

Equality Outcomes 2021-2025 - Summary

In developing the new equality outcomes, we considered the following:

1- Relevance of the previous equality outcomes (17-21).

A review of the equality outcomes (17-21) was done through:

- Consultation with communities: we included questions in the survey and at community discussions to seek people's views on how we performed and whether the equality outcomes (17-21) are still relevant? See appendix 5

For example: Equality Outcome 4: Physical and social barriers are removed for those with a disability to access services and public space.

Evidence shows that physical and social access to information and services remain an issue. See appendix 5.

A new equality outcome is proposed to reflect this persistent inequality. However, SMARTer action plan and performance indicators are being developed with contribution from communities.

- Discussions with services responsible to deliver on the previous equality outcomes.

For example: Equality Outcome 6: There is learning provision and accommodation in place to meet the needs of Gypsy/ Traveller families.

Colleagues in Housing confirmed that the Local Housing Strategy includes provision plans for G/T Accommodation.

Updates on the learning provision for G/T will be included in the Education mainstreaming report.

2- National and local evidence:

- We considered national evidence from [Is Scotland Fairer](#) and the Scottish Government [Equality Evidence Finder](#)
- We considered findings from the survey and online community workshops.

see Appendix 5

Guidance from EHRC in helping the development of Equality Outcomes.

- Equality outcomes should focus on bringing about practical improvements in the life chances of those who experience discrimination and disadvantage.
- Equality outcomes should help to tackle the most pressing inequalities in our society.
- Equality outcomes should consider national and local evidence:
- Equality outcomes should be realistic and SMART to allow us to identify the impact we are having on peoples' lives.

ACC – Equality Outcomes – Corporate –

Equality Outcomes 2017-2021 - [Updates on these equality outcomes for 2019-2021 are in appendix 1](#)

Equality Outcome 1

We have engaged and committed leaders, with the council and partners working together to reduce inequality, remove barriers and promote a culture of respect.

[Progress on leadership and partnership will be updated through the equality mainstreaming report. \(See page 15-21\)](#)

Equality Outcome 2

We have a clear action plan in place to deliver a Human Rights based culture within Aberdeen City Council

[Progress on Human Right plan will be updated through the equality mainstreaming report. \(See page 20\)](#)

Equality Outcome 3

Older people and younger people have an empowered, actively involved community voice.

[Actions to continue progress on this outcome will be reflected in the new Equality Outcomes 1&3](#)

Equality Outcome 4

Physical and social barriers are removed for those with a disability to access services and public space.

[Actions to continue progress on this outcome will be reflected in the new Equality Outcome 1](#)

Equality Outcome 5

We have in place support for BSL users to access services, information on services and to be involved in making improvements for the Deaf and Deaf/blind communities.

[Progress on this outcome will be reflected in Our BSL Plan report. See page 19.](#)

Equality Outcome 6

There is learning provision and accommodation in place to meet the needs of Gypsy/ Traveller families

[Progress in Accommodation is reported in the Local Housing Strategy.](#)

[Learning Provision is progressed through work in Education See Appendix 3](#)

Equality Outcome 7

Aberdeen is a city of sanctuary with positive relations amongst Aberdeen's diverse communities, where everyone is welcome and respected, regardless of religion, belief or background.

Actions to continue progress on this outcome will be reflected in the new Equality Outcomes 2&3.

Equality Outcome 8

In Aberdeen there is a culture in which women's lives, opportunities and confidence are improved.

Actions to continue progress on this outcome will be reflected in the new Equality Outcomes 3

Equality Outcome 9

Aberdeen is an LGBT+ friendly city where LGBT+ communities can confidently express their identity and views.

Actions to continue progress on this outcome will be reflected in the new Equality Outcomes 1&3

Proposed New Equality Outcomes 2021-2025

Details on these equality outcomes are in pages: 30-37

An action plan is currently being developed with contribution from equality groups.

Equality Outcome 1

All people with protected characteristics will access information, goods and services knowing that social* and physical barriers are identified and removed, with a focus on Age, Gender reassignment** and Disability

* Social barriers are barriers to entry which are created by the culture of the community, i.e. people's behaviour towards newcomers or others in general.

