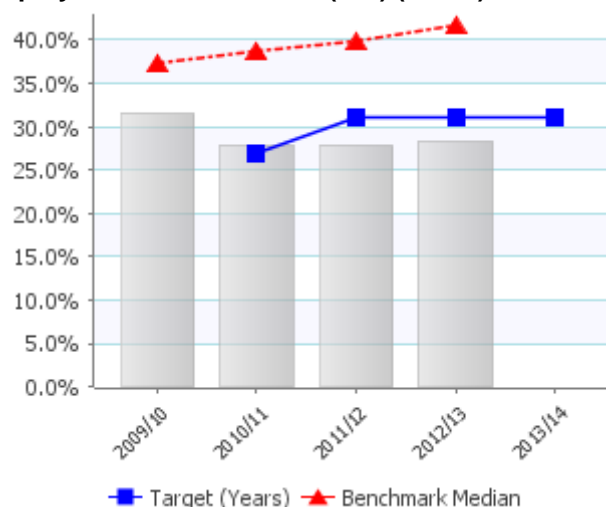
More information on Equalities and Diversity in Angus can be found in the following:

- [Equalities](#) committee reports
- [Angus Community Alarm Service](#) web-page
- [Angus Disability Sport](#) web-page
- [Autism Spectrum Disorder \(ASD\) Directory](#) web-page
- [Community Occupational Therapy](#) web-page
- [Disabled Parking Bays](#) web-page
- [DisabledGo Angus](#) web-page
- [Glenloch Centre: Rehabilitation for Adults with a Physical Disability](#) web-page
- [Strathmore Centre: Services for Children with Disabilities \(Complex and Profound\)](#) web-page
- [Angus Violence against Women Partnership \(AVAWP\)](#) web-page
- [Blue Badge Scheme](#) web-page
- [Concessionary Travel](#) web-page
- [Taxicard Scheme](#) web-page
- [Gender Equality Scheme](#)
- [Single Equality Scheme](#)
- [Corporate Improvement Plan Annual Report 2012/2013](#)

The % of the highest paid 2% of earners among council employees that are women (SPI) (LGBF)

The percentage of women in the highest 2% of earners in Angus rose from 27.8% in 2011/12 to 28.2% in 2012/13. This was below our target of 31% and the 2012/13 Scottish median of 41.7%. These figures do not include teaching staff.

The council's performance against this indicator continues to be disappointing. The council's workforce is approximately 75% female and 25% male but females are heavily underrepresented at the most senior level. The council attempts to develop all its employees, to prepare them for taking on higher roles and to encourage them to seek these. It also attempts to encourage external applications from all parts of the labour market. Clearly however, this is not resulting in equal gender representation nor indeed approaching this. The ongoing restructuring of the council may have a beneficial impact. This will be assessed for the year 2013/14.

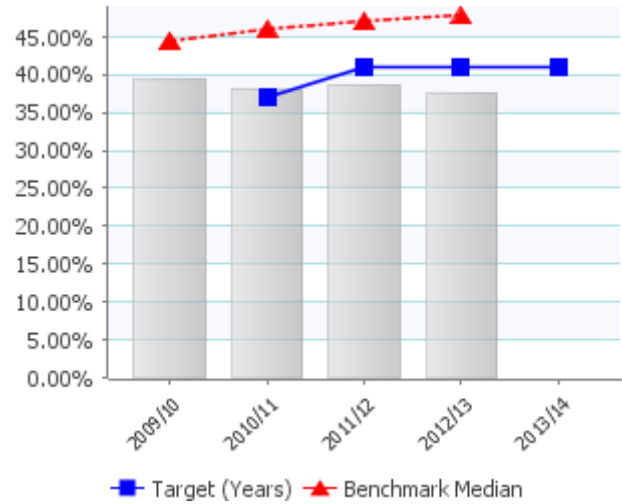


ITEM	YEAR	VALUE	TARGET	BENCHMARK MEDIAN
1	2009/10	31.5%	Blank	37.3%
2	2010/11	27.8%	27.0%	38.8%
3	2011/12	27.8%	31.0%	39.8%
4	2012/13	28.2%	31.0%	41.7%
5	2013/14	Blank	31.0%	Blank

The % of the highest paid 5% of earners among council employees that are women (SPI) (LGBF)

The percentage of women in the highest 5% of earners in Angus fell from 38.57% in 2011/12 to 37.56% in 2012/13. This was below our target of 41% and the 2012/13 Scottish median of 47.69%. This figure does not include teaching staff.

The council's performance against this indicator continues to be disappointing. The council's workforce is approximately 75% female and 25% male but females are heavily underrepresented at the most senior level. The council attempts to develop all its employees, to prepare them for taking on higher roles and to encourage them to seek these. It also attempts to encourage external applications from all parts of the labour market. Clearly however, this is not resulting in equal gender representation nor indeed approaching this. The ongoing restructuring of the council may have a beneficial impact. This will be assessed for the year 2013/14.



