The Aberdeenshire Licensing Boards

The Equality Act 2010
Section 149 – Public Sector Equality Duties

Equality Policy

Equalities – it runs through everything we do

Final Version.April 2013

For alternative formats, languages or further information about this strategy, please ask an English speaking friend or relative to:

Phone: 01261 813320

E-mail: licensing@aberdeenshire.gov.uk

Write To: The Clerk to the Board (see contact details on page 18)

(The above will be translated into all languages relevant to Aberdeenshire)

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Foreword

Board Convenors

We are pleased to present to you the Aberdeenshire Licensing Boards' First Equality Policy.

The Boards aim to provide excellent services for all. This policy and the accompanying Action Plan sets out the Boards' commitment to all those defined under the Equality Act 2010 in relation to age, disability, gender reassignment, race, religion or belief, sex and sexual orientation, pregnancy and maternity, marriage and civil partnership. These are "protected characteristics" in terms of the new Act.

This Policy commits the Boards to building equalities into every part of the licensing process. We have taken account of what people have told us directly through involvement and consultation activities, and information we gathered from voluntary and other organisations with whom we work in partnership in setting our equalities outcomes.

We have a strong commitment to equality for all and recognise that equality is a continuing journey. For this reason, this Policy will be updated and reviewed on a regular basis to make sure that equality of opportunity is always an important consideration in everything we do.

We will be pleased to receive any comments on this Policy or on our progress in implementing it.

Signed:

Convenor

Mr. Stuart Pratt

North Board

Convenor

Mr. Cryle Shand

Central Board

Convenor

Mr. Peter Argyle

South Board

1 Introduction

1.1 This Policy sets out the commitment of the Aberdeenshire Licensing Boards' ("The Boards") to meeting our responsibilities under the Public Sector Equality Duties. The Policy sets out our equality outcomes and the actions we will take to progress those.

1.2 Although the Boards have a separate legal status from the Aberdeenshire Council ("the Council"), they are resourced entirely by the Council. The close connections between the Boards and the Council affords the Boards the opportunity to benefit directly from the actions already taken or proposed by the Council to ensure that it fulfils all the equality obligations. This is reflected in the Policy set out on the following pages.

1.3 This Policy was approved by the Boards on **30th April 2013** and replaces the previous individual Race, Gender and Disability Equality Schemes.

1.4 If you wish to submit any comments on this document at any time, please address them to **The Clerk to the Licensing Boards**, as per the contact details listed at page 19 of this Policy.

2 Legal Context

2.1 Section 149 of the Equality Act 2010 came into force in April 2011, introducing a new Public Sector Equality duty that became law across Scotland.

2.2 The Public Sector Equality Duty has three parts which must be complied with. It requires public bodies, such as Licensing Boards, to have due regard (to consciously consider) the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between those who have protected characteristics and those who don't
- Foster good relations between those who have protected characteristics and those who don't.

Protected Characteristics

2.3 Everyone is protected by the Act. Every person has one or more of the protected characteristics, so the Act protects all of us against unfair treatment.

2.4 The protected characteristics are –

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race – this includes ethnic or national origin, colour and nationality. It also includes Gypsy-Travellers
- Religion or belief – this includes a lack of belief
- Sex (gender)
- Sexual orientation
- Marriage and Civil Partnership (but only in respect of the duty to consciously consider the need to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Act)

The Specific Duties

2.5 The Scottish Government has introduced a set of specific equality duties to support the better performance of the general duty by public bodies. These duties include requirements to:

