

## ABERDEEN CITY COUNCIL

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<b>COMMITTEE</b>	Operations Delivery Committee
<b>DATE</b>	16 <sup>th</sup> May 2019
<b>REPORT TITLE</b>	Equality Outcomes and Mainstreaming Progress Report 2017 – 2019
<b>REPORT NUMBER</b>	CUS/19/272
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<b>TERMS OF REFERENCE</b>	Terms of Ref: purpose 1, remit 2,3

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### 1. PURPOSE OF REPORT

This report provides an update on progress achieved as at 31 April 2019 on mainstreaming the public sector equality duty and achieving Aberdeen City Council's Equality Outcomes for 2017-2021.

### 2. RECOMMENDATION(S)

That the Committee:

Approves the 'Equality Outcomes and Mainstreaming Progress Report for 2017-19' and instructs the Chief Officer Early Intervention and Community Empowerment to make the report publicly accessible.

### 3. BACKGROUND

- 3.1 The Equality Act 2010 places a number of duties on Local authorities including an obligation to report every two years on progress on mainstreaming the public sector equality duty and the Council's Equality Outcomes. The previous progress report was considered by the Communities, Housing and Infrastructure Committee on [15<sup>th</sup> March 2017](#) .
- 3.2 The report includes information on mainstreaming equality and progress on outcomes; policies and practices; employee information; and procurement. The report also provides details on contributions from across the Council and communities to evidence how the equality duty has been mainstreamed and how groups with one or more protected characteristics have been supported. A variety of community engagement mechanisms in developing this Equality Outcome progress report have been utilised.

#### 4. FINANCIAL IMPLICATIONS

There may be implications to consider in terms of staff time and resources to complete the reporting for 2021. As staff are realigned and restructured, the work still needs to be progressed by each service. The other financial implication is having to defend judicial reviews if the public perceive us as not fulfilling our equality duty.

#### 5. LEGAL IMPLICATIONS

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires the Council to publish a progress report on mainstreaming the public sector equality duty and achieving the Council's equality outcomes every two years. The published report satisfies that duty.

#### 6. MANAGEMENT OF RISK

	<b>Risk</b>	<b>Low (L), Medium (M), High (H)</b>	<b>Mitigation</b>
<b>Financial</b>	Noncompliance with our Equality Duty may be challenged (e.g. by judicial review) which will incur additional costs.	M	Mainstreaming equalities and evidencing our progress in complying with the duty.
<b>Legal</b>	Noncompliance would risk reputational damage, and potential legal challenge.	M	Report published on progress as per requirement
<b>Employee</b>	Employees with protected characteristics may be disadvantaged, resulting in poor employee relations and staff dissatisfaction.	M	Consultation and support provided through Equalities Team, Equality Ambassadors Network and People and Organisation.
<b>Customer</b>	Customers with protected characteristics may be disadvantaged, resulting in poor customer satisfaction.	M	Services, policies and information are made more accessible and inclusive. EHRIAs are required to show due regard had been

			given to the protected groups.
<b>Environment</b>	None		
<b>Technology</b>	None		
<b>Reputational</b>	Non-compliance with the equality duty will affect how we build relations with customers and partners.	M	Consultations and engagements to increase transparency, use of media and events to promote the progress of outcomes.

## 7. OUTCOMES

<b>Local Outcome Improvement Plan Themes</b>	
	<b>Impact of Report</b>
<b>Prosperous Economy</b>	This progress reports supports the LOIP and its refreshed stretch outcomes.
<b>Prosperous People</b>	This report highlights progress on support to help people with protected characteristics prosper.
<b>Prosperous Place</b>	Work is highlighted on how we are empowering communities and how we are working with people with protected characteristics to ensure accessibility.
<b>Enabling Technology</b>	Technology will be used where appropriate, to support our groups to make services and information accessible.

<b>Design Principles of Target Operating Model</b>	
	<b>Impact of Report</b>
<b>Customer Service Design</b>	The Equality Outcomes aim to improve customer service which advances equality and addresses people's different needs and provides an environment that considers additional needs. Communities should be more engaged, informed and safe in an accessible, welcoming city.
<b>Organisational Design</b>	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.
<b>Governance</b>	Directors and Chief Officers need to have due regard to the equality duty when planning and delivering services to evidence how they are contributing to the Council's Equality Outcomes.

<b>Workforce</b>	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.
<b>Process Design</b>	Every process should include an EHRIA to ensure mainstreaming.
<b>Technology</b>	Aim to provide a full range of communications methods, including digital connectivity, to ensure services are accessible.
<b>Partnerships and Alliances</b>	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.

## 8. IMPACT ASSESSMENTS

<b>Assessment</b>	<b>Outcome</b>
<b>Equality &amp; Human Rights Impact Assessment</b>	Assessed
<b>Data Protection Impact Assessment</b>	Not required
<b>Duty of Due Regard / Fairer Scotland Duty</b>	Applicable – due regard has been given through the reports.

## 9. BACKGROUND PAPERS

- The Equality and Human Right Impact Assessment (EHRIA)
- The Equality Outcomes and Mainstreaming Progress Report [2015-2017](#)
- Issues raised at engagement events
- Appendix 2 – Employee information
- Appendix 3– Education Equality Outcomes and Mainstreaming progress Report
- The Equality Outcomes and Mainstreaming Report 2013-2017
- Life in Aberdeen Survey, 2018
- Creating a Fairer and More Equal Aberdeen, [2016-17](#)

## **10. APPENDICES**

Appendix 1: Equality Ambassadors Network – An overview

Appendix 1b: Action Plan to deliver a human rights-based culture within Aberdeen City Council

Appendix 2a: ACC Workforce Composition Data and Analysis

Appendix 2b: ACC Recruitment Data and Analysis

Appendix 2c: ACC Training Data and Analysis

Appendix 2d: ACC Leavers Data and Analysis

Appendix 2e: ACC Discipline Data and Analysis

Appendix 2f: ACC Grievance Data and Analysis

Appendix 2g: Education Workforce Composition Data and Analysis

Appendix 2h: Education Recruitment Data and Analysis

Appendix 2i: Education Training Data and Analysis

Appendix 2j: Education Leavers Data and Analysis

Appendix 2k: Education Discipline Data and Analysis

Appendix 2l: Education Grievance Data and Analysis

Appendix 2m: ACC and Education Authority Equal Pay Policy Statement

Appendix 2n: ACC and Education Authority Occupational Segregation

Appendix 2o: Equality Initiatives 2017

Appendix 2p: Equality Initiatives 2018

Appendix 3: Education Equality Outcomes (Integrated Children and Family Service) progress update

Appendix 4a: Licensing Board Equality Outcomes and Mainstreaming Report 2017-2021

Appendix 4b: Disabled Access Licensing

Appendix 4c: Guide Dog Access Licensing

Appendix 4d: Licensing Board Equality Training