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## FOREWORD

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Following a year when the establishment of Fife Centre for Equalities (FCE) as a separate legal entity has been our main focus, I am delighted that the time has now come to move our efforts to the delivery of a service for the people of Fife and beyond and to assisting partner organisations in taking forward the challenging issues which diversity issues pose.

Our plan for the next three years sets out the priorities of the Board of Fife Centre for Equalities which recognise the wider priorities of the Fife Community Plan. We recognise that the Strategy and the Outcomes which lie at its heart are wide ranging and challenging in their desire to improve the lives of our communities affected by ongoing inequality but will commit to meeting these challenges and devising a programme of work which seeks to deliver real changes for the people of Fife.

At a time of significant financial challenges across the public and voluntary sectors we will seek to attract support from all available sources to address identified needs across the county.

The establishment of Fife Centre for Equalities was an innovative step by Fife Council to meet identified needs in respect of equality issues and also to assist partners in relation to their duties under the Equalities Act 2010. The implementation of this three year plan will allow the Centre to pursue these objectives and to establish it as a centre of excellence in the field.

I look forward to the next three years and the positive changes which the plan can make for the people of Fife.

Andrew Barker  
Chair

## STATEMENT FROM THE MANAGER

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*“I actually feel rather proud that Fife has set up such a centre and am very impressed by the way you and the other staff are developing an inclusive approach which is already having a positive impact, connecting people (individuals/groups/communities)”*

Indeed we want the people of Fife to feel proud that they have a local centre that champions equality, inclusion and social justice. The above quote came from a participant of one of our recent training sessions. It is a statement that in essence summarises what we hope to achieve here in Fife.

Fife Centre for Equalities want to introduce a more inclusive way of bringing about an equal society. The main legal framework that guides our work is the Equality Act 2010. It promotes the rights of people who share a range of protected characteristics. In reality, we all share multiple characteristics. It would be impossible for us to categorise people neatly in separate boxes; age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion & belief, sex, sexual orientation or any other categories. The types of barriers or discrimination individuals experience depends on circumstances that are often unique to that person. We also find that many patterns of inequalities apply to different protected characteristics in equal measure. To further confuse matters, solutions that help one protected characteristic can potentially become barriers for another protected characteristic.

Hence our main focus is to identify and tackle the common deep-rooted institutional barriers or limiting self-belief that hinders the individual to thrive to their best ability. We want to support our partners to develop person-centred policies. We also want to challenge the perception that a service needs to be labelled for a specific protected characteristic in order to make the service accessible.

We genuinely believe there are a lot of quality services and good initiatives that already exist in Fife and that support those in need. These services or initiatives simply need some guidance and support to reach users who they have not managed to reach yet. Essentially their work is towards greater equality and we fundamentally believe that broader interactions at every level will help bring lasting change.

We want to see an equal society that values common goals as well as differences. We want everyone to be included no matter who they are, where they live or whether they wish to be labelled.

This is the key reason why we want to consult all Fifiers about our strategic plan. We need your help in shaping the future of Fife Centre for Equalities because hopefully we will help you to shape your future.

Four key questions we want your views on:

1. Does FCE have the right strategic outcomes? What other outcomes would you suggest?
2. Has FCE included the right activities? What other activities would you suggest?
3. In what way we could work together that will be beneficial to you or your organisation?
4. Most importantly, how can we collectively engage all people and organisations in advancing inclusive equality in Fife?

We would love to hear your views before 15 May 2017. If you would like to talk to us about our strategic plan, please feel free to contact me by telephone 01592 645310 or email [nina@centreforequalities.org.uk](mailto:nina@centreforequalities.org.uk).

Nina Munday  
Manager

## **INTRODUCTION**

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This document sets out Fife Centre for Equalities' (FCE) three-year plan to bring about a more equal and inclusive Fife, under the structure of Fife Community Plan. This plan outlines our vision, mission and strategic long-term outcomes, as well as key activities that will help us to achieve these outcomes.

Over the next three years, FCE will work towards becoming a centre of excellence for championing equality, inclusion, diversity and social justice for the benefit of people in Fife and beyond.

