



ABERDEEN  
CITY COUNCIL

**Equality Outcomes and Mainstreaming Report 2017- 2021**

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# Equality Outcomes and Mainstreaming Report 2017- 2021

## Introduction

### [Equality Outcomes](#)

A key legal requirement under the Equality Act 2010 is for local authorities to publicise and deliver equality outcomes. An equality outcome must further one or more of the aims of the public sector general equality duty:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

Equality outcomes are strategic and are what the local authority, often in partnership, will try to achieve to improve local people's lives. In *'Equality Outcomes and the Public Sector Equality Duty: A Guide for Public Authorities in Scotland'* (2016), the Equality and Human Rights Commission (EHRC) has provided a guide on preparing and publishing equality outcomes. It states that outcomes should be relevant and realistic. Aberdeen City Council set their equality outcomes for the period 2013 – 2017 with a review of progress on these outcomes in 2015. The outcomes were subsequently updated for 2015-2017 and the feedback from this community engagement and exercise suggested the continued inclusion or update of some of the previous outcomes.

The public sector equality duty covers all of the protected characteristics, which includes: **age, race, religion or belief, gender, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, and sexual orientation.**

Many of the specific equality duties require information to be reported upon and published on a reporting cycle of either two or four years. As part of the specific duty to report on mainstreaming the equality duty, the local authority is required to publish a report on the progress it has made to make the general equality duty integral to the exercise of its functions, so as to better perform that duty. These should be published at intervals of not more than two years.

These reports must include (if not published previously); an annual breakdown of the information the authority has gathered under its duty to gather and use employee information and details of the progress that it has made in using that information to enable the authority to better perform the general equality duty.

The local authority must publish a fresh set of equality outcomes within four years of publishing its previous set.

In preparing a set of equality outcomes, the authority must take reasonable steps to involve people who share a relevant protected characteristic and anyone who appears to

the authority to represent the interests of those people.

The authority must also consider relevant evidence relating to people who share a relevant protected characteristic. If an authority's set of outcomes does not further the needs of the general equality duty in relation to every relevant protected characteristic, it must publish the reasons for this.

# Review of the Equality Outcomes 2015 - 2017

## Engagement and Consultation

### 1. Grampian Regional Equality Council (GREC)

Grampian Regional Equality Council (GREC) undertook community engagement activities on equality outcomes from July- December 2016 as part of work done to support the Equalities agenda of Aberdeen City Council. The project named, 'Creating a Fairer and More Equal Aberdeen', used surveys and community engagement discussions in order to gain the views of local residents in Aberdeen.

The aim of the project was to provide evidence and recommendations for Aberdeen City Council to help them set their equality outcomes for 2017 – 2021 and review their progress too. In preparing equality outcomes, local authorities must consider evidence relating to equality groups and communities and should take steps to include them in the equality outcomes.

GREC and the Equalities Team of Aberdeen City Council worked on the development of the 'Creating a Fairer and More Equal Aberdeen' survey, which was circulated on paper at community engagement events, through the various community forums, through social media such as the GREC, Aberdeen City Council, Police Scotland and Multi-cultural Aberdeen Facebook pages. A web-link to the survey was also included in the Equalities Team's Fortnightly News Collective 'Information for All'. The survey was also produced in an Easy-Read plain English version.

As community engagement is a process of involving people in decisions that affect them; groups and organisations which represent a whole range of interests in Aberdeen, as well as individual respondents, were targeted. These include: faith-based groups, local resident's groups, local community groups and virtual groups (active on Facebook/social media), ensuring that as far as possible, the engagement activities reflected the diversity of Aberdeen's population. These included:

- **North East Scotland Equalities Network (NESEN)** (All protected characteristics)
- **Generations Working Together (GWT)** (age)
- **Tea and Talk** (age)
- **Multi Faith Forum** (religion or belief)
- **Thai Buddhist Centre** (religion or belief and race/ethnicity)
- **Ethnic Minority Forum (EMF)** (race/ethnicity)
- **Disability Equity Partnership (DEP)** (disability)
- **Learning Disability Group Aberdeen and Aberdeenshire** (disability)
- **LGBT + Network event** (sexual orientation, gender reassignment)
- **Aberdeen Women's Alliance** (sex)
- **Violence Against Women Partnership (VAWP)** (sex)

A literature review was conducted to identify national evidence on equalities to set the findings from the community engagement activities in a wider context.

