

Appendix – Draft Equality Outcomes 2025-2029

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

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

Theme 2	Living Standards
Outcome	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
Protected Characteristics	Age, Sex, Disability, Pregnancy and Maternity

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

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

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

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

No.	Equality Outcome	Evidence	Responsible
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"> Participation rate for 16-19-year-olds (per 100) 	Education

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"> • Proportion of Pupils Entering Positive Destinations. • Percentage of apprentices achieving target qualifications. • Percentage of pupils gaining 5+ awards at level 5 • Percentage of pupils gaining 5+ awards at level 6 	Education HR, Strategy & Performance
4.3	Positive school leaver destinations for Unaccompanied Asylum-Seeking Children (UASC)	<ul style="list-style-type: none"> • Percentage of UASC attending ESOL classes achieving one or more of their planned Learning Outcomes 	Education
4.4	Support the Gaelic language and culture by providing bespoke Gaelic classes for adults at various levels	<ul style="list-style-type: none"> • Number of participants attending Gaelic Family Learning (GFL) classes • Percentage of participants attending GFL achieving one or more of their planned Learning Outcomes • Number of participants attending Gaelic classes in the community (Community Based Adult Learning – CBAL) classes • Percentage of participants attending CBAL Gaelic classes achieving one or more of their planned Learning Outcomes 	Education
4.5	Closing the attainment gap between the most and least disadvantaged	<ul style="list-style-type: none"> • % of P1, P4 and P7 pupils combined achieving expected CFE level in Literacy • % of P1, P4 and P7 pupils combined achieving expected CFE level in Numeracy • Percentage of P4-P7/S1-S6/SP pupils registered for free school meals. 	Education
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"> • Percentage of Community Based Adult Learning learners achieving one or more of their learning outcomes per annum. • Accredited Training: Number of businesses supported to upskill their current workforce with the skills to manage technology and data. 	Education HR, Strategy & Performance

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

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