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# INTRODUCTION

Fife Centre for Equalities' (FCE) Strategic Plan was first introduced in 2017 and it sets out 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.

Since then, Fife Community Plan has been replaced by [Plan for Fife – Local Outcome Improvement Plan 2017-27](#). Therefore, FCE's strategic plan is revised in 2018 to reflect our commitments to support Fife Council and all partners to make Fife a fair, equal and inclusive place to live, work and study.

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

## Plan for Fife Delivery Framework

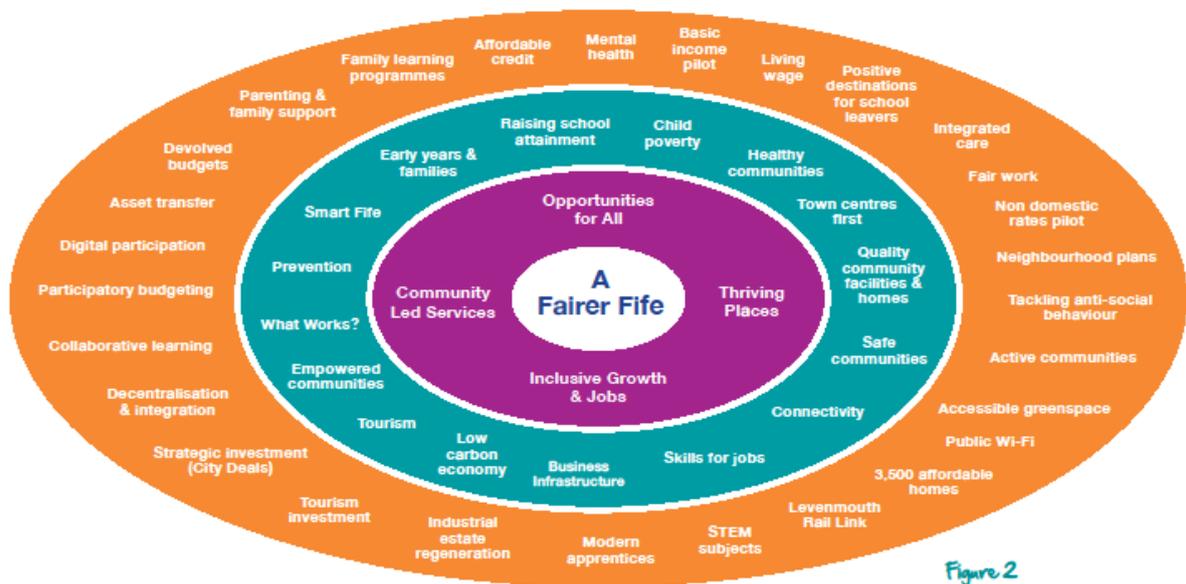


Figure 2

# FIFE CENTRE FOR EQUALITIES' COMMITMENTS

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 01 July 2016, as a company limited by guarantee and a registered charity in Scotland.

In 2018, FCE signed a three-year Service Level Agreement (SLA) with Fife Council. Below is a list of tasks FCE has committed to achieve under the Plan for Fife:

<b>Opportunities for All</b>	<b>1. Fife has lower poverty in line with national targets</b>	FCE will commission a yearly study to ensure 'hard up' communities are not being disadvantaged further because of their characteristics.
	<b>2. Education attainment continues to improve for all groups.</b>	FCE will collate, analyse and disseminate data on the protected characteristics to inform service providers of any disparities.
	<b>3. Fife has reduced levels of preventable ill health and premature mortality across all communities.</b>	FCE will ensure the needs of older people (irrespective of protected characteristics) are better understood and acted on by key services.
<b>Thriving Places</b>	<b>4. Everyone has access to affordable housing options.</b>	
	<b>5. Fife's main town centres stand out as attractive places to live, work and visit.</b>	
	<b>6. All our communities benefit from low levels of crime and anti-social behaviour.</b>	FCE will increase awareness of and enable communities to access support for reporting hate incidents to Fife Council and other partners.
	<b>7. Every community has access to high quality outdoor, cultural and leisure opportunities.</b>	
<b>Inclusive Growth and Jobs</b>	<b>8. Economic activity and employment in Fife are improving faster than in the rest of Scotland.</b>	FCE will provide training, guidance and support to private, public and third sector organisations to help improve their

		employment and service delivery practices.
	<b>9. Economic activity and employment in Mid-Fife are catching up with the rest of Fife and Scotland.</b>	
	<b>10. Fife has year on year increases in visitor numbers and tourism spend.</b>	
<b>Community Led Services</b>	<b>11. Our public services are more joined up and acting ‘one step sooner’.</b>	FCE will ensure individuals belonging to the protected characteristics have the confidence in engaging with council services, and services are meeting their needs and priorities.
	<b>12. Fife’s communities and individuals are more involved in local decision making and in helping to plan and deliver services.</b>	FCE will use What works Scotland Evidence Review on “‘Hard to reach’ or ‘easy to ignore’? – Promoting equality in community engagement” to improve council services’ understanding of the needs of the protected characteristics communities in Fife and to support services to engage with these communities.