The Summary Report appears at Appendix 3. However key issues of importance to highlight here include:

- Although good work is being done, and much has already been done to promote understanding, fairness and respect for diversity in Aberdeen, there were views that we still have discrimination and harmful attitudes. **(Ethnic Minority Forum).**
- Participants described a wide range of discriminatory and exclusionary experiences in the workplace. Many of these experiences are illegal under current legislation, while others point to a general lack of awareness of the needs and issues faced by LGBT+ people. Participants spoke of the positive effects of staff networks and how they could be used to foster awareness and to promote rights. **(LGBT + Network).**
- There are still considerable challenges around schools and discrimination – there are negative attitudes and bullying of children of different ethnicities. One example was given from a member who said that children had said: ‘You brought Ebola’. Although good work is being done on this – launch of the Prejudice & Discrimination Incident Reporting Form (PDIRF), there are still issues around bullying and racism that need to be tackled. **(Ethnic Minority Forum).**  
There is also the need to build the confidence of young people.
- One Disability Equity Partnership (DEP) member stated we are unfortunately living in a more hateful and intolerant time, and people often witness racial abuse and keep quiet (other passengers on buses) as they may be afraid to respond. There are particular issues around prejudice raised by members of the Jewish and Baha’i communities, with individuals sharing examples of hate crimes they had directly witnessed or experienced. **(Multi Faith Forum).**  
The issue of feeling unsafe was reported by different groups of people with protected characteristics.
- It is very clear that there is a great amount of support for events both by the council and community groups which bring people of different protected characteristics together, and for these to be well publicised. These should not be about “putting on a show”, rather being focused on raising awareness, breaking down cultural barriers and embedding respect for difference and the benefits of having diverse communities and workplaces, as we build positive relationships.
- There is recognition of the very good work by the council with partners regarding Syrian refugees – they have been welcomed in Aberdeen with local people volunteering to help.
- Similarly, there are good opportunities for people of all ages to participate in public life, however transport and the **cost of public transport is an issue and potential barrier** (buses in Aberdeen). It can be a challenge to get

accessible taxis for people with disabilities. Another barrier is lack of affordable childcare. Scotland has the 2<sup>nd</sup> highest cost of Childcare in UK (DEP).

- For disabled and older people, as well as families with buggies there are issues around accessibility of buildings and the environment and having sufficient accessible toilets in the city. There are challenges for groups, organisations and churches looking for meeting space in the city and the significant number of young people who attended the LGBT + Network event point to the fact that here is a clear need for spaces/ events that aren't adult themed. (LGBT+ Network meeting).

These themes have been reflected in the recommendations made in the GREC Summary Report at Appendix 3.

## 2. City Voice

From responses to a City Voice (citizens' panel questionnaire, published Autumn 2016); although there are small numbers who are reporting discrimination when accessing council services, it is noted that the respondents were disappointed with the council response. The new Prejudice and Discrimination Incident Reporting Form is far more user friendly so that we encourage reporting of incidents and provide a more timely and effective response. The form can be found on the council's website in the "Report It" section: <http://tinyurl.com/gvjbn2l>.

It is also noted that respondents with a disability were significantly less positive than others about attitudes towards equality groups in Aberdeen. Aberdeen City Council established the Disability Equity Partnership (DEP), a new forum for people with disabilities in the city, in September 2016. Chaired by Dame Anne Begg, this group aims to improve life in the city for those with disabilities. More information on DEP is available online at: [http://www.aberdeencity.gov.uk/council\\_government/equality\\_and\\_diversity/eqd\\_disability.asp](http://www.aberdeencity.gov.uk/council_government/equality_and_diversity/eqd_disability.asp)

Additionally the City Council created a new post of Disability Access Officer and Kelly Johnstone started in this role in August 2016. Kelly's remit includes working with the DEP and other individuals and groups with disabilities to make improvements to information, services, buildings, streets and green spaces in Aberdeen.

