

## SERVICE UPDATE

<b><u>Name of Cluster:</u></b>	People and Citizens
<b><u>Date:</u></b>	21 April 2025
<b><u>Title of Update:</u></b>	Equality Outcomes 2025-2029
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### **UPDATE:**

1. Aberdeen City Council must comply with the Public Sector Equality Duty(PSED), as set out in the Equality Act 2010.
2. Aberdeen City Council also must comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which includes the following duties:
  - Report progress on mainstreaming the equality duty every two years
  - Publish equality outcomes and report progress
  - Assess and review policies and practices
  - Include an annual breakdown of employee information
  - Publish the report in an accessible manner.
3. As a local authority in Scotland, we are required to report on progress made towards our current Equality Outcomes every two years, and to publish new Equality Outcomes as a Service Provider, an Employer, an Education Provider, and a Licensing Board every four years.
4. On 25<sup>th</sup> March 2025, the [Anti-Poverty and Inequality Committee](#) approved Aberdeen City Council's [progress report](#) on our previous Equality Outcomes for 2021 – 2025, and a new set of outcomes for 2025-2029.
5. The full report and all outcomes can be viewed here: [Agenda for Anti-Poverty and Inequality Committee on Tuesday, 25th March, 2025, 10.00 am](#)

6. New Employer Outcomes approved are:

**Aberdeen City Council as an employer**

**Equality Outcome 1:** Our workforce is as diverse and representative as the city we serve, with a focus on sex, disability, race and sexual orientation.

**Equality Outcome 2:** People with protected characteristics feel their voice and experience is heard, valued and helps shape decisions that affect them.

7. The new Equality Outcomes will be supported by action plans that break down the high-level outcomes into actionable outputs that can be monitored, measured and reported on in two-yearly progress review reports.
8. The Employer EDI Action Plan will be developed and presented to Staff Governance Committee at the earliest opportunity following co-development with staff groups and consultation with trade unions and relevant officers.
9. Listed authorities are required to publish progress reports and the next Equality Outcomes Mainstreaming report will be presented to committee and published by April 2027.
10. The Equality Outcomes and supporting Action Plans will remain as 'live' plans and citizens and employees are welcome to provide their ideas for development and feedback on progress. All and any comments and queries can be sent to [equality\\_and\\_diversity@aberdeencity.gov.uk](mailto:equality_and_diversity@aberdeencity.gov.uk) – whilst employees also have the opportunity to join one of our [Equality Working Groups](#) to directly contribute towards the co-creation and delivery of EDI Action Plans.
11. The progress and activity around the Equality Outcomes Mainstreaming will be reported on our website: [Equality Outcomes and Mainstreaming Report | Aberdeen City Council](#).