

ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality
DATE	25 March 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Equality Outcomes Mainstreaming Report 2021-2025.
REPORT NUMBER	CORS/25/042
EXECUTIVE DIRECTOR	Andy MacDonald
CHIEF OFFICER	Isla Newcombe
REPORT AUTHOR	Sandie Scott – People Development Manager Baldeep McGarry – Diversity and Inclusion Lead
TERMS OF REFERENCE	2.2

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to update Committee on the Council's progress made on the current set of Equality Outcomes from 2021-2025 and, to seek approval for the proposed Equality Outcomes for 2025-2029 with the aim of mainstreaming Equality within the organisation and the city. This report provides evidence of compliance with our duties as contained in the Equality Act 2010 and accompanying regulations.

2. RECOMMENDATIONS

- That the Committee :-
- 2.1 Note the progress on mainstreaming equality and the current set of Equality Outcomes as detailed in Appendix 1 .
- 2.2 Note the report findings from surveys and engagement with staff and with communities as contained in Appendix 2 and 3.
- 2.3 Approve the draft Equality Outcomes for Aberdeen City Council for 2025 – 2029 including:
- Equality Outcomes as a Service Provider
 - Equality Outcomes for the Council as an Employer,
 - Equality Outcomes as an Education Authority
- all detailed in the Equality Outcomes and Mainstreaming Progress Report 2021-2025 as contained in Appendix 1
- 2.4 Note the progress report and proposed equality outcomes for the Licensing Authority pending approval by the Licensing Board.
- 2.5 Note the Council's Employee information as contained in Appendix 4.

- 2.6 Approve the Equality Outcomes Mainstreaming Report 2021-2025 and refreshed outcomes.
- 2.7 Instruct the Chief Officer- People and Citizens Services to publish the Equality Outcomes and Mainstreaming Report for 2021-2025 on the Council's website by April 2025 as per our statutory obligation.

3. CURRENT SITUATION

- 3.1 Aberdeen City Council must comply with the public sector equality duty, as set out in the Equality Act 2010.
- 3.2 Aberdeen City Council also must comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which includes reporting mainstreaming equality and progress on outcomes; policies and practices; employee information; procurement and publishing a report in a manner that is accessible.
- 3.3 Aberdeen City Council also must comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which includes the following duties:
- report progress on mainstreaming the equality duty every two years;
 - publish equality outcomes and report progress;
 - assess and review policies and practices;
 - include an annual breakdown of employee information;
 - publish the report in an accessible manner.
- 3.4 There is also a reporting duty on listed authorities to report every two years by the 30th of April.
- 3.5 The current set of outcomes was presented to Operational Delivery Committee on 11th March 2021 and the progress report was presented to the Anti-Poverty and Inequality Committee on 21st March 2023. Our Current Equality Outcomes 2021-2025 are published on our website and can be viewed here: [Equality Outcomes and Mainstreaming Report | Aberdeen City Council](#)
- 3.6 Having considered the feedback and survey results, this report and appendices provide an update on progress 2021-2025, areas for improvement and seeks approval of the proposed new outcomes for 2025-2029 which are:
- 3.6.1 **Aberdeen City Council as a service provider**
EO 1: All people can access information and services, with systemic, social, and physical barriers identified and minimised.
EO 2: All people can participate and help shape decisions that affect them.

EO 3: Aberdeen City Council will develop inclusive infrastructure that meets the need of people who use it.

3.6.2 Aberdeen City Council as an employer

EO 1: Our workforce is as diverse and representative as the city we serve, with a focus on sex, disability, race and sexual orientation.

EO 2: People with protected characteristics feel their voice and experience is heard, valued and helps shape decisions that affect them.

3.6.3 Aberdeen City Council Education Authority

EO1: Pupils with disabilities experience better access to services that meet their needs through more frequent and systematic involvement in the design of service delivery across the council.

EO2: Young people and families will have improved access to the resources needed to support their mental health and wellbeing.

EO 3 Staff, children and young people will have a greater awareness of how they can support equality through delivery of curriculum.

3.6.4 Aberdeen City Council Licensing Board

EO1: Review and maintain the licensing process to ensure fair access for all, including the continuation and development of hybrid Licensing Board meetings.

EO2: The community of Aberdeen City are able to engage effectively in the exercise of the Board's licensing functions.