It is concerning that the majority (66%) of respondents do not feel informed, consulted and engaged in decisions that affect equality groups, and, that only around a third of respondents are aware of the Council's work in improving quality of life for equality groups. The Equalities Team organises and supports community groups with high profile events to mark: Holocaust Memorial Day (January), LGBT+ History Month (February), International Women's Day (March), Aberdeen Mela (September) and has also established, as well as the new disability partnership, a new Multi-Faith Forum for the city (October 2016).

The Equalities Team also produces a fortnightly news collective ('Information for All') promoting its work in this area to show how we are making a difference, as well as sharing information about local/ regional projects and events. We continue our work with colleagues in Corporate Communications to ensure our key messages are being presented in a range of formats.

The valuable feedback from City Voice particularly around issues of disability and age help set the priorities of the Council's new Equality Outcomes and serves as a timely reminder that council services should not rely solely on web based information and advice as many older people are not comfortable using the internet to access services. Lack of awareness of services is a significant barrier, particularly for those aged 50-60 or 60-70 who may not have had any previous need for services.

### **Proposed Equality Outcomes Survey**

To validate the draft Equality Outcomes, which we have developed from the research and consultation, a 'SurveyMonkey' questionnaire is running until 31<sup>st</sup> March 2017.

Respondents are being asked to what extent they agree with the importance of the proposed Equality Outcomes for Aberdeen Communities.

The analysis of the responses to date show:

- The Equality Outcomes with the highest % of "Strongly Agree" and "Agree" answers were:  
E.O 3: Physical and social barriers are removed for those with a disability to access services and public realms **(65.33%)**  
E.O 9: We have a human rights based culture within Aberdeen City Council **(70.49%)**
- **There is therefore a strong community mandate to have these included as priorities.**
- The Equality Outcomes with the highest % of "Disagree" answers were:  
E.O 4: Aberdeen is a "City of Compassion/ Sanctuary" **(14.22%)**  
E.O 6: Older people have an empowered, actively involved community voice **(14.29%)**
- **This may be misunderstanding the question and be a reference point to how people see things at present, rather than disagreement with these as desired outcomes to be achieved over the next 4 year period.**
- The Equality Outcomes with the highest % of "I don't know" answers were:  
E.O 2: There is education provision and accommodation in place to meet the needs of Gypsy/ Traveller families **(47.32%)**  
E.O 5: Aberdeen is an LGBT+ friendly city with a strong community voice **(34.48%)**
- **Again perhaps this could be misinterpreting the question as being about the current situation for members of the Gypsy/ Traveller or LGBT+ communities in the city, or respondents genuinely unsure if those should be priorities, or not perceiving these or being reluctant to rank these as priorities. Interestingly Gypsy/ Travellers and LGBT+ communities are among the most discriminated against groups and issues around meeting the needs of Gypsy/ Travellers have proved contentious and divisive in the past.**
- Overall the answers given are:  
Strongly Agree and Agree **(53.63%)**, Disagree and Strongly Disagree **(12.63%)**, I don't know: **(28.4%)**

The totals do not necessarily add up to 100% because of respondents choosing to 'skip' certain questions.

- **From the analysis to date we can determine that almost 54% of respondents agree with the importance of the proposed Equality Outcomes.**
- Given that "I don't know" was a commonly selected answer, this indicates that there should have been a "Neither agree or disagree" option available. However perhaps respondents genuinely do not know whether the Equality Outcome is important, do not understand the question/ context, or they feel it is not part of their role as a citizen to take forward.  
One respondent commented that they felt they do not receive information on Equality issues generally. This highlights the need for the Equalities Team to improve publicity and information about the service, and raise the profile of the work being done in Aberdeen.

### **Service Updates**

Appendix 2 outlines within a landscape table, service updates from 2015-17. We will continue to populate this to meet with updates for the financial year for period 2015-17 to meet the publication date of 30<sup>th</sup> April 2017.

Our key achievements in this period include:

A stronger community voice for the equalities groups through the launch of new forums - Disability Equality Partnership, the Multi Faith Forum, a refreshed LGBT+ Network and an Ethnic Minority Forum.

Increased support to groups and individuals with disabilities through the new post of Disability Access Officer. This was in response to the community requests for a single point of access in the council.

Fortnightly Equality News Collective.

