

ABERDEEN CITY COUNCIL

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COMMITTEE	Finance, Policy and Resources
DATE	23 April 2015
DIRECTOR	Pete Leonard
TITLE OF REPORT	Equality Outcomes and Mainstreaming Progress Report 2013-15
REPORT NUMBER	CHI 15/147
CHECKLIST COMPLETED	Yes

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1. PURPOSE OF REPORT

This report provides members with an update on progress achieved at the end of Year 2 of Aberdeen City Council's Equality Outcomes for 2013-2017.

2. RECOMMENDATION(S)

The Committee is asked to

- a. Approve the Equality Outcomes and Mainstreaming Progress Report for 2013-15 for publication
- b. Note the progress since publication on 30 April 2013 of the Equality Outcomes and Mainstreaming report 2013 -2017
- c. Note that several services have actions in place or actions planned to deliver progress to achieving the outcomes and addressing the gaps in provision as identified through the community engagement exercises. This is so that there are positive outcomes for communities and employees to report and promote in the final report no later than April 2017. See Appendix 1.
- d. Note where there are gaps in contributions from services and encourage Heads of Service to use this opportunity to promote the improvements made in service provision which make our services more accessible to all
- e. Note the examples of contributions from communities at Appendix 2
- f. Agree new and revised Equality Outcomes for 2015-17 for publication (Appendix 3)

- g. Approve the Council's Employee Information for publication. See Appendix 4.

### 3. FINANCIAL IMPLICATIONS

Directors and Heads of Services are setting and delivering actions to meet the identified outcomes and will, therefore, identify resources to deliver on their actions within their Business Plans. Following completion of individual Equality and Human Rights Impact Assessments there may be actions which will require resources to mitigate any potential negative impact on equalities.

### 4. OTHER IMPLICATIONS

Directors and Heads of Services need to have clearly identifiable actions and indicators within their business plans to evidence how they are contributing to the Council's Equality Outcomes This will make reporting easier in the future.

### 5. BACKGROUND/MAIN ISSUES

- The public sector equality duty, which is set out in sections 149-157 and schedules 18 and 19 of the Equality Act, came into force on the 5th April 2011.
- It replaces the previous public sector equality duties, the Race Equality Duty (2002), the Disability Equality Duty (2006) and the Gender Equality Duty (2007).
- The specific duties were created by secondary legislation in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The specific duties came into force on 27th May 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.

Aberdeen City Council, like all listed authorities, developed and produced a set of Equality Outcomes, which we consider will enable us to better perform the general equality duty. This combined set of Equality Outcomes included those of the Education Authority ( Appendix 5) and the Licensing Board (Appendix 6).

Both the Education Authority and the Licensing Board have reviewed their sets of Equality Outcomes and contributed with updates with their progress .

- This report advises on progress on actions which will help meet our requirements under the Specific duties to :
  - report on mainstreaming equality
  - publish equality outcomes and report on progress
  - assess and review policies and practices
  - gather and use employee information
  - publish gender pay gap information
  - publish statements on equal pay
  - consider award criteria and conditions in relation to public procurement.
  - Publish in a manner that is accessible
- We have engaged with services to produce the table at Appendix 1 which shows the Equality Outcomes from 2013 their contribution some examples of good practice.
- Members will note that there are some gaps in service responses
- Appendix 2 demonstrates the engagement of communities in reviewing progress. To develop the Equality Outcomes, which were published in April 2013, a comprehensive evidence review was undertaken that presented a baseline selection of the key facts and figures we know about groups that meet one or more of the protected characteristics.

We also used a variety of community engagement mechanisms in developing the Equality Outcomes. Similarly we have at the end of Year 1 and Year 2, involved the different community of interest forums and equality groups in reviewing our progress, and have carried out surveys and focus group discussions.

Our Equality and Mainstreaming Progress Report updates on progress made over the last two years on our Outcomes and contains the employee information that the Council is required to publish. (Appendix 4).

Although we have had positive feedback with people telling us that they have seen progress, key issues which are important to them still remain. We have amended our Equality Outcomes for 2015-17 to take account of these and to give a clearer steer to all stakeholders and a sharper focus on what are the key equality priorities. The new and revised Equality Outcomes for 2015-17 appear as Appendix 3.

## 6. IMPACT

Corporate:

- The Equalities Outcomes have been developed in line with the Council's vision, Aberdeen - the Smarter City. We will ensure all citizens are encouraged and supported appropriately to make their full contribution. In order to address this, we will challenge inequalities wherever they exist and bring our communities closer together.
- The Equalities Outcomes are aligned to fit in and support the Outcomes identified within the Single Outcome Agreement, which have the underlying principles of:
  - targeting the most in need
  - reducing isolation of minority communities.
- The Equality Outcomes since they are all about improving services and access to services for the citizens of Aberdeen offer positive opportunities for joint working with partner organisations on projects/ activities.

Public:

- This report is highly relevant to ensuring that the council meets the General Equality Duty.
- An Equality and Human Right Impact Assessment has been carried out and is attached to this report.
- The impact assessment indicates that the progress on the Equality Outcomes will contribute positively to all three parts of the General Duty: To eliminate discrimination, advance equality of opportunity and foster good relations.

## 7. MANAGEMENT OF RISK

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

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

Failure to mainstream equality, or comply with the law risks enforcement action, legal challenges, loss of reputation and damage to the legitimacy of the Council.

## 8. BACKGROUND PAPERS

- The Equality and Human Right Impact Assessment (EHRIA)
- The Equality Outcomes and mainstreaming Progress Report 2013-2015
- Appendix 1\* – Progress on Equality Outcomes
- Appendix 2\*– Issues raised at engagement events
- Appendix 3\* – The new and revised Equality Outcomes
- Appendix 4\* – Employee information
- Appendix 5\* – Education Equality Outcomes and Mainstreaming Report
- Appendix 6\*– Licensing Board Equality Outcomes Review

\* All appendices have been compiled into one document. Please press on [Appendices for the Equality Outcomes and Mainstreaming Report 2015](#) to download.

## 9. REPORT AUTHOR DETAILS

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