

ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality Committee
DATE	8 th March 2023
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Equality Outcomes and Mainstreaming Progress Report
REPORT NUMBER	CUS/23/051
DIRECTOR	Andy MacDonald
CHIEF OFFICER	Derek McGowan
REPORT AUTHOR	Baldeep McGarry, Darren Buck, Mark Hearn and Arlene Dunbar
TERMS OF REFERENCE	2.2

1. PURPOSE OF REPORT

- 1.1 This report provides members of the Anti-Poverty and Inequality Committee with an update on progress achieved at the end of Year 2 of Aberdeen City Council's Equality Outcomes for the year 2021- 2023.

2. RECOMMENDATION(S)

That the Committee:-

- 2.1 Notes the progress from 2021 – 2023 on the:
- Corporate Equality Outcomes,
 - Employer Equality Outcomes,
 - Education Equality Outcomes and
 - Licensing Board Outcomes
- as detailed in the Equality Outcomes and Mainstreaming Progress Report 2021- 2025;
- 2.2 Notes that the Staff Governance Committee, Education and Children's Services Committee and Licensing Board will also consider the Equality Outcomes and Mainstreaming Progress Report for 2021-2023;
- 2.3 Approves the 'Equality Outcomes and Mainstreaming Progress Report for 2021-2023' subject to any additional feedback from Staff Governance Committee, Education and Children's Services Committee and Licensing Board;
- 2.4 Instructs the Chief Officer – Early Intervention and Community Empowerment to publish the report on the Council's website by 30 April 2023; and

- 2.5 Instructs the Chief Officer – Early Intervention and Community Empowerment in consultation with the Chief Officer – Data and Insights and Chief Officer – Customer Experience to review how the Council records the characteristics of our customers in relation to the Public Sector Equality Duty and the Scottish Specific Duties, identify any improvements that could be made in this process in line with our business needs, and report back to the relevant committee at a future date.

3. CURRENT SITUATION

- 3.1 Aberdeen City Council has to comply with the public sector equality duty, as laid out in the Equality Act 2010.
- 3.2 Aberdeen City Council also has to comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which includes reporting mainstreaming equality and progress on outcomes; policies and practices; employee information; procurement and publishing a report in a manner that is accessible.
- 3.3 The specific duties were created by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The duties were implemented from 2013 and the first reports required under the legislation on Equality Outcomes, Mainstreaming and Equal Pay were published on 30 April 2013. There is a reporting duty on listed authorities for every two years by the 30th of April.
- 3.4 The Operational Delivery Committee considered a [previous report](#) on the 11 March, 2021 and agreed outcomes. This current report provides an update on progress since the new outcomes were approved at that Committee.
- 3.5 This report provides evidence from the Council and communities on how equality has been mainstreamed and groups with one or more protected characteristics have been supported.

Protected characteristics as defined by the Equality Act 2010 include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

- 3.6 The report is informed by background papers listed, data and evidence gathered through stakeholder and wider public consultation. The Council

worked with Grampian Regional Equality Council to ensure a widespread reach with communities and using various community engagement mechanisms to compile progress against the corporate outcomes:

- **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.
- **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.
- **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.

3.6.1 An Action Plan was co-created following engagement with our workforce, Equality Ambassadors Network and partner organisations to support the progress of delivering our employee outcomes which include:

- **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.
- **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.

3.6.2 The education outcomes were progressed through multiple activities, engagement and monitoring and reporting to bring about changes to deliver the outcomes which include:

- **Outcome 1** - Increase access to information by ensuring communication barriers are removed for children, young people and families who are disabled.
- **Outcome 2** - Increase the feeling of trust and belonging to schools and communities by reducing bullying of those with protected characteristics, race, disability, LGBT.
- **Outcome 3** - Reduce number of exclusions for children and young people with disabilities.

3.6.3 The Licensing Board has taken steps to ensure the mainstreaming of the general equality duty as an integral part of the exercise of its functions to achieve the outcomes which include:

- **Outcome 1** - 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.
- **Outcome 2** - The 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.

3.6.4 Through the process of gathering data, there were some gaps identified in the data collection and opportunities identified to improve data collection for future reports.