- Publish a report on mainstreaming the equality duty by 30th April 2013

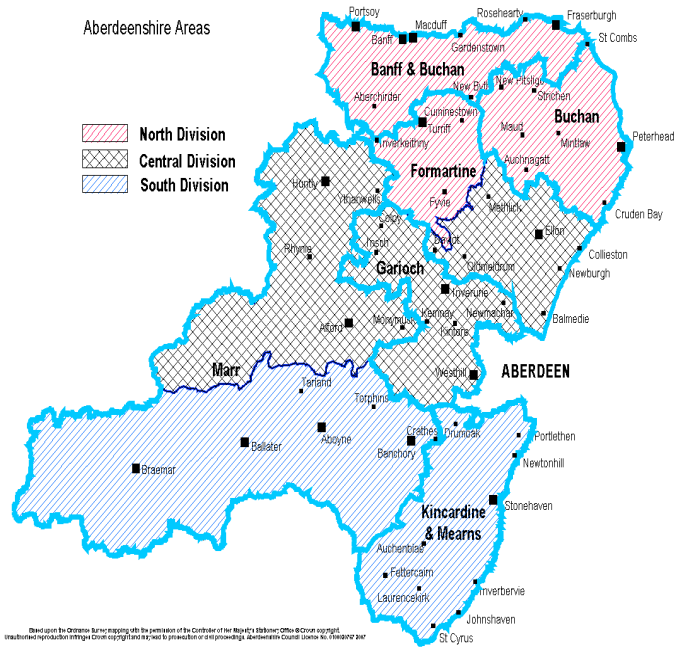
- publish equality outcomes and report on progress
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish an equal pay statement
- Consider award criteria and conditions in relation to public procurement

2.6 We are working with Aberdeenshire Council and the Education Authority in relation to complying with the public sector and specific equalities duties. Aberdeenshire Council will publish the mainstreaming report which will include sections for the Boards and the education authority in relation to equality outcomes and reporting on their progress.

3 About the Licensing Boards

Board Areas

Aberdeenshire has 3 divisional licensing boards. They cover the geographical areas shown on the map below.



Constitution

The Boards are constituted in terms of the Licensing (Scotland) Act 2005. The Boards are entrusted with the administration of liquor licensing and with certain other statutory duties.

The Boards are:-

- North Board: 9 Members
- Central Board: 8 Members
- South Board: 8 Members

Our Board Members are elected members of the Council, elected at the first Council Meeting after each ordinary Council election. A Licensing Board must consist of at least 5 members.

Our meetings are held in public but deliberations can be made in private. All of our decisions must be made in public.

All revenue received by us from licence application fees must be transferred to the Council. The Council is charged with the responsibility for providing accommodation for the meetings of the Boards and all necessary expenses in respect of the proceedings of the Board.

Joint Mission Statement

"Our mission is to serve the licensing needs of Aberdeenshire as quickly and efficiently as possible, striking a balance between the business needs of our customers and the interests of the community as a whole in order to protect the public and further the licensing objectives set out under the Licensing (Scotland) Act 2005 and the Gambling Act 2005."

To achieve our mission:

- We will reach out to all parts of our society and genuinely reflect their interests in determining policy.

- We will have open and honest exchanges of information in customer-friendly settings and make decisions in a fair and reasoned manner based around agreed and published policies.

- We will be fair in all we do, including having due regard to the public sector equality duties and the protected characteristics, ensuring that equality considerations are central to the administration of the licensing system.

- We will not work in isolation but achieve our objectives in partnership with a wide range of other public bodies, including the Council and its various services, statutory consultees, licence holders and the public. They too must eliminate any form of unlawful discrimination and protect equality of opportunity and good relations between persons from all sections of society.

- We will strive to reflect the interests of people from all sections of the society we serve.

What the public can expect:

- Fair and equitable treatment from our staff, who are committed to providing high quality services.

- To be able to get the information you need in an easily accessible way.