## **ABOUT FIFE CENTRE FOR EQUALITIES**

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FCE was established in April 2014, as a joint initiative between Fife Council, Fife Voluntary Action and NHS Fife, to work with partners to develop more inclusive and responsive services for people in Fife, and to build a positive picture of Fife's modern and diverse population. FCE became an independent body on 1 July 2016, as a company limited by guarantee and a registered charity in Scotland.

Fife Council, in 2006, ahead of the establishment of a single Commission of Equality and Human Rights and the introduction of the Equality Act, commissioned Blake Stevenson to conduct a review of existing Equality Networks - FRAE Fife, Fife Elderly Forum (FEF), Fife Women's Network (FWN) and Fife Independent Disability Network (FIDN). Blake Stevenson found that there were considerable differences in the structure, staffing resources and membership between the networks. They also identified that other equality groups were not adequately represented by the existing networks.

In their report, Blake Stevenson suggested the idea of developing an equality hub. This hub, in their views, should be a cross-cutting, dynamic and high-profile body, independent from Fife Council and resourced from across the Community Planning Partnership.

On 4 March 2014, Fife Council Executive Committee accepted the proposals, developed and presented by the cross party Working Group on Engaging with Equalities Groups, for the establishment of a single voluntary sector Equalities Hub for Fife.

FCE was created to bring about a more harmonised approach in engaging different equality groups as well as supporting partners to improve their performances in meeting their duties under the Equality Act 2010.

## EQUALITY LANDSCAPE OF FIFE

Fife is Scotland's third largest local authority area by population. It has a resident population of 368,080 (2015, National Records of Scotland), almost a third of whom live in the three principal towns of Dunfermline, Kirkcaldy and Glenrothes. Kirkcaldy is Fife's largest town by population (49,709), followed by Dunfermline (49,706) and then Glenrothes (39,277). Geographically, Fife covers 512 sq mi (1,325 sq km) from Rosyth to Tayport with a high number of rural towns.

The following tables show the population of Fife in equality categories (Census 2011):

Age	Fife	Scotland
All people	365,198	5,295,403
0-15 (Children)	17.6%	17.3%
16-64 (Working Age)	64.8%	65.9%
65+ (Pensionable Age)	17.5%	16.8%

Gender	Fife	Scotland
All people	365,198	5,295,403
Male	48.5%	48.5%
Female	51.5%	51.5%

Ethnicity	Fife	Scotland
All people	365,198	5,295,403
White Scottish	85.7	84%
White Other British	8.6	7.0%
White Irish	0.6	1.0%
White Polish	0.8	1.2%
White Other	1.9	2.0%
Asian or Asian Scottish or Asian British	1.6%	2.7%
Other Minority Ethnic Group	0.8%	1.3%

Mixed Ethnicities	Fife	Scotland
Households where not all persons are in the same ethnic group	11.4%	10.6%

Country of Birth	Fife	Scotland
All people	365,198	5,295,403
Scotland	83.6%	83.3%
England	9.7%	8.7%
Wales	0.4%	0.3%
Northern Ireland	0.6%	0.7%
Republic of Ireland	0.3%	0.4%
Other EU Countries	2.2%	2.6%
Other Countries	3.2%	4.0%

<b>Limiting Long-term Health Problem or Disability</b>	<b>Fife</b>	<b>Scotland</b>
All people	365,198	5,295,403
Limited a lot	9.5%	9.6%
Limited a little	10.8%	10.1%
Not limited	79.7%	80.4%

<b>Marital Status</b>	<b>Fife</b>	<b>Scotland</b>
All people aged 16 and over	300,801	4,379,072
Single (never married or never registered a same-sex civil partnership)	31.6%	35.4%
Married or in a registered same-sex civil partnership	48.2%	45.4%
Separated (but still legally married or still legally in a same-sex civil partnership)	3.3%	3.2%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	9.1%	8.2%
Widowed or surviving partner from a same-sex civil partnership	7.8%	7.8%