4. FINANCIAL IMPLICATIONS

4.1 There are no direct financial implications arising from this report.

5. LEGAL IMPLICATIONS

5.1 Delivering on the published progress on mainstreaming the Equalities Outcomes will help public authorities comply with their legal duties under:

- Section 149 of the Equality Act 2010 (the public sector equality duty), and;
- The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012

6. ENVIRONMENTAL IMPLICATIONS

6.1 There are no direct environmental implications arising from this report.

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	Risk of discriminating against those with protected characteristics and those in socio-economic disadvantage	<ul style="list-style-type: none"> - Strategic Equality group set up to oversee operations. - Requirement to carry out robust Integrated Impact Assessments - Equality Participation Network formed 	L	Yes

		to engage with community groups.		
Compliance	Requirement to meet the General Duty under the Public Sector Equality Duty and produce statutory reports.	This report contributes to the process of compliance and evidences actions and mitigations.	M	Yes
Operational	Staff capacity and insufficient funding to supporting 3 rd Sectors commissioned to carry out actions.	Integrated Impact Assessments are completed for policy, proposals and projects to identify and assess impacts and seek appropriate mitigations are in place.	L	Yes
Financial	No financial risks identified	N/A	N/A	N/A
Reputational	Potential risk if not compliant with the Public Sector Equality Duty resulting in legal action	Regular updates, engagement and accessible reporting will ensure outcomes are achieved and reduces any such risks.	M	Yes
Environment / Climate	No environmental risks identified	N/A	N/A	N/A

***Note – if there are inconsistencies between the target risk level and the risk appetite level set, please provide rationale for your proposals.**

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN 2022-2023</u>	
	Impact of Report
Aberdeen City Council Policy Statement	The activities listed within this report support the delivery of the following aspects of the policy statement.

<p><u>Working in Partnership for Aberdeen</u></p>	<ul style="list-style-type: none"> • Supporting people with the cost of living • A city of opportunity through equitable means • A vibrant city that is accessible • An active city • A prosperous city • Empowering Aberdeen's Communities • Caring for each other • A safer Aberdeen • A transparent, accessible and accountable Council <p>The progress reported shows the work being done to integrate equality into our day-to-day work so that it becomes part of our structures, operations, behaviours and culture which contribute to continuous improvement and better performance with a focus on those with protected characteristics.</p>
<p style="text-align: center;"><u>Aberdeen City Local Outcome Improvement Plan 2016-26</u></p>	
<p>Prosperous Economy Stretch Outcomes</p>	<p>The progress in this report supports:</p> <p>Stretch Outcome 1: No one will suffer due to poverty by 2026.</p> <p>Stretch Outcome 2: Number of unemployed Aberdeen City residents supported into Fair Work</p> <p>The progress plotted in this report highlights some of the initiatives in line with the listed stretch outcomes to ensure communities have better access to information about employment opportunities, funding and upskilling programmes.</p>
<p>Prosperous People Stretch Outcomes</p>	<p>The progress in this reports supports stretch Outcomes 4-9 focus on children and young people and Stretch Outcomes 10-12 focus on adults.</p> <p>4. 95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026.</p> <p>5. 90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026.</p> <p>6. As corporate parents we will ensure 95% of care experienced children and young people will have the same levels of attainment in education, health and emotional wellbeing, and positive destinations as their peers by 2026.</p> <p>7. 95% of children living in our priority neighbourhoods will sustain a positive destination upon leaving school by 2026.</p>

	<p>8. Child friendly city where all decisions which impact on children and young people are informed by them by 2026.</p> <p>9. 30% fewer young people (under 18) charged with an offence by 2026.</p> <p>10. 25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026.</p> <p>11. Healthy life expectancy (time lived in good health) is five years longer by 2026.</p> <p>12. Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026</p> <p>Implementation of the recommendations will allow a greater opportunity and structure to reach out to those who suffer the complexity of multiple inequalities related to their protected characteristics, such as Care Experienced young people, those living within priority locality areas and adults with health and wellbeing issues.</p>
Prosperous Place Stretch Outcomes	N/A
Regional and City Strategies	<p>The actions in this report support the Regional Economic Strategy 2018-2023, and in particular, actions on inclusive economic growth.</p> <ul style="list-style-type: none"> • Through the Regional Learning and Skills Partnership, improve support for young people, high attainment, meaningful progression and employment opportunities that, in turn, fulfil the economic needs of the region. • Putting inclusive growth at the heart of public sector investment, maximise opportunities for targeted recruitment and training activity for all potential procurement spend through community benefit clause <p>The activities listed in this report also enhance the Regional, City and Council strategies through the completion of Integrated Impact Assessments and ensuring that considerations and mitigations are made for those with protected characteristics.</p>

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	Not required

Data Protection Impact Assessment	Not required
Other	None

10. BACKGROUND PAPERS

- 10.1 Operational Delivery Committee [previous report](#) on the 11th March, 2021 along with the [approved decisions](#).
- 10.2 [Aberdeen City Local Outcome Improvement Plan 2016-26](#)
- 10.3 [Guidance for Scottish public authorities on the Public Service Equality Duty](#) , Equality and Human Rights Commission

11. APPENDICES

- 11.1 Equality Outcomes and Mainstreaming Progress Report 2021-23

12. REPORT AUTHOR CONTACT DETAILS

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