

ABERDEEN CITY COUNCIL

COMMITTEE	Staff Governance Committee
DATE	13 March 2023
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Equality, Diversity and Inclusion – Progress Report Update
REPORT NUMBER	CUS/23/079
DIRECTOR	Andy MacDonald, Director - Customer
CHIEF OFFICER	Isla Newcombe, Chief Officer – People and Organisational Development
REPORT AUTHOR	Darren Buck, Acting People Development Manager
TERMS OF REFERENCE	2.6

1. PURPOSE OF REPORT

- 1.1 To provide Committee with the employee information presented as part of the [2023 Equality Outcomes Progress Report](#) presented to Anti-Poverty and Inequality Committee on 8 March 2023; and
- 1.2 To provide an update on and assurance that work is being undertaken to meet our employer Equality Outcomes in line with our Equality, Diversity and Inclusion Action Plan.
- 1.3 To instruct the Chief Officer – People and Organisational Development to provide an update to Staff Governance Committee at a future meeting of the Committee on any impact this report has on the Equality, Diversity and Inclusion Action Plan as well as any changes, updates or new areas of focus based on the data and analysis

2. RECOMMENDATIONS

That Committee:-

- 2.1 notes the employee information update presented as part of the 2023 Equality Outcomes Progress Report presented to Anti-Poverty and Inequality Committee attached at Appendix 1 and Appendix 2; and
- 2.2 notes the work undertaken to date, provided within the Progress Report at Appendix 1 and Appendix 2, as part of the Council's Equality, Diversity and Inclusion Action Plan to meet our Equality Outcomes as an employer.

3. CURRENT SITUATION

3.1 Public Sector Specific Duties

3.1.1. 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 of 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).

3.1.2 The specific duties were created by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 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. There is a reporting duty on listed authorities every two years by the 30th of April.

3.1.3 Specific Duties listed authorities must report on progress relating to mainstreaming equality and progress on outcomes; policies and practices; employee information; procurement and publish a report in a manner that is accessible.

3.1.4 Protected characteristics as defined by the Equality Act 2010 include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

3.1.5 A full progress report against all of Aberdeen City Council's Equality Outcomes which included all statutory data was presented at the [Anti-Poverty and Inequality Committee on 8 March 2023](#).

3.2 Employer Outcomes and Equality, Diversity and Inclusion Action Plan

3.2.1 Aberdeen City Council has two employer [Equality Outcomes](#) which were approved at Operational Delivery Committee on 11 March 2021 and are for the period 2021-2025.

3.2.2 These Equality Outcomes are:

- Improve the diversity of our workforce and address any areas of underrepresentation, ensuring that there are equal opportunities for all protected groups (with consideration for both internal employees and external applicants), with a particular and prioritised focus on Age, Disability, Race and Sex.
- Ensure that all of our employees who have protected characteristics feel fully valued, safe and included at work, with a particular and prioritised focus on Age, Disability, Gender Reassignment, Race, Sex and Sexual orientation.

- 3.2.3 Following approval of these Equality Outcomes, the Council's [Equality, Diversity and Inclusion Action Plan](#) was approved at Staff Governance Committee on 12 April 2021.
- 3.2.4 Following approval of the Equality, Diversity and Inclusion Action Plan, a number of working groups were created to take forward equality, diversity and inclusion initiatives, facilitated by People and Organisational Development.
- 3.2.5 These initiatives are outlined in Appendix 1 of this report.
- 3.2.6 In addition to the above, equality, diversity and inclusion work is included within and is an important element of the Council's [Workforce Delivery Plan](#) and [Capability Framework](#), both approved at Staff Governance Committee on 30 January 2023.

3.3 Employee Data

- 3.3.1 As part of the 2023 Equality Outcomes Progress Report, the Council's workforce diversity data was presented in line with our statutory duties.
- 3.3.2 This data includes workforce profile, recruitment and selection data, training data, leavers data, grievance data and disciplinary data.
- 3.3.3 This data is presented for the whole Council workforce and additional data is presented for the Education Authority (anyone who works within our Education teams).
- 3.3.4 This data, alongside a summary of each data set, can be found within Appendix 2.
- 3.3.5 In addition, as part of the employee section of the 2023 Equality Outcomes Progress Report, found in Appendix 1, a summary analysis of this data has been completed to outline progress against our Equality Outcomes to date and areas of future focus.

3.4 Next Steps

- 3.4.1 The 2023 Equality Outcomes Progress Report outlines some highlighted areas of focus that will support the achievement of the employer equality outcomes. This is found in Appendix 1.
- 3.4.2 These areas of focus, as well as the data and analysis, will be reviewed by People and Organisational Development, in collaboration with our Equality, Diversity and Inclusion staff working groups, to determine what further actions or priorities will be required over the next two years in advance of the next Mainstreaming Report.
- 3.4.3 Any changes, updates or new areas of focus based on the data and analysis from the 2023 Equality Outcomes Progress Report will be highlighted and approval sought through a future meeting of the Staff Governance Committee.