<b>Household Composition</b>	<b>Fife</b>	<b>Scotland</b>
Total number of households (with residents)	160,952	2,372,777
One person household - Aged 65 or over	13.2%	13.1%
One person household - Aged under 65	18.7%	21.6%
One family only: Lone parent: With dependent children	7.3%	7.2%
One family only: Lone parent: All children non-dependent	3.6%	3.9%
One family only: Married or same-sex civil partnership couple: With dependent children	13.7%	13.6%
One family only: Married or same-sex civil partnership couple: No dependent children	20.5%	18.4%
One family only: Cohabiting couple: With dependent children	4.4%	3.7%
One family only: Cohabiting couple: No dependent children	5.5%	5.5%
Other households: All full-time students	0.8%	0.9%
Other households: All aged 65 and over	8.8%	7.8%
Other households: Other	3.5%	4.4%

Religion	Fife	Scotland
All people	365,198	5,295,403
Church of Scotland	31.4%	32.4%
Roman Catholic	8.5%	15.9%
Other Christian	5.4%	5.5%
Muslim	0.7%	1.4%
Other religions	0.8%	1.1%
No religion	46.3%	36.7%
Not stated	6.9%	7.0%

### Other statistical information:

Between 2014 and 2015, Fife experienced a 3.4 per cent decrease in the number of births, which dropped from 3,889 in 2014, to 3,755 in 2015. The number of births in Scotland fell by 2.9 per cent. (National Records of Scotland)

Fertility in Fife decreased from 56.9 births per 1,000 women aged 15 to 44 in 2014, to 55.3 in 2015. For Scotland as a whole, the general fertility rate decreased from 54.7 births per 1,000 women aged 15 to 44 in 2014, to 53.2 in 2015. (National Records of Scotland)

According to Scottish Surveys Core Questions 2013 (SSCQ), 96% of the Scottish population identified as heterosexual and 1.5% as LGB.

The Gender Recognition Panel Statistics 2009-2012 (MoJ) and Gender Identity Research and Education Society 2011 stated that:

- Out of 523 full Gender Recognition Certificates (GRC) granted in the UK in the financial years 2010/11 and 2011/12, it is estimated that around 52 were resident in Scotland. This is based on a 10% estimate for Scotland.
- In 2010, it was estimated that there were 12,500 people aged over 15 in the UK presenting for treatment of gender dysphoria, representing a growth trend from 1998 of 11%.
- Of those in the UK who have presented for treatment, 7,500 had undergone transition by 2010. It is estimated, again based on 10%, that around 750 people will reside in Scotland.

## **OUR VISION**

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Everyone we work with is inspired and enabled to take action that makes Fife a more equal and fairer place to live, work and study.

## **OUR MISSION**

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We want to build a collective voice to champion equality, diversity, inclusion and social justice. We will provide high quality practical guidance and support to everyone working to tackle inequality here in Fife.

