

## Draft Equality Outcomes 2025-2029

<b>Theme 1</b>	<b>Work and Accessibility</b>
<b>Outcome</b>	<b>Make the Western Isles an accessible place to live and work</b>
<b>Protected Characteristics</b>	<b>Age, Sex, Disability, Pregnancy and Maternity</b>

<b>No.</b>	<b>Key Actions</b>	<b>Measures</b>
1.1	Comhairle buildings and services are accessible	<ul style="list-style-type: none"> <li>• Complaints</li> </ul>
1.2	Ensure that local transport is accessible, reliable and affordable	<ul style="list-style-type: none"> <li>• Number of bus passengers recorded on all Western Isles routes</li> <li>• Number of accessible taxis</li> </ul>
1.3	Childcare facilities in place to meet the needs of working parents	<ul style="list-style-type: none"> <li>• Number of Local Authority Nursery hours available for Early Learning and Childcare</li> <li>• Percentage of funded early years provision which is graded good/better</li> <li>• Number of publicly funded pre-school places</li> </ul>
1.4	Support and develop new and existing businesses	<ul style="list-style-type: none"> <li>• Number of new business enquiries dealt with</li> <li>• Number of jobs created/safeguarded</li> <li>• Number of existing businesses supported to achieve growth</li> <li>• Number of young people supported in business</li> <li>• Number of new business start-ups</li> <li>• No of business gateway start-ups per 10,000 population</li> <li>• Number of sustainable jobs (FTE) created in the Outer Hebrides from Islands Growth Deal projects</li> </ul>

<b>Theme 2</b>	<b>Living Standards</b>
<b>Outcome</b>	<b>An improved range of housing models and related services to promote independent living and to support initiatives which encourage people to continue living in the Western Isles</b>
<b>Protected Characteristics</b>	<b>Age, Sex, Disability, Pregnancy and Maternity</b>

<b>No.</b>	<b>Equality Outcome</b>	<b>Evidence</b>
2.1	Communities are sustained and re-vitalised through improvements to housing quality, condition, and energy efficiency	<ul style="list-style-type: none"> <li>• CnES &amp; HHP improvement Budgets</li> <li>• Number of interventions provided by CNES &amp; HHP</li> <li>• Strategic Housing Investment Plan 2024/25 - 2028/29</li> </ul>
2.2	An adequate range of temporary accommodation for homeless households in terms of size, location, and accessibility	<ul style="list-style-type: none"> <li>• Homelessness: Number of applications received.</li> <li>• Total number of Affordable Housing Supply Programme (AHSP) completions</li> </ul>
2.3	Support Independent living	<ul style="list-style-type: none"> <li>• Percentage of people aged 65 or over with long term care needs receiving personal care at home.</li> <li>• Care at Home - Number of hours of care provided</li> <li>• Number of Young Carers with Plans</li> <li>• Percentage of households in fuel poverty in the Outer Hebrides.</li> <li>• Number of households with children or pregnant women in temporary accommodation.</li> </ul>
2.4	Planning and infrastructure meet the needs of our communities	<ul style="list-style-type: none"> <li>• Communities have increased awareness of digitalisation, its uses, and opportunities</li> <li>• Increased Access to digital support and technology are available locally</li> </ul>

<b>Theme 3</b>	<b>Equal Opportunity Employer</b>
<b>Outcome</b>	<b>Be recognised as an equal opportunity employer with an employee profile reflective of the authority area</b>
<b>Protected Characteristics</b>	<b>All protected characteristics</b>

<b>No.</b>	<b>Equality Outcome</b>	<b>Evidence</b>
3.1	Employees feel valued and are treated with equity and fairness	<ul style="list-style-type: none"> <li>Employee survey results</li> <li>The gender pay gap (%)</li> <li>Corporate Occupational Segregation Report</li> <li>Percentage of the highest paid 5% employees who are women</li> </ul>
3.2	Have an employee profile reflective of the authority area	<ul style="list-style-type: none"> <li>Census and local data compared with employee profile across protected characteristics</li> <li>Encourage employees to share their equal opportunity information - disclosure levels on MyView</li> </ul>