## 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 develop a harmonised approach to build a collective voice to champion equality, diversity, inclusion and social justice.

## **OUR VALUES**

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We work with honesty, integrity, respect and transparency, and strive to demonstrate a fully inclusive approach in everything we do. We want everyone we work with to share these values in the belief that they will help make Fife a fairer and more equal place.

## **STRATEGIC OUTCOMES**

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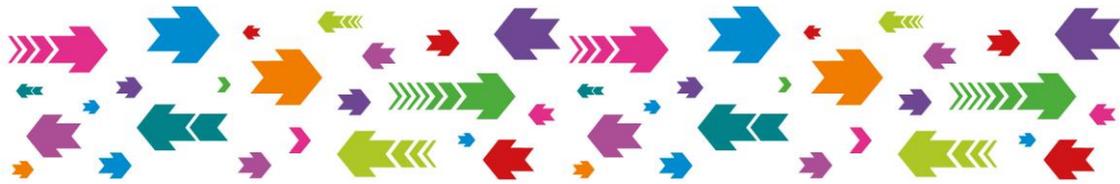
FCE's strategic outcomes inform the ongoing direction of the organisation and form the basis of the annual work-plan and targets.

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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<p><b>Board of Trustees</b></p> <p>Responsible for governance of the organisation</p>		
<p><b>Manager</b></p> <p>Responsible for managing FCE staff, budget, strategic and operational planning, monitoring and reporting.</p>		
<p><b>Business Support Officer</b></p> <p>Responsible for the smooth operation of the office environment.</p>	<p><b>Development Officer</b></p> <p>Responsible for identifying equality trends and developing surveys / consultations.</p>	<p><b>Engagement Officer</b></p> <p>Responsible for developing and implementing an engagement strategy.</p>
<p><b>Information and Communications Assistant</b></p> <p>Support the implementation of FCE's communication strategy.</p>	<p><b>Administration Assistant</b></p> <p>Provide high quality administrative support.</p>	<p><b>Sessional Workers</b></p> <p>Support a specific area of work within a timeframe.</p>
<p><b>Supported Employment / Modern Apprenticeship</b></p> <p>Support the on-going work of the organisation.</p>	<p><b>Volunteers</b></p> <ul style="list-style-type: none"> <li>• Equality Networkers</li> <li>• Equality Factfinders</li> <li>• General Volunteers</li> </ul>	<p><b>Work Placement</b></p> <p><b>Students</b></p>



## STRATEGIC OUTCOME 1

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

### Key Actions:

- 1.1 Collate, analyse and disseminate information data on protected characteristics to inform service providers of any disparities.
- 1.2 Examine range of disadvantages encountered by protected communities because of their protected characteristics.
- 1.3 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.
- 1.4 Develop partnerships to tackle inequalities and social injustice.

### Key Activities:

1.1.1	Gather and analyse data on protected characteristics; and produce bi-yearly demographic reports based on the Equality and Human Rights framework.
1.2.1	Conduct surveys and research on barriers to equality and inclusion.
1.3.1 1.3.2 1.3.3	Gather and respond to community concerns. Provide one-to-one support and assistance to individuals who experience barriers because of their protected characteristics. Increase awareness of, and enable communities to access, support for reporting hate incidents.
1.4.1 1.4.2	Attend and actively participate in relevant Fife Partnership strategy groups. Lead on partnerships to tackle entrenched inequalities experienced by 'Easy-to-Ignore' communities.

### Key Outputs:

- Minimum of one Fife-wide survey per year is conducted, recommendations are shared with key stakeholders.
- "Equality in Fife" is updated twice a year.
- Evaluation report of support offered by FCE.
- Evaluation report of FCE's partnerships with community planning partners.



## STRATEGIC OUTCOME 2

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

### Key Actions:

- 2.1 Build community connectedness by bringing together individuals and groups of different protected characteristics under Equality Collective.
- 2.2 Facilitate equality communities' contribution to key public policies including planning and delivery of local services.
- 2.3 Develop and implement multi-communication platforms to enable barrier-free communication between FCE and a wide range of audiences.