3.4.4 In line with our [Equality, Diversity and Inclusion Action Plan](#), we will continue to adjust and adapt actions based on data, feedback and active listening from employees and protected groups.

4. FINANCIAL IMPLICATIONS

4.1 There are no direct financial implications arising from the recommendation of this report.

5. LEGAL IMPLICATIONS

5.1 Delivering on the published progress on mainstreaming the 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

6. ENVIRONMENTAL IMPLICATIONS

6.1 There are no direct environmental implications arising from the recommendations of this report.

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	Inability to deliver on LOIP, TOM 1.2 or Workforce Strategy given importance of equality, diversity and inclusion to these.	Equality, Diversity and Inclusion Action Plan - Actions undertaken, including awareness raising, reviews of policies, procedures and guidance, as well as a review of training and development.	L	Yes
Compliance	Requirement to meet the General Duty under the Public Sector Equality Duty and produce	The progress report provides assurances of meeting our public sector duties. Equality, Diversity and Inclusion Action Plan - Actions undertaken,	L	Yes

	statutory reports. Ensuring that Aberdeen City Council complies with the Equality Act (2010) and does not discriminate.	including awareness raising, reviews of policies, procedures and guidance, as well as a review of training and development.		
Operational	No significant risks identified			
Financial	No significant risks identified			
Reputational	Risks of treating staff unfairly or discriminating and not providing an inclusive environment could impact on Council reputation and employer brand.	Equality, Diversity and Inclusion Action Plan - Actions undertaken, including awareness raising, reviews of policies, procedures and guidance, as well as a review of training and development.	L	Yes
Environment / Climate	No significant risks identified			

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN 2022-2023</u>	
	Impact of Report
<p>Aberdeen City Council Policy Statement</p> <p><u>Working in Partnership for Aberdeen</u></p>	<p>By working towards equality, diversity and inclusion as an employer, we are working towards diversifying our workforce which in turn, supports the delivery of services for our diverse communities.</p> <p>Equality, diversity and inclusion is an important part of the Council's workforce delivery plan which aims to meet the Council's Target Operating Model 1.2 and ultimately its strategic goals.</p> <p>Specifically, within the policy statement, this report impacts positively on:</p> <ul style="list-style-type: none"> • Support the implementation of Developing the Young Workforce, seek to gain the highest level of investors in young people

	<p>accreditation and ensure there is a focus on supporting pupils excel in STEM subjects.</p> <p>In addition, with the Working in Partnership for Aberdeen Statement, this report supports with:</p> <ul style="list-style-type: none"> • Promote the number of apprenticeships on offer through the council. • Work to ensure that every school community provides a safe and respectful environment for young people and staff. • Recognise that the Council depends upon its staff to deliver the services it provides and believe the Council must properly reward, train and support its staff. • Double paternity leave for Aberdeen City Council staff and encourage other employers in the city to do likewise.
<p>Aberdeen City Local Outcome Improvement Plan 2016-26</p>	
<p>Prosperous Economy Stretch Outcomes</p>	<p>This report supports:</p> <ul style="list-style-type: none"> • 400 unemployed Aberdeen City residents supported into Fair Work by 2026 • 500 Aberdeen City residents upskilled/reskilled to enable them to move into, within and between economic opportunities as they arise by 2026.
<p>Prosperous People Stretch Outcomes</p>	<p>This report supports:</p> <ul style="list-style-type: none"> • As corporate parents we will ensure 95% of care experienced children and young people will have the same levels of attainment in education, health and emotional wellbeing, and positive destinations as their peers by 2026. • 95% of children living in our priority neighbourhoods will sustain a positive destination upon leaving school by 2026. • Child friendly city where all decisions which impact on children and young people are informed by them by 2026.

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	Not required for this report as Integrated Impact Assessment completed for the Mainstreaming Report previously.
Data Protection Impact Assessment	Not required

10. BACKGROUND PAPERS

- 10.1 [Equality Outcomes and Mainstreaming Progress Report, Anti-Poverty and Inequality Committee, 8 March 2023](#)
- 10.2 [Equality Outcomes and Mainstreaming Report, Operational Delivery Committee, 11 March 2021, CUS/21/051](#)
- 10.3 [Equality, Diversity and Inclusion Action Plan, Staff Governance Committee, 12 April 2021, RES/21/077](#)
- 10.4 [Workforce Delivery Plan, Staff Governance Committee, 30 January 2023, CUS/23/035](#)
- 10.5 [Job Families and Capability Framework, Staff Governance Committee, 30 January 2023, CUS/23/036](#)

11. APPENDICES

- 11.1 Appendix 1 – Employee Information section of the 2023 Equality Outcomes Progress Report
- 11.2 Appendix 2 - Employment data provided in the 2023 Equality Outcomes Progress Report

12. REPORT AUTHOR CONTACT DETAILS

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