### **Work with Partners**

The (Specific Duties) Scotland Regulations of the Equality Act 2010 were amended in 2015 to bring new public bodies such as the Aberdeen Health and Social Care Partnership (H&SCP) within its scope. One of the requirements of the Regulations is that public bodies such as the new Aberdeen HSCP must produce and publish an Equality Outcomes Report setting out the objectives we wish to achieve in the field of equality and diversity. These were published in the HSCP Equality Outcomes Report for the period April 2016 to March 2018 at <http://www.aberdeencityhscp.scot/en/progress/news/achscp-mainstreaming-equality-and-diversity-report/>

Aberdeen's Community Planning Partnership, Community Planning Aberdeen, is committed to developing where appropriate city wide Equality Outcomes and indicators to

reflect the collaborative and partnership approach taken to developing joined up solutions to the inextricably linked issues of inequality, poverty, health and well-being.

The Draft Equality Outcome 4 from North East Scotland College (NESCo) Draft Equality Outcomes 2017-21 is “The College and its Regional partners will work together to reduce inequality and remove barriers to attainment and employment across all protected characteristics to meet the aspirations of community planning regionally.”

The promotion of equalities is reflected in our Local Outcome Improvement Plan.

### **Research - the City and Globally**

#### [Behind the Granite - Aberdeen City Key Facts 2016](#)

From this overview of statistics from local sources and information about the population and topics such as housing, education and safety, in June 2014, Aberdeen City had an estimated population of 228,990 with 113,474 men and 115,516 women. Between June 2013 and June 2014, Aberdeen City’s population increased by 1, 860 and most of that change was accounted for by migration.

- According to the National Records of Scotland as outlined in ‘Behind the Granite,’ Aberdeen’s population is projected to rise to 300,000 by 2037, with the older age population in Aberdeen City to grow by 55% from 33,166 to 51,531. The local ageing population is important to consider when creating equality outcomes for the future.
- Incidents of domestic abuse recorded by the police in Aberdeen City have increased by 24% from 2013/14 to 2014/15.
- According to the 2011 Census, around 16% of people in Aberdeen City have a long-term illness, health problem or disability that limits their daily activities or the work they can do.
- The 2011 census recoded a total of 68 languages used in Aberdeen. Following English, the most common language used at home was Polish. The most common languages (other than English, Polish or other UK languages) were: French, Chinese, Russian, Spanish, German and Arabic. However, by 2014-15 the most common languages requested by InterTrans (our in-house service that provides translation, interpreting and communication support to users and providers of Aberdeen City Council services) were Polish, Russian and Lithuanian.

#### [Briefing Paper 2016/04 Migration Report, Aberdeen](#)

The Research and Information Team at Aberdeen City Council produced a briefing paper, which is based on official data from the National Records of Scotland (NRS). Between 2014 and 2015, the population in Aberdeen rose from 228, 820 to 230, 250 and most of this growth was due to migration (96%). Most of the migrants to and from Aberdeen are in the 16 – 30 year old age group. In 2014/15 the percentage of National Insurance number

registrations in Aberdeen were; Polish (23%), Romanian (9.2%), Nigerian (5.7%) and Indian (4.5%).

#### [Local Data: Gypsy/Travellers](#)

Between June - July 2015, 24 Gypsy/ Travellers in Aberdeen and Aberdeenshire, from 12 different groups of Gypsy/ Travellers took part in a consultation exercise to assess the accommodation needs of the Travelling community. Results showed that **all participants thought there should be an increase in site provision in both Aberdeen and Aberdeenshire**. There was no clear preference on whether they are developed and managed privately or by the local authorities

#### [SSAMIS Social Support and Migration in Scotland second Interim Report November 2016](#)

Living and Working in Scotland:  
Employment, Housing, Family and Community

Research involved over 200 migrants as well as approximately 60 representatives of local authorities, service providers and migrant associations. Report focuses on key themes of employment, housing and family issues which emerged from the interviews with migrants and “expert” interviews with other stakeholders.

In some cases workers spoke of feeling insecure in their employment due to being a migrant, or “not Scottish” and indicated differences in treatment from their employers in comparison to local workers. Although there were many positive experiences of employers, the power of employers was highlighted, as was the “acceptance of deskilling” the compromise they had to accept to work in an unskilled job. People also being “trapped” in particular jobs due to the difficulty in improving their language.