Statutory Governance

Apart from our equality duties, we have objectives laid down in statute specifically related to our work around which we must organise all our licensing functions:

Licensing Statutory Provisions:

- The Licensing (Scotland) Act 2005
- The Gambling Act 2005

The Licensing Objectives

The regimes under the Licensing (Scotland) Act 2005 and the Gambling Act 2005 set out broad aims which we must and support in all our functions. These are:

The Licensing (Scotland) Act 2005

- Preventing crime and disorder
- Securing public safety
- Preventing public nuisance
- Protecting and improving public health
- Protecting children from harm

The Gambling Act 2005

- Preventing gambling from being a source of crime or disorder, being associated with crime or disorder or being used to support crime
- Ensuring that gambling is conducted in a fair and open way
- Protecting children and other vulnerable persons from being harmed or exploited by gambling

Our Staff

We are supported by a Clerk, Depute Clerks, support staff and licensing standards officers. All staff carrying out our responsibilities are recruited and employed by the Council.

We are represented on and supported by the Council's Corporate Equalities Group.

One of our Depute Clerks has been appointed as Equalities Service Champion for the Licensing Service.

Mainstreaming Equality

Mainstreaming is an approach to delivering equality within an organisation. It is primarily a long-term strategy aimed at ensuring that equal opportunity principles and practices are integrated into every aspect of an institution from the outset. The focus should not only be internal (mainstreaming equality principles into procedures and systems) but also external (mainstreaming equality principles into policies and customer service delivery). Mainstreaming provides a framework that facilitates and complements equal opportunities legislation and other equality measures.

This Policy deals with Equality Impact Assessments, Consultation, Monitoring and collection of data and sets out the Boards' equality objectives (outcomes).

Training is also integral to mainstreaming equalities. Our Members and our staff have attended training briefings and seminars on the Public Sector Equality Duties in recent months. This assists in ensuring that Members and staff have an awareness of equalities issues as well as an understanding of their responsibilities under legislation and in terms of this policy.

As the Boards are comprised of elected members of the Council, they are subject to an ongoing training programme which, whilst not specific to the Boards' business, includes equalities issues.

Staff are subject to the Council's training regime and requirements as employees of the Council.

4 Our Functions and Policies

Broadly speaking, our functions are to:

- Accept and process to grant, vary, transfer, review or refuse all applications for liquor premises licences
- Accept and process to grant, vary, review of refuse all applications for personal licences
- Accept and process to grant, vary or refuse all applications for occasional extensions and occasional licences
- Accept and process to grant, vary, transfer, review or refuse all applications for gaming premises licences
- Accept and process to grant, vary, transfer, review or refuse all applications for automatic entitlement to gaming machines and gaming machine permits for licensed premises and registered clubs
- Accept and process to grant, vary, review or refuse registrations for the promotion of Societies' lotteries
- Consider complaints in respect of licences and permits and the holders of these and, where necessary, hold hearings with a view to resolving the complaint either by way of suspension of a licence or by some less radical remedy
- Formulate, consult on and adopt policies in relation to our licensing functions.
- Make a number of decisions in terms of liquor licensing affecting the day-to-day management or hours of operation of premises licensed for the sale of alcohol
- Provide general support and guidance to the trade and the community on the above.

Policies/Guidance

We have the following policies and guidance in place

- Policy Statements in terms of the Licensing (Scotland) Act 2005
- Statement of Licensing Principles in terms of the Gambling Act 2005
- Procedures for Hearings
- Guidance on objecting or making representations to an application for a premises licence under the Licensing (Scotland) Act 2005
- Publication Schemes

Equality Impact Assessment

The way in which we develop policies and conduct our activities should reflect our commitment to diversity and equality. We recognise that we must ensure our

policies and procedures do not discriminate, and that we consider equality fully when we develop new policies and activities or consider changes to any of this. The specific duty also requires us to review our policies in relation to Equalities

Impact Assessments will be conducted using Equalities Impact Assessment Forms and Guidance developed by the Council and the Boards.

We are in the process of examining all current functions and policies and this will be incorporated into our Action Plan and outcomes.

Any new policies or guidelines that are proposed, or indeed any new functions that arise, will be impact assessed, as will any proposed changes or re-design of existing functions and policies/guidance.