## **STRATEGIC OUTCOMES**

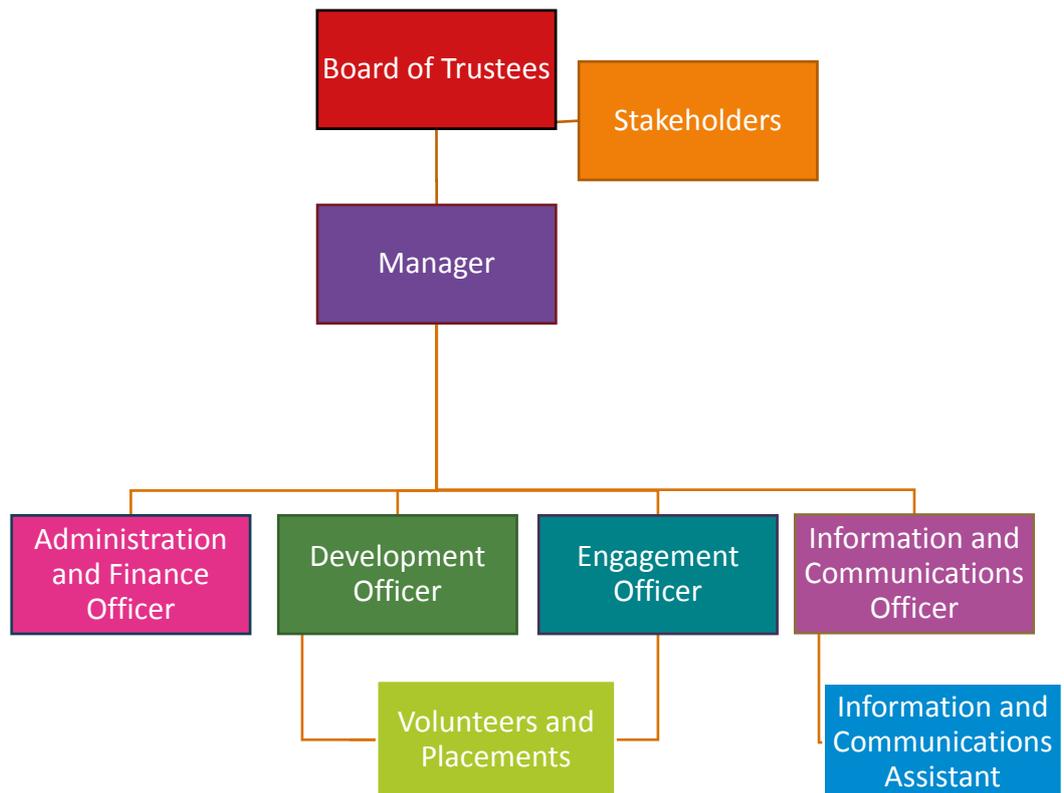
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FCE's strategic outcomes inform the ongoing direction of the organisation and form the basis of the annual work-plan and targets.

1. Individuals feel respected, safe and have the freedom to lead a fulfilling life where they live, work or study;
2. Individuals and groups feel better connected and are able to contribute to public policy and the planning and delivery of local services;
3. Groups, whether already established or just getting started, have the tools they need to engage with their local community in a positive and inclusive way;
4. Third, public and private sector organisations demonstrate best practice in equality, diversity and inclusion;
5. FCE is recognised as a centre of excellence for championing equality, diversity and social justice.

# ORGANISATIONAL CHART

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## STRATEGIC OUTCOME 1

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Individuals feel respected, safe and have the freedom to lead a fulfilling life where they live, work or study.

### Key Actions:

- Collate, analyse and disseminate information based on the Equality and Human Rights framework.
- Enable individuals to raise concerns when they do not feel respected, safe or have the freedom to lead a fulfilling life because of their protected characteristics<sup>1</sup>.
- Develop partnerships to tackle inequalities and social justice.

### Key Activities:

- Conduct surveys and research on barriers to equality and inclusion.
- Gather and respond to community concerns.
- Lead on the development of the hate incidents review group.

### What will tell us that this outcome is being met:

- Minimum of one Fife-wide survey per year is conducted, recommendations are implemented by key stakeholders.
- Satisfaction rate of action taken to resolve community concerns registered with FCE.
- Number of victims reporting hate incidents and seeking support.

### Key Community Planning Outcomes:

- People are offered appropriate housing options and support services to sustain their choice of living arrangements.
- Raising educational attainment and reducing educational inequality.
- Crime is reduced and victims of crime are supported.
- People experiencing difficult life circumstances have more skills, strengths, opportunities and support.

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<sup>1</sup> Protected characteristics under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.



## STRATEGIC OUTCOME 2

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Individuals and groups feel better connected and are able to contribute to public policy and the planning and delivery of local services.

### Key Actions:

- Expand membership of the Equality Participation Network (EPN) and maintain effective engagement with its members.
- Participate in key strategic partnerships and maximise equality communities' contribution to key policies.
- Develop and implement multi-communication platforms to enable barrier-free communication between FCE and a wide range of audiences.

### Key Activities:

- Promote benefits of the Equality Participation Network, recruit members, produce weekly catch-ups, monthly e-bulletins and quarterly network events.
- Actively engage equality communities in a minimum of three policy consultations per year.
- Promote and implement inclusive communication in all areas of work of FCE.