3.7 This report provides evidence from the Council and communities on how equality has been mainstreamed and how groups with one or more protected characteristics have been supported. 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

3.8 The report is informed by background papers listed, data and evidence gathered through staff and citizen consultation and feedback through surveys, focus groups and personal experiences shared.

3.9 Appendices 3 and 4 demonstrate the engagement of employees and communities in reviewing progress. To develop the proposed Equality Outcomes, for 2025-29, 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.

- 3.10 All employees in the council were invited to participate in the internal Employee Experience Survey which has partly been used to inform the progress of current Employer Outcomes and develop the new set of outcomes. Staff Equality groups and the Equality Ambassadors Network have also supported the development of the outcomes.
- 3.11 The Education Outcomes were progressed through multiple activities, engagement and monitoring and reviewing to bring about changes to deliver the outcomes and propose new outcomes.

4. FINANCIAL IMPLICATIONS

- 4.1 Chief Officers and service managers have been involved in setting and delivering actions against the current and the proposed new set of outcomes and will therefore be able to identify resources required to deliver on their actions within their own service area budgets for the 4 year duration of the new set of outcomes.
- 4.2 When and if identified, there may be additional actions and activities that may require resources to mitigate and potential negative impact on equalities.

5. LEGAL IMPLICATIONS

- 5.1 Aberdeen City Council must comply with the Public Sector Equality Duty (General Duty) contained within the Equality Act 2010 and must pay due regard when exercising its functions to
- eliminating discrimination, harassment, and victimisation,
 - advancing equality of opportunity,
 - fostering good relations between persons who share a relevant protected characteristic and those who do not.
- 5.2 Aberdeen City Council must also comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which includes the following duties:
- report progress on mainstreaming the equality duty every two years;
 - publish equality outcomes every four years and report progress every two years;
 - assess and review policies and practices;
 - gather information on the composition, recruitment, development and retention of its employees;
 - publish gender pay gap information;
 - publish the report in an accessible manner

This report and the attached appendices satisfy these requirements.

6. ENVIRONMENTAL IMPLICATIONS

- 6.1 There are no direct environmental implications arising from the recommendations of this report. However, more environmental impacts will be better understood across the organisation through the completion of Integrated Impact Assessments which now include environmental impacts.

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	Risk of discriminating against those with protected characteristics and those in socioeconomic disadvantage	<p>Strategic Integrated Impact Assessment group set up to oversee operations related to the PSED.</p> <p>All Council reports must include consideration of equalities outcomes or complete and Integrated Impact Assessment.</p> <p>Requirement to report on consultation carried out with groups impacted by policies and decisions.</p> <p>LOIP Improvement Groups meet regularly to scrutinise progress towards achievement of outcomes and to address any barriers to success.</p>	L	Yes

Compliance	Non-compliance with our 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 would risk enforcement action, legal challenges, loss of reputation and damage to the Council.	The proposals within this report demonstrate ACC's commitment to meeting our legal requirements and duties in relation to the Equality Act 2010 and evidence actions and mitigations.	M	Yes
Operational	Goods and services delivered to citizens may be impacted By reduced staff capacity and insufficient funding to supporting 3rd Sectors commissioned to carry out actions which may have a negative impact on the citizen's life opportunities and outcomes.	Integrated Impact Assessments are completed for new policies and identifies and assesses for equality impacts and seeks mitigations to be considered prior to approval.	L	Yes
Financial	Non-compliance may be subject to Legal	The proposals within this report demonstrate ACC's commitment to	L	Yes

	challenge with financial consequences.	meeting our legal requirements and duties in relation to the Equality Act 2010		
Reputational	Failure to mainstream equality or to deliver the Equalities Outcomes and Specific Duties risks damage to reputation of the Council.	The actions undertaken to date to meet the previous Equality Outcomes 2021-2025 clearly demonstrate progress towards a mainstreaming approach and the Equality Outcomes 2025-2029 are aimed to support people with protected characteristics through various underpinning actions.	M	Yes
Environment / Climate	Environment and human rights are being considered more widely now.	The report highlights equitable use of outdoor space to encourage inclusion and wellbeing of people and the environment.	L	Yes

8. OUTCOMES

<u>Council Delivery Plan 2024</u>	
	Impact of Report
<p style="text-align: center;">Aberdeen City Council Policy Statement</p> <p style="text-align: center;"><u>Working in Partnership for Aberdeen</u></p>	<p>The activities listed within this report support the delivery of the following aspects of the policy statement.</p> <ul style="list-style-type: none"> • Supporting people with the cost of living • A city of opportunity through equitable means • A vibrant city that is accessible • An active city • A prosperous city • Empowering Aberdeen's Communities • Caring for each other • A safer Aberdeen • A transparent, accessible and accountable Council.