All reports then presented to us proposing new policies or guidelines setting out new functions or proposing changes that have relevance to any equality strand will include details of:

- The assessment of the impact on equalities strands;
- Consultation carried out in conjunction with that assessment; and
- Any action, including monitoring where appropriate, proposed in consequence of that assessment and consultation.

This will enable us to consider these matters in reaching decisions.

5 Consultation

At the heart of the equality duties is the requirement to consult and involve people to assess our progress on achieving our duties and how we give due regard to the protected characteristics. We recognise that to improve equalities and eradicate discrimination, stakeholders have to be involved not only in identifying potential discrimination but also in developing solutions and reviewing the progress and impact of those solutions. To maximise the benefits from involvement and to make sure that people have the opportunity to contribute fully, we ensure that external stakeholders are involved in assessing our policies and activities.

In setting our equalities outcomes we have worked closely with Aberdeenshire Council.

- We have taken account of what people have told Aberdeenshire Council directly through involvement and consultation activities and information gathered from voluntary and other organisations with whom we work in partnership.

- Each public body must select Equality Outcomes which are relevant to them. We have therefore set our equality outcomes, in conjunction with Aberdeenshire Council, based on a range of evidence including evidence that is specifically relevant to the Aberdeenshire population.

- The Council divided the evidence review into two parts: a review of *internal* sources of information (e.g. service monitoring information, community engagement undertaken by the Council, staff surveys, etc); and a review of *external* sources of evidence (e.g. relevant local regional or national research, government and regulatory body statistics, etc).

- In accordance with the legislation The Council also involved and consulted with as many people from one or more of the protected characteristics as possible. A number of groups and individuals were invited to provide an input into the development of our Equality Outcomes.

- The Council's Corporate Equalities group is made up of representatives from each service of the Council including the Aberdeenshire Education Authority and the Aberdeenshire North, Central and South Licensing Boards. The group spent two days weighting and scoring each piece of evidence in order to determine which issues are most relevant to Aberdeenshire Council, Aberdeenshire Education Authority and all three Licensing Boards in Aberdeenshire.

Licensing Forums

The Licensing Forums ("the Forums") are the medium through which the Boards can engage with representatives of all parts of the community and ensure community views are taken into account in the development of Board policies and guidelines.

The Licensing (Scotland) Act 2005 lays down statutory groups that must be represented within the Forums, these being:

- Holders of premises licences and personal licences

- The Chief Constable for the area
- Persons having functions related to health, education or social work
- Young persons
- Persons resident within the Forum's area
- Licensing Standards Officer

The Act also prescribes minimum and maximum numbers for the Forum.

Each Board Area must have a Forum. At present there are:-

- North Forum: 16 Members. These members represent residents, Licence holders, Licensing Standards Officers, young persons, the police, health, education, community safety and the North Board Convenor. There are currently 5 vacancies.
- Central Forum: 13 Members. These members represent residents, Licence holders, Licensing Standards Officer, young persons, the police, health, education, community safety and the Central Board Convenor. There are currently 7 vacancies.
- South Forum: 9 Members. These members represent residents, licence holders, Licensing Standards Officer, the police, health, community safety and the South Board Convenor. There are currently 12 vacancies.

Our aim is to become public bodies that are much more closely in touch with our stakeholders. We must understand the nature of the people we serve if we are to respond adequately to their needs and priorities. As elected members we are accountable to the public and must demonstrate that we are credible to, and meeting the needs of, all our stakeholders and not just some of them.

We understand that equality of opportunity cannot be achieved merely by treating everyone in the same way. Therefore, the success of our policies and functions in the future will depend on our ability to work with representatives of diverse groups more widely. The Forums are the main vehicle for this involvement and the makeup of the Forums is therefore of primary importance. The Council is responsible for the appointment of and support for the Forums and the Boards will actively engage in that process.

We will consult with the Forums on all new policies, guidelines or functions, or changes to these and on all impact assessments.