### Key Activities:

2.1.1	Promote benefits of Equality Collective and actively recruit members
2.1.2	Organise quarterly Equality Collective events
2.2.1	Actively engage equality communities in a minimum of three policy consultations per year.
2.3.1	Promote and implement inclusive communication in all areas of work of FCE.
2.3.2	Maintain a system to enable people to stay connected with FCE in a method of their choosing.
2.3.3	Maintain positive engagement with partners and users via accessible electronic newsletters.
2.3.4	Hold information stalls and talks to engage with communities at where they are.

### Key Outputs:

- Evaluation report of engagement activities conducted by FCE.
- Responses gathered from equality communities and shared with public authorities.
- Methods of contacting FCE are featured in FCE publications.
- Twelve Equalities Monthly and 50 Equalities Weekly are produced per year.
- Seven information talks across Fife per year.



## STRATEGIC OUTCOME 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.

### Key Actions:

- 3.1 Provide practical tools to organisations enabling them to be more inclusive, such as toolkits, guidance, and accessibility resources.
- 3.2 Develop specialist briefings and information sessions to inform organisations on the latest equality developments.
- 3.3 Promote, deliver and evaluate a range of training opportunities involving internal staff and external partners.

### Key Activities:

3.1.1	Prepare and promote a range of documentation to enhance organisations' effectiveness to deliver equality and inclusion.
3.1.2	Promote and maintain a range of accessibility resources for organisations to hire.
3.2.1	Produce specialist briefings on the latest equality developments.
3.2.2	Organise and deliver information sessions to enhance organisations' understanding of the equality developments.
3.3.1	Plan and deliver a range of training or workshops to improve organisations' implementation of equality and inclusion.
3.3.2	Continual review the training needs of Fife based organisations.

### Key Outputs:

- Each year produce one toolkit and one guidance.
- Each year produce four briefings along with four information sessions.
- Plan and deliver a minimum of six training sessions per year.
- Evaluation report of training and workshops delivered by FCE.



## STRATEGIC OUTCOME 4

Third, public and private sector organisations demonstrate best practice in equality, diversity and inclusion.

### Key Actions:

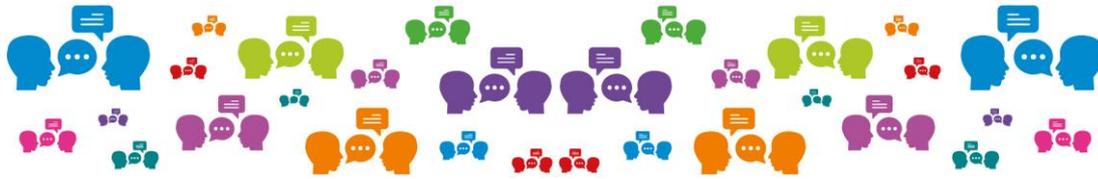
- 4.1 Involve partners of all sectors to plan, promote and deliver Diversity Week Fife to showcase positive practices in Fife.
- 4.2 Develop and sustain the local recognition scheme “Equality Pathfinders” to encourage organisations to demonstrate best practice.
- 4.3 Provide support to community planning partners with their equality impact assessments (EQIA) or implementation of equality plans.

### Key Activities:

4.1.1	Deliver a full-week programme celebrating equality, diversity and inclusion.
4.2.1	Design and deliver, “Equality Pathfinders”, a sustainable reward scheme to help organisations demonstrate their progress of change.
4.3.1	Support community-planning partners to fulfil their duties under the Equality Act 2010.

### Key Outputs:

- A programme of activities involving a wide range of contributors during the first week of September to celebrate the vibrancy of Fife.
- Annually, three organisations join the “Equality Pathfinders” Scheme.
- Template of EQIA, guidance and support being made available to organisations.



## STRATEGIC OUTCOME 5

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

### Key Actions:

- 5.1 Develop and maintain a customer-relation management system that safeguards the personal details of our users.
- 5.2 Demonstrate effective and efficient governance and management of the organisation.
- 5.3 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:

5.1.1	Maintain a system that records membership, enquiries, usage, compliments and complaints.
5.2.1	Adhere to equal opportunities policy in all governance and management procedures, e.g. recruitment and retention of trustees and staff.
5.2.2	Operate effective and consistent support and supervision system with annual performance appraisals.
5.2.3	Produce performance and financial reports, in accordance with Service Level Agreement.
5.3.1	Develop new project proposals and attract financial resources to fund these proposals.

### Key Outputs:

- Evaluation report of enquiries made to FCE and actions taken by FCE.
- Robust process in recruiting and selecting trustees or staff members
- Progress and financial reports are submitted to the Board of Trustees at bi-monthly board meetings.
- New project proposals are shared with trustees and funding applications submitted to appropriate funders.



## CONTACT DETAILS

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