<b>Theme 4</b>	<b>Education</b>
<b>Outcome</b>	<b>Equal Opportunity to high quality learning and teaching in all education settings to develop skills for lifelong learning and working</b>
<b>Protected Characteristics</b>	<b>Age, Sex, Disability, Gender reassignment, Race, Religion or belief, Sexual Orientation</b>

<b>No.</b>	<b>Equality Outcome</b>	<b>Evidence</b>
4.1	Equality of access to academic and vocational education choice throughout the authority area improving the life chances of our young people	<ul style="list-style-type: none"> <li>Participation rate for 16-19-year-olds (per 100)</li> </ul>
4.2	Young people have the confidence and skills to move on to employment, volunteering, further education, or training	<ul style="list-style-type: none"> <li>Proportion of Pupils Entering Positive Destinations.</li> <li>Percentage of apprentices achieving target qualifications.</li> <li>Percentage of pupils gaining 5+ awards at level 5</li> <li>Percentage of pupils gaining 5+ awards at level 6</li> </ul>

4.3	Positive school leaver destinations for Unaccompanied Asylum-Seeking Children (UASC)	<ul style="list-style-type: none"> <li>• Percentage of UASC attending ESOL classes achieving one or more of their planned Learning Outcomes</li> </ul>
4.4	Support the Gaelic language and culture by providing bespoke Gaelic classes for adults at various levels	<ul style="list-style-type: none"> <li>• Number of participants attending Gaelic Family Learning (GFL) classes</li> <li>• Percentage of participants attending GFL achieving one or more of their planned Learning Outcomes</li> <li>• Number of participants attending Gaelic classes in the community (Community Based Adult Learning – CBAL) classes</li> <li>• Percentage of participants attending CBAL Gaelic classes achieving one or more of their planned Learning Outcomes</li> </ul>
4.5	Closing the attainment gap between the most and least disadvantaged	<ul style="list-style-type: none"> <li>• % of P1, P4 and P7 pupils combined achieving expected CFE level in Literacy</li> <li>• % of P1, P4 and P7 pupils combined achieving expected CFE level in Numeracy</li> <li>• Percentage of P4-P7/S1-S6/SP pupils registered for free school meals.</li> </ul>
4.6	Promoting Lifelong Learning by encouraging and supporting adult learning, including upskilling and reskilling opportunities, to enhance employability and personal development	<ul style="list-style-type: none"> <li>• Percentage of Community Based Adult Learning learners achieving one or more of their learning outcomes per annum.</li> <li>• Accredited Training: Number of businesses supported to upskill their current workforce with the skills to manage technology and data.</li> </ul>

<b>Theme 5</b>	<b>Communication, engagement, and participation</b>
<b>Outcome</b>	<b>Increase the opportunity to participate in public life and enhancing social Inclusion</b>
<b>Protected Characteristics</b>	<b>All protected characteristics</b>

<b>No.</b>	<b>Equality Outcome</b>	<b>Evidence</b>
5.1	Improve engagement	<ul style="list-style-type: none"> <li>No. of Members engaging with constituents</li> </ul>
5.2	Council Services and data are accessible through digital options	<ul style="list-style-type: none"> <li>Increase in online service usage</li> </ul>
5.3	Provide a range of contact channels to ensure equal access for all service users	<ul style="list-style-type: none"> <li>Feedback from customers, e.g., customer surveys</li> <li>Requests for information in other formats (BSL, Gaelic...)</li> <li>Number of customers accessing services through the different channels</li> </ul>
5.4	Strengthening Community Engagement by facilitating community-led initiatives and projects that address local needs and aspirations.	<ul style="list-style-type: none"> <li>Number of 'Have Your Say' Consultations completed</li> <li>Percentage of Community Groups supported who have achieved one or more community capacity building outcomes.</li> <li>Number of adults and young people taking part in influence and engagement activity through CLD</li> <li>Support services are available to assist with digital access and learning in communities</li> </ul>