Vulnerabilities were heightened for migrants due to a lack of knowledge and different information relating to employment, for example, not having a written contract. Many of the people involved in the research talked about the stress of trying to find (suitable/acceptable accommodation), especially in the first period after arrival in Scotland. A significant number of people had decided to move on the advice of family members already in Scotland. Migration and settlement in Scotland requires a renegotiation of relationships with family who have remained in the country of origin. Concern was expressed about older relatives in migrants’ country of origin. Women mentioned the difficulties in managing childcare alongside their employment and the cost of childcare. Ensuring financial security for the family in Scotland was seen as very important as was children’s education. Parents wanted them to achieve but often struggled with the language issues and time to support children in their learning.

#### [Scottish Government Equality Evidence Finder – 2015](#)

There are statistically higher rates of overcrowding for some ethnic minority communities with minority ethnic people disproportionately renting accommodation from private landlords: the private rental sector is generally more expensive, sometimes of a poorer quality, and although subject to legal obligations, in many ways less stringently controlled than social housing. Issues around immigration status may cause additional difficulties for some individuals and families.

Race hate crimes continue to make up the largest proportion of hate crimes in Scotland.

## [Zero Tolerance](#)      [Research 2017](#)

A study by violence against women charity Zero Tolerance has shown high levels of sexism and harassment are being experienced in Scotland's public sector workplaces. Almost two-thirds of respondents to a survey said they had suffered or witnessed sexual harassment or innuendo at work, and one in 10 females polled had been subjected to physical or mental violence in the workplace, including serious attacks. Half had also experienced sexual objectification. The charity said the findings expose a forthcoming "mental health time bomb", as many women reported being stressed, agitated and depressed.

## [The Impact of Brexit Referendum and U.S.A. Election](#)

The period following the Brexit Referendum vote and the more recent USA elections has highlighted an increasingly negative and hostile environment around equalities and human rights, exacerbated by social media, which has fuelled tensions and confirmed or created polarised and entrenched positions. There is, nevertheless, a raised awareness of the risks of reinforcing stereotypes and myths and in discriminating against others who are "different".

There is at national and local government level a renewed commitment to social justice and equality, and this report makes it clear that equality and human rights are central to the success and wellbeing of our local communities.

## [New duties for local government](#)

The Race Equality Framework for Scotland sets out how the Scottish Government aims to advance race equality, tackle racism and address the barriers that prevent people from ethnic minorities from realising their potential over a 15 year period from 2016 to 2030.

The passing of the BSL(Scotland ) Act 2015 will lead to the creation of the first BSL National Plan in October 2017, and local authorities following with their own action plans by October 2018. This will improve access to information and services for our citizens whose first or preferred language is BSL.

A Fairer Scotland for Disabled People, the Scottish Government Delivery Plan for the United Nations Convention on the Rights of Persons with Disabilities, was published in December 2016. The Plan is built around five key ambitions:

1. Support services that promote independent living, meet needs and work together to enable a life of choices, opportunities and participation
2. Decent incomes and fairer working lives
3. Places that are accessible to everyone
4. Protected rights
5. Active participation

The new Equality Outcomes will take account of this up to date and solid evidence base of research and consultation and of the emerging new requirements of the Race Equality Framework and the BSL action plans.

## **Human Resources Equality Outcomes**

The specific equality duty requires the organisation to gather annual information on the composition of employees as well as annual information on recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees. The information must be used to better perform the general equality duty.

The mainstreaming report must include an annual breakdown of the information gathered and must also include details of the progress that the organisation has made in gathering and using the information to enable it to better perform the general equality duty.

It is intended to seek to continue to develop the employee information in line with the Equality and Human Rights Commission guidance to cover other areas.

The employee information in this 2017 mainstreaming report comprises the following by protected characteristic:-

- Composition of employees (as at January 2016 (for year 2015) and as at January 2017 (for year 2016))
- Recruitment information, namely applicants and successful applicants for calendar years 2015 and 2016
- Development information, namely employees who undertook corporate training in calendar years 2015 and 2016 and also employees involved in discipline and grievance cases in calendar years 2015 and 2016
- Retention information, namely employees who left the organisation in calendar years 2015 and 2016

In accordance with the requirements stated in the guidance, the above has been produced for the organisation as a whole and also in relation to the Education Authority (which comprises teachers and other employees in the Education Service).