### What will tell us that this outcome is being met:

- Annual increase in membership of EPN and members feel informed and involved in the planning and delivery of local services.
- Public policies and planning and delivery of local services reflect the needs and concerns of equality communities.
- Inclusive communication is evident in FCE communication channels, e.g. website, e-bulletins, face-to-face meetings, workshops and seminars.

### Key Community Planning Outcomes:

- Sustainable communities are built through partnership and engagement.
- Neighbourhoods have safe, accessible outdoor and community spaces.
- Improving quality of life in local communities.



## STRATEGIC OUTCOME 3

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Groups, whether already established or just getting started, have the tools they need to engage with their local community in a positive and inclusive way.

### Key Actions:

- Provide practical support to organisations enabling them to be more inclusive, e.g. one-to-one, toolkits, guidance, briefing, and information sessions.
- Promote, deliver and evaluate a range of training opportunities involving internal staff and external partners.
- Evaluate FCE's service provision and make necessary adjustments when needed.

### Key Activities:

- Each year, deliver one-to-one support to five organisations, produce two toolkits, one guidance, and four briefings, and organise three information sessions.
- Plan and deliver a minimum of six training sessions per year.
- Design and distribute an annual service-provision survey to gather views from users and partners.

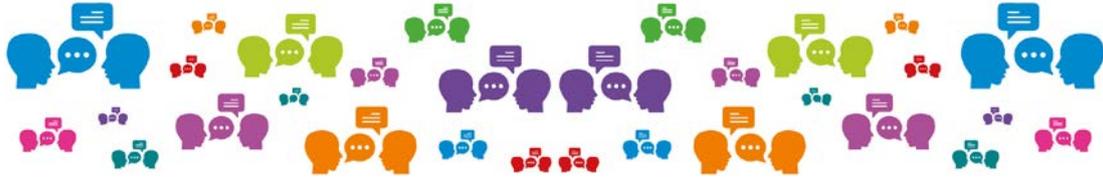
### What will tell us that this outcome is being met:

- Individuals and organisations tell us they feel supported by FCE.
- Participants of training sessions feel they are better informed about equality and inclusion.
- FCE's users feel engaged in their local community in a positive and inclusive way.

### Key Community Planning Outcomes:

- Communities develop local initiatives which create supportive social networks.
- Increasing the capability of Fifers to take action and make a difference to their communities.





## STRATEGIC OUTCOME 5

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FCE is recognised as a centre of excellence for championing equality, diversity and social justice.

### Key Actions:

- Develop and maintain a customer-relation management system that safeguards the personal details of our users.
- Demonstrate effective and efficient governance and management of the organisation.
- Generate innovative ideas to champion equality, diversity and social justice, as well as to expand financial resources to support the work of the organisation.

### Key Activities:

- Maintain a system that records membership, enquiries, usage, compliments and complaints.
- Produce quarterly performance and financial reports, in accordance with the yearly work plan.
- Develop new project proposals and attract financial resources to fund these proposals.

### What will tell us that this outcome is being met:

- FCE is able to demonstrate the involvement of users and partners, and to measure its own impact.
- Performance targets are met and audited accounts demonstrate that FCE is a financially sound organisation.
- FCE secures funding, sponsorships and donations as a Fife-based centre of excellence that champions equality, diversity and social justice.

### Key Community Planning Outcomes:

- Fostering a culture of innovation and enterprise.
- Extending employment and skills-development opportunities.



## REFERENCES

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Children's Services Plan 2014-17

Community Learning & Development Plan 2015-2018

Fife Community Plan

Fife Community Safety Partnership Strategy 2015-2020

Fife Council Executive Committee Minutes, Tuesday 4<sup>th</sup> March 2014

Fife's Economic Strategy 2017-2027

Fife's Health Inequalities Strategy 2015-2020

KnowFife Dataset

Local Housing Strategy 2015-2020

National Records of Scotland

Review of Equality Networks, Blake Stevenson, November 2006



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