** We acknowledge that this terminology may be outdated, and 'Trans' is the umbrella term. However, since this report is in response to current Equality Act, we used the terminology as per the Act.

Equality Outcome 2

Diverse communities in Aberdeen will have an increased sense of safety and belonging within their neighbourhood and City, with a focus on Race (including Gypsy/Travellers), Religion and Sexual Orientation.

Equality Outcome 3

Representation in civic participation of people with protected characteristics will be improved by ensuring our leaders, staff and organisation champion the equality agenda in the City, with a focus on Disability, Race and Sex.

ACC – Equality Outcomes – Employment

Equality Outcomes 2017-2021 - Update for 2019-2020 on these equality outcomes are reflected in Appendix 2 (Introduction)

Equality Outcome

Aberdeen City Council - a fair employer

The two actions that sit below this equality outcome are:

1. We will maintain a diverse workforce and a culture that is free from unlawful discrimination and;
2. Achieve and maintain pay equality within the workforce

Proposed New Equality Outcomes 2021-2025 - An action plan is currently being developed with consultation with employees

Equality Outcome 1

Improve the diversity of our workforce and address any areas of underrepresentation, ensuring that there are equal opportunities for all protected groups (with consideration for both internal employees and external applicants), with a particular and prioritised focus on Age, Disability, Race and Sex

Equality Outcome 2

Ensure that all of our employees who have protected characteristics feel fully valued, safe and included at work, with a particular and prioritised focus on Age, Disability, Gender reassignment, Race, Sex and Sexual orientation

ACC Equality Outcomes - Education

Equality Outcomes 2017-2021 - [Updates on these equality outcomes for 2019-2021 are in Appendix 3](#)

Equality Outcome 1

Children and young people with a disability and their families are supported and included enabling them to achieve their full potential

Equality Outcome 2

- Pre-birth children (unborn babies) at risk due to issues that parents are dealing with such as; mental health, substance use and domestic abuse are identified at an earlier stage

Vulnerable pregnant women are identified and supported at an early stage

Equality Outcome 3

Lesbian, Gay, Bisexual and Transgender (LGBT) children and young people feel safe, respected and included in school

Equality Outcome 4

All children and young people in Aberdeen have an understanding of their rights and develop the ethos and culture to improve well-being and develop every child's talents and abilities to their full potential.

Equality Outcome 5

External Cultural/Arts organisations who receive investment from Aberdeen City Council actively promote and engage with those with protected characteristics in designing, planning and delivering activity.

Proposed New Equality Outcomes 2021-2025 - [Details and action plan are presented in Appendix 3](#)

Equality Outcome 1

Increase access to information by ensuring communication barriers are removed for children, young people and families who are disabled

Equality Outcome 2

Increase the feeling of trust and belonging to schools and communities by reducing bullying of those with protected characteristics, race, disability, LGBT.

Equality Outcome 3

Reduce number of exclusions for children and young people with disabilities

ACC- Equality Outcomes – Licensing

Equality Outcomes 2017-2021 - [Updates on these equality outcomes for 2019-2021 are in Appendix 4](#)

Equality Outcome 1

Members of the Licensing Board and the staff of the Licensing Team to improve their understanding and awareness of equality issues in carrying out their statutory roles with Licence holders, trade organisations, partners and the communities of Aberdeen City.

Equality Outcome 2

The Licensing Board will seek to promote equal opportunity of access for all to Licensed Premises in the City and promote good practice.

Equality Outcome 3

All applicants and members of the public are able to access the Licensing Boards services easily and confidently and make sure the Board's information is available to all.

Equality Outcome 4.

Greater participation and involvement of the public and licence holders with protected characteristics in meetings, consultations and other statutory processes of the Board.

Proposed New Equality Outcomes 2021-2025 - [Details presented in Appendix 4](#)

Equality Outcome1

Developing the Licensing process to ensure fair access for all, including the development of electronic applications and payments and the implementation of hybrid Licensing Board meetings

Equality Outcome 2

Licensing Board works in partnership with a range of stakeholders to ensure the most effective decisions are made to meet the aims of the Board and also works with license holders and other Council services to support positive behaviour on and around license premises.