**This substantial volume of information follows at Appendix 4.**

**The Equality Outcomes for Human Resources is:**

- Aberdeen City Council - a fair employer

The two actions that sit below this equality outcome are:

1. We will maintain a diverse workforce and a culture that is free from unlawful discrimination and
2. Achieve and maintain pay equality within the workforce.

## **Education Authority Equality Outcomes**

The progress on the Education Authority Equality Outcomes 2015-17 and their proposed outcomes for 2017-21 appear at **Appendix 5**. This is so that we can evidence the production of a stand -alone document to meet legislative requirements.

A summary of the Equality Outcomes for the Education Authority are:

- **Equality Outcome 1:**  
Children and young people with a disability and their families are supported and included enabling them to achieve their full potential
  
- **Equality Outcome 2:**  
Pre-birth children (unborn babies) at risk due to issues that parents are dealing with such as; mental health, substance use and domestic violence are identified at an earlier stage  
Vulnerable pregnant women are identified and supported at an early stage
  
- **Equality Outcome 3:**  
LGBT+ pupils feel safe, respected and included in school
  
- **Equality Outcome 4:**  
All children and young people in Aberdeen have an understanding of their rights and develop the ethos and culture to improve well-being and develop every child's talents and abilities to their full potential.
  
- **Equality Outcome 5:**  
External cultural organisations who receive investment from Aberdeen City Council actively promote and engage with those with protected characteristics in designing, planning and delivering activity.

## **Aberdeen City Licensing Board Equality Outcomes**

Aberdeen City Licensing Board is required to prepare and monitor the progress towards achieving Equality Outcomes in terms of Regulation 4 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The Board published their Equality outcomes in April 2013. In April 2015 the Board published a report, in accordance with its legal duties, on the progress towards achieving those outcomes.

In terms of the required reporting cycle the Board requires to publish a further report on its Equality outcomes by 30 April 2017.

In terms of the Licensing (Scotland) Act 2005, Section 5, there is to be a Licensing Board for the area of each Council under Section 46(1) of the Local Government (Scotland) Act 1994. The members of the Licensing Board are to be elected by the relevant Council from among their members. The Licensing Board although comprised of councillors is a separate legal body from the Council. The Council must, at its first meeting after each ordinary election of the Council, hold an election of members to the Licensing Board for their area.

Scottish Council Elections are due to be held on 4 May 2017. Therefore a new Aberdeen City Council will elect a new Aberdeen City Licensing Board at the first Council meeting to be held after 4 May 2017.

It is therefore proposed that the new Aberdeen City Licensing Board, as elected by Aberdeen City Council, after the election on 4 May 2017, should review, consider and approve the required report on its Equality Outcomes.

The new Aberdeen City Licensing Board will also publish their new Statement of Licensing Policy by November 2018 which will include a statement as to their duties under the Equality Act 2010 as well as their Equality Outcomes. As part of preparing their new Statement of Licensing Policy the new Board will complete an Equality and Human Rights Impact Assessment.

## **Aberdeen City Council - Proposed New Equality Outcomes (2017-21)**

So that the Equality outcomes from 2015-17 do not get lost or diluted as we set our proposed new Equality Outcomes, these have been mainstreamed into the “way we work around here”. These will become our Best Practice principles. To help mainstream this approach and to promote these principles, we propose a network of Equality Ambassadors across the organisation.

### **Mainstreamed Equality Principles:**

- 1. An engaged community**  
Community Empowerment (Scotland) Act (2010) giving community bodies new rights and public sector authorities new duties to boost community empowerment and engagement, Support to all Community Forums.
- 2. An informed community**  
An Interpreting and Translation service – Support to all whose first language is not English
- 3. An accessible City**  
Support to Disability Equity Partnership - 10 Point Accessible Communications guidelines
- 4. A safe community**  
Prejudice and Discrimination Reporting Form (PDIRF) –Support to Violence against Women Partnership
- 6. Equality and Diversity welcomed and celebrated**  
The different events we deliver and/or support including: Holocaust Memorial Day, International Women’s Day #weareaberdeen campaign
- 7. Services understand and take into consideration Protected Characteristics specifications – Trained staff and robust EHRIAs**

### **Proposed New Equalities Outcomes (2017-21)**

We suggest that two Equality Outcomes from 2015-17 are retained in recognition that there needs to be a continued focus on these.

