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	Protected Characteristics									Applicable Legal Entities			Local Outcomes Improvement Plan Priorities		
	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation	Aberdeenshire Council	Education Authority	Licensing Board	Reducing Child Poverty	Reducing Alcohol Consumption	Connected & Cohesive Communities
1. Safer and better decision making will be achieved as a result of being better informed of Equality & Diversity matters										✓	✓	✓			
2. To promote a better understanding of the needs of people of different race and develop strategies which support them..										✓	✓				
3. Develop a better understanding of the needs of people with a disability and develop and promote strategies which ensure access to council services and which support them in education and employment										✓	✓	✓			
4. Develop a better understanding of the needs of LGBT people as employees and customers, develop and cascade strategies which minimise bullying and harassment in schools and the community. Achieve measurably reduced levels of prejudice and discrimination against the LGBT community.										✓	✓	✓			
5. Aberdeenshire Council's recruitment is implemented with fairness and transparency and fully supports people with Protected Characteristics.										✓	✓				
6. There will be a more inclusive culture whereby all employees understand and respect difference.										✓					