
COMMITTEE	Council
DATE	15 March 2017
INTERIM DIRECTOR	Bernadette Marjoram
TITLE OF REPORT	Equalities Outcome and Mainstreaming Report
REPORT NUMBER	CHI/ 17/054
CHECKLIST COMPLETED	Yes

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 2015-2017 and sets out new draft Equality Outcomes for 2017-21.

2. RECOMMENDATION(S)

The Council is asked to:

- a. Approve the draft 'Equality Outcomes and Mainstreaming Progress Report for 2017-21', recognising that work will continue to make this draft document ready for publication on 30 April 2017;
- b. Note the progress since publication of the Equality Outcomes and Mainstreaming report of 2015;
- c. Agree new and revised draft Equality Outcomes for 2017-21 proposed within the draft 'Equality Outcomes and Mainstreaming Progress Report' (p.14-17). These are also summarised in Appendix 1 of the 'Equality Outcomes and Mainstreaming Progress Report'.
- d. Approve Aberdeen City Council's Human Resources Employee Information for publication (Appendix 4).
- e. Approve the contributions from Education and Children's Services (Appendix 5).
- f. Note that a business case will follow to realign service budgets so that the essential work required to mainstream equality is resourced at no additional cost for the council.

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 (EHRIAs) there may be actions which will require resources to mitigate any potential negative impact on equalities.

4. OTHER IMPLICATIONS

Given that there will be a new council administration in May 2017, the draft Equality Outcomes and Mainstreaming Progress Report will be presented to the first council meeting of the new session for ratification.

This approach has been agreed by the Scottish Government and the Scottish Equality and Human Rights Commission.

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 to make reporting straightforward for 2017-2021.

There is an increase in workload for the Equality Team with the implementation of the new Race Equality Framework (December 2016) and the obligations to produce a BSL Action Plan (October 2018). The Service has been and is still under-resourced with the increased demands of checking and publishing Equality and Human Rights Impact Assessments (EHRIAs) to meet our statutory duty to have these published as evidence that the council has paid due regard to equality.

To ensure that the council complies with all equalities legislation and to enable the Equality Team to be fully and appropriately resourced, a business case will follow so that any savings from the review of the InterTrans service (Finance Policy and Resources Committee – 9th March 2017) be realigned to a review of the current structure of the Equality Team with no new cost implications for the service.

A refocusing of the Equality Team with additional resources would help improve the provision of equalities advice and services and in particular be customer focused, with a rebranded and refreshed approach to the mainstreaming of equality throughout the organisation; using more web-based and social media opportunities. This would also aid retention by offering career paths and development opportunities by growing our own talent, with a "Team

Equalities” approach to facilitate Leadership and teamwork at all levels and allow work to be allocated to the most appropriate level.

By enabling the Equality Team to be fully and appropriately resourced and thus more versatile, it will support a more prompt and efficient service, and be in a position to provide guidance on policies, procedures and impact assessments and advise and assist Council staff and new Elected Members from the new council administration coming into place from 4th May.

The experience and knowledge of InterTrans staff from their contacts and relationships with Interpreters and Translators of ethnic minority backgrounds would also assist in developing new and additional ways to engage with the “Seldom Listened To” groups to identify priority needs.

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 in 2013, and reviewed them in 2015 to enable us to better perform the general equality duty. At this juncture we are therefore reporting on progress from 2015-17 and reviewing our Equality Outcomes for 2017-21.
- Similarly, the Education Authority has reviewed its Equality Outcomes (2013-15) and contributed with updates on progress (Appendix 5). The Licensing Board is to follow later as it is following a different time line. The establishment of Health and Social Care Partnerships in April 2016 means that activity to mainstream equality through Adult Social Care Services will be reported separately and to different timelines.

- This report advises on progress on actions which will help meet our requirements under the Specific duties and contains the employee information the council is required to publish at Appendix 4.