ITEM	YEAR	VALUE	TARGET	BENCHMARK MEDIAN
1	2009/10	39.45%	Blank	44.50%
2	2010/11	38.00%	40.00%	46.00%
3	2011/12	38.57%	41.00%	47.07%
4	2012/13	37.56%	41.00%	47.69%
5	2013/14	Blank	41.00%	Blank

% of buildings from which the council delivers services that are suitable for, and accessible to, disabled people (SPI)

The percentage of accessible council buildings fell from 93.75% in 2011/12 to 93.68% in 2012/13; this meant we missed our 2012/13 target of 93.79%. In 2012/13 we had the fourth highest percentage of council buildings in Scotland that could be accessed by disabled people.

The Council sold an accessible building in 2012/13 so that 89 of 95 buildings are now accessible compared with 90 of 96 before. The accessibility project at the Signal Tower, Arbroath won't now be completed until 2013/14, giving us a 2013/14 target of 94.74% (90/95). The project to replace Brechin High School will deliver an accessible swimming pool, however, there aren't any plans to address Brechin City Hall at present.



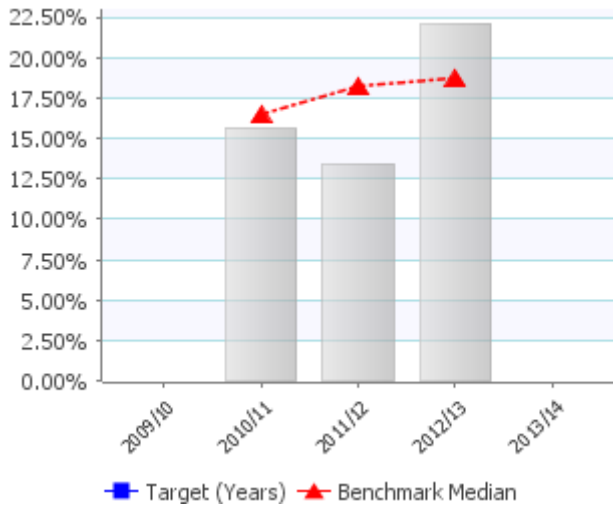
The age and construction of buildings can make accessibility improvements technically impractical or very expensive. There will always remain a few buildings where equality of access cannot be practicably delivered. This is why our maximum deliverable target is 95.79% (91/95).

ITEM	YEAR	VALUE	TARGET	BENCHMARK MEDIAN
1	2009/10	88.78%	Blank	71.00%
2	2010/11	92.70%	94.00%	68.30%
3	2011/12	93.75%	93.75%	74.84%
4	2012/13	93.68%	94.79%	78.62%
5	2013/14	Blank	94.74%	Blank

Pupils in 20% most deprived areas getting 5+ awards level 5 (LGBF)

The percentage of pupils in the 20% most deprived areas in Angus who pass 5 or more level 5 (Standard Grade) exams increased from 13.42% in 2011/12 to 22.12% in 2012/13. In 2012/13 the average Scottish council had a pass rate of 18.75% for this measure

This measure is part of the Local Government Benchmarking Framework first published in March 2013. We're working with Scottish councils to learn from each other and improve services.

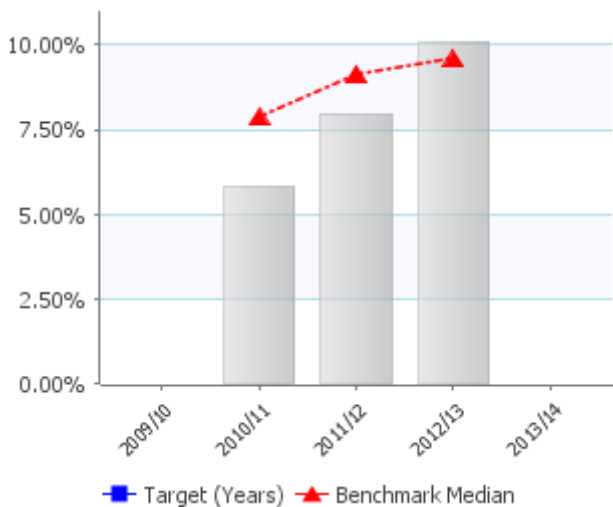


ITEM	YEAR	VALUE	TARGET	BENCHMARK MEDIAN
1	2009/10	Blank	Blank	Blank
2	2010/11	15.60%	Blank	16.48%
3	2011/12	13.42%	Blank	18.25%
4	2012/13	22.12%	Blank	18.75%
5	2013/14	Blank	Blank	Blank

Pupils in 20% most deprived areas getting 5+ awards level 6 (LGBF)

The percentage of pupils in the 20% most deprived areas of Angus who pass 5 or more level 6 (Higher) exams rose from 7.94% in 2011/12 to 10.10% in 2012/13. In that year the average Scottish council achieved a 9.58% pass rate for this indicator.