We have consulted with the Forums on the development of this Policy.

Aberdeenshire Corporate Equalities Group

The Aberdeenshire Corporate Equalities Group is the advisory and consultative group for all equality strands for the Council. We are now represented on this group to ensure that services provided are meeting the needs of the community and that an equalities perspective is included in the development of policies, strategies or services.

We will consult with the Equalities Group on all new policies, guidelines or functions or changes to these and on all impact assessments.

The Equalities Team has also been involved in the development of this Policy.

Staff

Our staff have been involved in the development of this Policy. This Policy was drafted by one of the Depute Clerks who sought additional input from fellow Depute Clerks, support staff and the Licensing Standards Officers.

6 Action

The Equality Outcomes that we have set are as detailed in the Action Plan listed in **Appendix 1** to this Policy.

7 Monitoring

Monitoring is a way of ensuring that the Policy is being implemented and is working. It will highlight whether any particular action has been effective and what other action is required. The Clerk, at our direction, will be responsible for implementing the Action Plan contained within this Policy and providing us with regular reports, as required to comply with the specific duties, on progress towards achieving our Equalities Outcomes.

We will review our Equality Outcomes every 2 years.

Service Delivery

We encourage feedback at any time both generally and specifically in response to consultations during the application process and when disseminating information. The Licensing Section of the Council's website indicates our willingness to receive feedback.

Performance Indicators

How we will measure our performance is outlined in the action plan attached as Appendix 1 to this Policy.

Information on each indicator will be reported to us annually as part of our annual report.

Equalities Monitoring Form

An Equalities Monitoring Form has been developed. This will be distributed with all application forms. Information will be collated, analysed and reported to us annually as part of our Annual Report.

Prejudice Incident Monitoring Forms

Aberdeenshire Council has recently updated this form to reflect all of the protected characteristics. These forms are used to record and monitor any prejudice incident relating to any of the protected characteristics. These are available for use by staff as necessary, including the Licensing Standards Officers, who are the initial contact with regard to complaints.

8 Publicity

Policy

We will make this Policy publicly available. This will be accessible on the Council's website at: www.aberdeenshire.gov.uk

It will also be available in printed and alternative formats, on demand, by contacting the Clerk to the Board or making a request to any of the licensing offices.

The Policy will be circulated to all members and officers of the Boards and to the Licensing Forums and Corporate Equalities Group.

We encourage feedback and comment at any time.

Impact Assessments

Impact Assessments (including consultation information) will be available on the Council's website at: www.aberdeenshire.gov.uk

They will also be available in printed and alternative formats on demand by contacting the Clerk to the Board or making a request to any of the licensing offices.

Annual Reports

These reports will be published no later than April every year and will be available on the Council's website at: www.aberdeenshire.gov.uk

They will also be available in printed and alternative formats on demand by contacting the Clerk to the Board or making a request to any of the licensing offices.

Annual Reports will be prepared by the Clerk and, as stated in this Strategy, will contain details of:

- Progress in complying with the Board's equalities outcomes

9 Contact Details

North Aberdeenshire Divisional Licensing Board

The Depute Clerk
Aberdeenshire Council
St. Leonards
Sandyhill Road
Banff
AB45 1BH

Telephone 01261 813320
Fax 01261 815664
Legal Post LP6, Banff

Central Aberdeenshire Licensing Board

The Depute Clerk
Aberdeenshire Council
Gordon House
Blackhall Road
Inverurie
AB51 3WA

Telephone 01467 628205
Fax 01467 623329
Legal Post LP3, Inverurie

South Aberdeenshire Licensing Board

The Depute Clerk
Aberdeenshire Council
Viewmount
Arduthie Road
Stonehaven
AB39 2DQ

Telephone 01569 768255
Fax 01569 768259
Legal Post LP5, Stonehaven

Licensing queries can be e-mailed to –

licensing@aberdeenshire.gov.uk

Licensing information can be found on the Council's website at –

www.aberdeenshire.gov.uk

Appendix 1

Action and Equality Outcomes

Protected characteristics: age; disability; gender re-assignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