Specific Duties:

- 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 2 which shows their contribution to the Equality Outcomes from 2015.
 - Appendix 3 demonstrates the engagement of communities in reviewing progress. To develop the proposed Equality Outcomes, for 2017-21, 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 used a variety of community engagement mechanisms in developing the Equality Outcomes. Similarly we have at the end of each year of the Equality Outcomes from 2013, involved the different community of interest forums and equality groups in reviewing our progress, and have carried out surveys and focus group discussions.
 - Although we have had positive feedback with people telling us that they have seen progress, key issues which are important to them still remain. So in reviewing our Equality Outcomes 2015-17 we have mainstreamed the majority of these into principles of operation, our approach, so that these are not lost or diluted. We then produced our Equality Outcomes for 2017-21, which includes two outcomes carried over from 2015-17. This new set of Equality Outcomes will give a clearer steer to all stakeholders and a sharper focus on our key equality priorities. The new and revised Equality Outcomes for 2017-21 can be reviewed on pages 14 – 17 of the

draft 'Equality Outcomes and Mainstreaming Progress Report' and are also summarised as Appendix 1.

6. IMPACT

Improving Customer Experience:

The Equality Outcomes aim to Improve customer service which advances equality and addresses people's different needs and provide an environment which takes into account the different needs of different communities. Communities should be more engaged, informed and safe in an accessible, welcoming city.

Improving Staff Experience:

All employees will enjoy a working environment where equality and diversity are celebrated and where we build and embed a better human rights culture across the organisation. Staff working across the council to help the council deliver its Equality Outcomes will receive relevant awareness raising, training and support. Being aware and informed will enable staff to be confident and committed to providing a service which will meet people's different needs.

Improving our use of Resources:

Whilst acknowledging that there is a need for hard copy print for those who are excluded from digital technology, we will wherever possible increase the use of social media and web presence to improve public awareness of services and use digital communication with internal and external partners and customers. We will continue to enhance the provision of an Interpreting and Translation service for those whose first language is not English.

Corporate:

The Equalities Outcomes are aligned to fit with and support the Outcomes identified within the Local Outcome Improvement Plan, which has the following driver:

PEOPLE ARE RESILIENT, INCLUDED AND SUPPORTED WHEN IN NEED

All people in Aberdeen are entitled to live within our community in a manner in which they feel safe and protected from harm, supported when necessary and fully included in the life of the city. All citizens are equally entitled to enjoy these aspirations, and it is recognised that people may, at times become vulnerable. People sometimes need others to support their achievement of a full, active, safe citizenship.

Ensuring that Aberdeen is a place where everyone feels safe, supported and included is important to the wellbeing of people and communities, as well as the overall reputation of the city.

The Equality Outcomes align with Aberdeen City Council's strategic priorities since these:

- Seek to develop a sense of community in Aberdeen based on principles of openness, fairness, reciprocity and responsibility;
- Encourage and support citizens to participate in the development, design and decision making of services to promote civic pride, active citizenship and resilience;
- Aim to maximise digital connectivity to ensure equality of opportunity to services for all people;
- Focus on 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:
 1. Eliminate discrimination;
 2. Advance equality of opportunity, and;
 3. Foster good relations.

7. MANAGEMENT OF RISK

Delivering on the published 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

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 2015-2017;
- 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;
- The Equality Outcomes and Mainstreaming Report 2013-2017

9. REPORT AUTHOR DETAILS

Sandra Howard, Manager - Equalities Team

☎: 523039 💻: showard@aberdeencity.gov.uk

Faiza Nacef, Development Officer - Equalities Team

☎: 523183 💻: fnacef@aberdeencity.gov.uk

With substantial contributions from:

Keith Tennant, Team Leader - Human Resources and Customer Service

💻: ktennant@aberdeencity.gov.uk

Caroline Hastings, Development Officer - Policy, Performance and Resources

💻: chastings@aberdeencity.gov.uk

Baldeep McGarry, Development Officer – Equalities Team

💻: bmcgarry@aberdeencity.gov.uk

Kelly Johnstone, Development Officer (Disability Access) – Equalities Team

💻: kejohnstone@aberdeencity.gov.uk

Laura Penny, Administrative Assistant – Equalities Team

💻: LaPenny@aberdeencity.gov.uk