**a) Engaged and committed leaders;**

**b) Human Rights based culture within our organisation.**

“Engaged and committed leaders” since we will have a new council of elected members in May 2017 and there will be a period of change, of awareness raising and training and

development as new elected members are given the opportunity to learn more about their new responsibilities to deliver on the equalities agenda.

The council has an important leadership role to highlight civic rights and protect its people and Community Planning Aberdeen is keen to develop Equality Outcomes and indicators for across the city to promote equality.

“A Human Rights based culture” as it is recognised that further work is needed here in awareness raising and challenging myths in an increasingly hostile environment where sometimes there is little understanding of the meaning of and origin of Human Rights.

The proposed priority outcomes for the protected characteristics set out below take account of the key issues which have emerged in 2016-17.

### **Race**

Key issues emerging:

- Aberdeen – a welcoming place for all e.g. “City of Sanctuary/ City of Compassion”;
- Reduced discrimination;
- Increased proportion of ethnic minority people and ethnic minority women in work;
- Meeting space for ethnic minority groups and/or communities;
- Integrated communities and reduced community tensions;
- Supported and welcomed Syrian refugees who are making their home in Aberdeen;
- A high quality interpreting and translation service which meets the needs of all our communities;
- Learning and accommodation needs of Gypsy/ Traveller families met;
- Raised awareness and understanding of council’s statutory duties.

#### **Proposed Priority Outcome:**

**1: Good community relations in Aberdeen;**

**2: There is learning provision and accommodation in place to meet the needs of Gypsy/ Traveller families.**

### **Disability**

Key issues emerging:

- Raised awareness and understanding of council’s statutory duties;
- A thriving and vibrant new community forum, Disability Equity Partnership, in place and with other representative groups evidence of their impact on council planning and decision making;
- All council plans, policies and procedures have been equality impact assessed with evidence of community input;

- Interconnectedness (evidence of golden thread) of corporate, local and regional plans and decisions.

**Proposed Priority Outcome:**

- 3: Physical and social barriers are removed for those with a disability to access services and public realms.**
- 4. We have in place support for BSL users to access services, information on services and to be involved in making improvements for the deaf and deaf/blind communities.**

**Religion and Belief (faith)**

Key issues emerging:

- Quiet, contemplation room in place within Marischal College for use of employees, elected members and visitors;
- A thriving and vibrant community forum, the Aberdeen Multi Faith Forum, in place and evidence of their impact with that of other representative groups on council planning and decision making.

**Proposed Priority Outcome:**

- 5: Aberdeen is a “City of Compassion/ Sanctuary”.**

**LGBT+**

These are the issues:

- A thriving and vibrant community forum, the LGBT+ Network, in place and with other representative groups’ evidence of their impact on council planning and decision making.
- Greater awareness and understanding of issues around Transgender.

**Proposed Priority Outcome:**

- 6: Aberdeen is an LGBT+ friendly city with a strong community voice.**

**Age**

Key issues emerging:

- An empowered, actively involved, community voice for older people;
- Reduced loneliness and social isolation for older people;
- An empowered, actively involved, community voice for younger people.

**Proposed Priority Outcome:**

**7: Older people have an empowered, actively involved community voice.**

**Gender**

Key issues emerging:

- Good affordable flexible childcare;
- Gender pay gap and occupational segregation reduced;
- Increase in positive imagery and coverage of women in the media;
- Increased confidence of young women to challenge.

**Proposed Generic Equalities Outcomes:**

**Proposed Priority Outcome:**

**8: In Aberdeen there is a culture in which women's lives, opportunities and confidence are improved.**

**9: We have engaged and committed leaders, with the council and partners working together to reduce inequality, remove barriers and promote a culture of respect.**

**10: We have a human rights based culture within Aberdeen City Council.**