No.	Aberdeenshire Licensing Boards' Equality Outcomes	Example Outputs	Specific Measures	Long-term contextual indicator
1	Aberdeenshire Licensing Board Members have an increased understanding about the challenges facing people from different groups and will respond to their requirements	• Equality Impact Assessment briefings on application of principles delivered to employees and Elected Members • Interactive Equality and Diversity awareness raising e-learning programme will be developed and made available to all employees	• Briefing Attendance: 70% • Completion by 70% employees and Elected Members	• Employees and Elected Members understand how to apply equality principles • Increase in customer satisfaction as Licensing Board employees are able to respond to needs

No.	Aberdeenshire Licensing Boards' Equality Outcomes	Example Outputs	Specific Measures	Long-term contextual indicator
2	Members of the public are able to access our services with ease and confidence	• Increase access to buildings • Mission statement to include equality	• Increase in translators • Increase in customers requiring translation of documents • Hearings in buildings accessible and induction loop systems available	• Customers are able to participate in licensing hearings fully
3	Aberdeenshire Council is an inclusive workplace where employees are respected and have an equal opportunity to achieve their full potential	• Licensing Boards are committed to the outputs of Aberdeenshire Council as outlined in the Appendices to the Council's Mainstreaming Report approved on 25th April 2013.	• Licensing Boards are committed to the outputs of Aberdeenshire Council as outlined in the Appendices to the Council's Mainstreaming Report approved on 25th April 2013.	• All Licensing Board employees are respected and have equal opportunities
4	Communities and businesses understand, welcome and respect diversity	• Equality Mainstreaming Initiatives • Disabled Access Statements with licensing applications • Access Panels	• Increase in initiatives • Increase in customer satisfaction • Number of applications granted or refused	• Licensing Boards understanding and respecting diversity in their community • Equalities will be considered as an important determining factor in grant or refusal of licence applications

No.	Aberdeenshire Licensing Boards' Equality Outcomes	Example Outputs	Specific Measures	Long-term contextual indicator
5	Everyone enjoys equal access to education, training and employment	• Support and encourage equalities mainstreaming in Licensed Trade • Equalities embedded into policy statements and reviewed.	• Employees number undertaken training on equalities issues • Regular three-year review of policy statements	• Licensing Boards having equalities at the heart of their policy statement and integral to their work
6	Access to life opportunities is enhanced by reducing barriers	• Boards work with partner agencies and community organisations to promote equalities • Boards engage in Aberdeenshire Community Planning Partnership Strategy with consultees, community organisations • Equalities embedded into policy statements and reviewed	• Increase involvement with partner agencies • Increase engagement of Aberdeenshire's Community Planning Partnership • Regular three year review of policy statements	• Licensing Boards having equalities at the hear of their policy statement and integral to their work

Appendix 2

Licensed Premises Statistics

As at 31st March 2013 there are the following licences currently in force in Aberdeenshire:

PREMISES LICENCES (LIQUOR)	
On Sales	185
Off Sales	192
On & Off Sales	249
TOTAL	626
PERSONAL LICENCES (LIQUOR)	
Granted to date	2113
APPLICATIONS FOR EXTENDED HOURS ON PREMISES LICENCES	
Granted to date	267
APPLICATIONS FOR OCCASIONAL LICENCES	
Granted to date	3863
PREMISES LICENCES (GAMING)	
Betting	23
Bingo	2
Adult Gaming Centre	0
Family Entertainment Centre	0
Notice of Automatic Entitlement	141
Gaming Machine Permits	5
Club Gaming Permits	4
Club Gaming Machine Permits	53
Lotteries Registrations	323
TOTAL	551

Licence Holders

The Boards historically have not sought, and hence have not recorded, as part of the application process, Equalities Monitoring Information. Monitoring information will now be sought from all applicants.

