

- We will assess the impact of actions taken through equality groups and employee experience surveys – and act on our learning to ensure all employees feel valued and included.
- Employees feel safe and empowered to report any incidences or cultures that are not aligned to equality agendas – through clearly available anonymous reporting and other channels.
- We will improve our internal training and communications for managers and employees to increase awareness and capability on EDI.

### 8.3 Proposed draft outcomes as an Education Authority (2025 -2029)

**Equality Outcome 1:** Pupils with disabilities will experience better access to services that meets their needs through more frequent and systematic involvement in the design of service delivery across the council.

**Equality Outcome 2:** Young people and families will have improved access to the resources needed to support their mental health and wellbeing.

**Equality Outcome 3:** Staff, children and young people will have a greater awareness of how they can support equality through delivery of curriculum.

### 8.4 Proposed draft outcomes as a Licensing Board (2025 -2029)

The Licensing Board outcomes have been set and will be considered by the Board in April 2025.

#### Licensing Outcome 1

Review and maintain the licensing process to ensure fair access for all, including the continuation and development of hybrid Licensing Board meetings.

1. The Board will monitor and review its application forms and standard documentation regularly to ensure that these are as accessible as possible and continue to hold hybrid Licensing Board meetings in so far as is possible.
2. The Board will seek to ensure through its Questionnaire (attached to the Board's application forms) that its services are accessible to everyone who lives in Aberdeen and beyond, including persons with protected characteristics.

#### Licensing Outcome 2

The community of Aberdeen City are able to engage effectively in the exercise of the Board's licensing functions.

1. The Board will seek to identify any issues arising in connection with persons with protected characteristics which are identified through partnership working with the Licensing Forum in order to monitor and address such concerns, as appropriate.
2. The Board will seek to ensure that the service it provides offers equal opportunity for engagement by persons with protected characteristics.