	<p>The progress reported shows the work being done to integrate equality into our day-to-day work so that it becomes part of our structures, operations, behaviours and culture which contribute to continuous improvement and better performance with a focus on those with protected characteristics.</p>
<p>Local Outcome Improvement Plan 2016-2026</p>	
<p>Prosperous Economy Stretch Outcomes</p>	<p>The progress in this report supports: Stretch Outcome 1: No one will suffer due to poverty by 2026. Stretch Outcome 2: Number of unemployed Aberdeen City residents supported into Fair Work</p> <p>The progress plotted in this report highlights some of the initiatives in line with the listed stretch outcomes to ensure communities have better access to information about employment opportunities, funding and upskilling programmes.</p>
<p>Prosperous People Stretch Outcomes</p>	<p>The progress in this report supports stretch Outcomes 4-9 focus on children and young people and Stretch Outcomes 10-12 focus on adults. 4. 95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026. 5. 90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026. 6. 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. 7. 95% of children living in our priority neighbourhoods will sustain a positive destination upon leaving school by 2026. 8. Child friendly city where all decisions which impact on children and young people are informed by them by 2026. 9. 30% fewer young people (under 18) charged with an offence by 2026. 10. 25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026. 11. Healthy life expectancy (time lived in good health) is five years longer by 2026. 12. Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.</p> <p>Implementation and approval of the recommendations will allow a greater opportunity and structure to reach out to those who suffer the complexity of multiple inequalities related to their</p>

	protected characteristics, such as Care Experienced young people, those living within priority locality areas and adults with health and wellbeing issues
Prosperous Place Stretch Outcomes	Through the completion of Integrated Impact Assessments, Place outcomes will be considered as part of the environmental assessments and ensuring that considerations and mitigations are made towards our climate goals.
Community Empowerment Stretch Outcomes	The proposals within this paper support the delivery of LOIP Stretch Outcome 16 -50% of people they report they feel able to participate in decisions that help change things for the better as evidenced through our consultation and engagement updates with equality groups.
Regional and City Strategies	<ul style="list-style-type: none"> • Through the Regional Economic Strategy workforce strategies to improve support for young people, high attainment, meaningful progression and employment opportunities that, in turn, fulfil the economic needs of the region. • Putting inclusive growth at the heart of public sector investment, maximise opportunities for targeted recruitment and training activity for all potential procurement spend through community benefit clause The activities listed in this report also enhance the Regional, City and Council strategies through the completion of Integrated Impact Assessments and ensuring that considerations and mitigations are made for those with protected characteristics.

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	An Integrated Impact Assessment has been completed
Data Protection Impact Assessment	A DPIA is not required for the report but were completed for the employee and community surveys.
Other	None

10. BACKGROUND PAPERS

- 10.1 [Equality outcomes and the Public Sector Equality Duty](#) (Equality and Human Rights Commission – EHRC)
- 10.2 [Assessing impact and the Public Sector Equality Duty: Scotland | EHRC](#)
- 10.3 [Research and Evidence | Aberdeen City Council](#)
- 10.4 [Ethnicity and Socio-economic Deprivation in Scotland — CRER](#)
- 10.5 [Population Needs Assessment - Community Planning Aberdeen](#)
- 10.6 [Equality and Human Rights Monitor 2023: Is Scotland Fairer? | EHRC](#)
- 10.7 [How Fair is North East Scotland 2021: GREC](#)
- 10.8 [Budget Consultation Analysis – Aberdeen City Council](#)
- 10.9 [Equality Outcomes and Mainstreaming Report 2021-2025.pdf](#)
- 10.10 [Equality Outcomes and Mainstreaming Progress Report - 2021-2023 \(3\).pdf](#)

11. APPENDICES

- 11.1 Appendix 1: Equality Outcomes Mainstreaming Report 2021- 2025
- 11.2 Appendix 2: Equality Outcomes Community Engagement and Survey Analysis Report
- 11.3 Appendix 3: Equality Outcomes Employee experience Survey Analysis – EDI Focus – to follow
- 11.4 Appendix 4: Employee Information

12. REPORT AUTHOR CONTACT DETAILS

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