EQUALITIES OVERVIEW OF ABERDEENSHIRE

- On Census day in 2011, Aberdeenshire's population was 253,000, an increase of 9.1% over the 2001 figure, which was the highest rate of increase among Scottish Local Authorities.

- Since 2001 Aberdeenshire's population aged under 15 decreased by 0.3%; its population aged 15-64 increased by 11.9%; and its population aged 65 and over increased by 25.7%. By contrast, in Aberdeen City, the under 15 population decreased by 7.2%, its population aged 15-64 increased by 9.1% and its population aged 65 and over decreased by 1.2%.

- Between 2001 and 2011 all Councils experienced growth in the population aged 80 and over. In Aberdeenshire this amounted to an increase of 30% over the 2001 figure, the fourth highest growth rate amongst local authorities.

- Aberdeenshire is a large, mainly rural area in the North East of Scotland. Over the last 30 years the population of Aberdeenshire has increased by more than 50% to 253,000. Aberdeenshire's population represents 4.7% of Scotland's total. Its size and spread of population makes the delivery of some public services difficult and can disadvantage people without easy access to transport or the internet.

- In the past the Aberdeenshire economy mainly depended upon agriculture, fishing and forestry. However, over the last 40 years, the development of the oil industry has broadened Aberdeenshire's economic base, which has contributed to the significant population growth of over 50% since 1975. As a result there has been a great demand for houses, schools and industrial land in the area surrounding Aberdeen.

- Aberdeenshire has the lowest unemployment rate in Scotland at 1.3%, compared with the Scottish average of 4.2%. We also have the lowest claimant count of the 32 Scottish local authorities. Just 2,319 people claimed unemployment benefits in Aberdeenshire in 2012. This is largely due to us being cushioned by the oil industry during the national economic downturn.

- There has been a rapid increase in migration from Eastern Europe, particularly to the northern half of Aberdeenshire with many people choosing to settle in Peterhead and Fraserburgh, many of whom work in the hotel and restaurant trade and leisure industry. This has significantly changed the ethnic minority population of Aberdeenshire which has resulted in a rise in the number of bilingual learners in our schools. There is also an increase in the level in demand for English language lessons for adults through Community Learning and Development.

- The 2001-02 Scottish Household Survey estimated that less than one in five adults in Scotland had a disability and/or long-term illness (Scottish Executive 2004). On this basis it could be assumed (based on our estimated population figures) that there are about 49,500 adults and children affected by disability in Aberdeenshire.

- Almost half of the population of Aberdeenshire identify with the Church of Scotland. Just over 40% state that they have no religion. Buddhist, Hindu,

Jewish, Muslim, or Sikh make up less than half of one percent. These figures are taken from the 2001 census, as the data from the 2011 census has not been made available yet. As there has been significant migration into Aberdeenshire since then, it is expected that the figures for the minority religious groups would have increased.

- We currently have no reliable data on the sexual orientation of people in Aberdeenshire, however it is expected that approximately 7% of the population are lesbian, gay or bisexual. This would equate to approximately 17,300 people. There is currently no accurate data for Aberdeenshire on gender re-assignment, however, it is estimated that the number of people who are transgender is one in every 11.500, this would equate to 22 people.

- In Aberdeenshire, 15.2% of the population are aged 16-29 years. This is smaller than Scotland where 18.7% are aged 16-29 Years. Persons aged 60 and over make up 23.6% of Aberdeenshire. This is larger than Scotland where 23.3% are aged 60 and over.

- There is a significant Gypsy/Traveller population within Scotland (no official figures exist). Gypsy/Travellers can experience a number of problems, which include negative stereotyping, housing, health and education difficulties. The media can portray a negative slant on Gypsy/Traveller culture. In July 2009 it was reported that there were 20 households on Council sites within Aberdeenshire with no households on private sites and no unauthorised encampments.