This measure is part of the Local Government Benchmarking Framework first published in March 2013. We're working with Scottish councils to learn from each other and improve services.

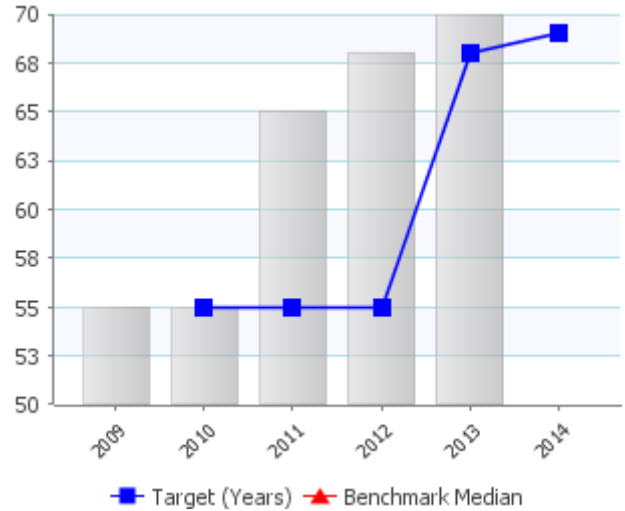


ITEM	YEAR	VALUE	TARGET	BENCHMARK MEDIAN
1	2009/10	Blank	Blank	Blank
2	2010/11	5.83%	Blank	7.87%
3	2011/12	7.94%	Blank	9.14%
4	2012/13	10.10%	Blank	9.58%
5	2013/14	Blank	Blank	Blank

The average tariff score of the lowest attaining 20% (SOA) (KPI)

The tariff score is based on the post-appeal exam results of June each year. The score for the lowest attaining 20% of pupils continues to increase from 55 in 2010, to 65 in 2011, 68 in 2012 and 70 in 2013. Recent scores have been well above our target of 55 so we have changed our 2015 target to 70. We haven't provided benchmark data for this indicator.

The lowest attaining pupils face a range of challenges from deprivation to additional support needs. Angus schools provide dedicated support for such pupils.

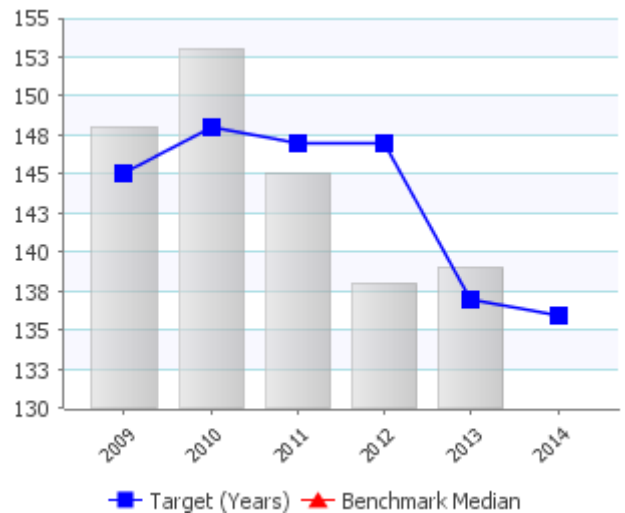


ITEM	YEAR	VALUE	TARGET	BENCHMARK MEDIAN
1	2009	55	Blank	Blank
2	2010	55	55	Blank
3	2011	65	55	Blank
4	2012	68	55	Blank
5	2013	70	68	Blank
6	2014	Blank	69	Blank

The gap between the tariff scores of the lowest attaining 20% and the remaining 80% (SOA) (KPI)

The tariff score is based on the post-appeal exam results of June each year. The gap between the lowest and highest attaining pupils reduced from 153 in 2010, to 145 in 2011, 138 in 2012, however, it rose very slightly to 139 in 2013. We haven't included benchmark data for this indicator but as we have twice exceeded our target of 147 in 2011 and 2012 we have set the 2015 to 135.

Unfortunately in recent years the tariff scores of the highest attaining pupils haven't risen. The gap is closing due to improvements for the lowest attaining pupils. We will do more in future to improve results for high attaining pupils too.



ITEM	YEAR	VALUE	TARGET	BENCHMARK MEDIAN
1	2009	148	145	Blank
2	2010	153	148	Blank
3	2011	145	147	Blank
4	2012	138	147	Blank
5	2013	139	137	Blank
6	2014	Blank	136	Blank