

# Equality outcomes for Dumfries and Galloway Council 2017 to 2021

## Employment

- support and develop new and existing businesses;
- enable better digital connectivity;
- improve employment prospects for our young people;

## Participation and Decision Making

- ensure that our decisions take full account of equalities considerations;
- ensure our information and services are easily accessed;
- ensure young people are more actively engaged in local decision making;
- understand our customers' communications needs better
- encourage participation and engagement of people with Protected Characteristics.

## Community safety

- ensure interventions are early and effective
- prevent violence and promote women's safety and wellbeing
- ensure the people who are deemed most at risk from harm will be identified, supported and protected;
- promote fairness and respect across our organisation and communities

## Poverty

- tackle the causes and effects of poverty;
- better meet the accommodation needs of Gypsy/Travellers;

## Transport

- improve accessible transport

## Running our business

- equip our staff with the training, resources and understanding they need to ensure equality continues to be at the forefront of all our business;
- ensure the Council's Monitoring, recording and reporting obligations under the General and Specific Public Sector Equality duties continue to be fully complied with;
- review and further develop Equality Employment Policies and practices to ensure they are fair and reasonable.
- reduce Occupational Segregation

## Education and Young people

- raise attainment, achievement and participation for children with Protected Characteristics;
- reduce identity based bullying and harassment in schools
- remove barriers so that all children and young people have equality of opportunity

## Licensing

- improve numbers of accessible taxis
- implement customer training for taxi drivers
- reduce the opportunities for children and young people to be involved in gambling behaviours
- increase awareness among the licensed trade of the needs of their disabled customers, and promote good practice;
- reduce opportunity for under-aged consumption of alcohol especially in and around local outdoor music events