

ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality
DATE	26 November 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Service Provider Equality, Diversity and Inclusion Action Plan 2025-2029
REPORT NUMBER	CORS/25/226
EXECUTIVE DIRECTOR	Andy MacDonald
CHIEF OFFICER	Michelle Crombie on behalf of Isla Newcombe
REPORT AUTHOR	Baldeep McGarry – Interim Diversity and Inclusion Lead
TERMS OF REFERENCE	2.2

1. PURPOSE OF REPORT

- 1.1 This report presents Aberdeen City Council's Equality, Diversity and Inclusion Community Action Plan 2025-2029 as a Service provider.

2. RECOMMENDATION

That the Committee:-

- 2.1 Notes the Service Provider Equality, Diversity and Inclusion Community Action Plan 2025-2029.

3. CURRENT SITUATION

- 3.1 The Anti-Poverty and Inequality committee approved the following Equality Outcomes for 2025-29 in [March 2025](#):
- Equality Outcomes as a Service Provider
 - Equality Outcomes for the Council as an Employer
 - Equality Outcomes as an Education Authority
- 3.2 For each set of outcomes, an action plan is produced and presented to the relevant committee. This report presents an action plan to achieve the equality outcomes for Aberdeen City Council as a Service provider.

3.3 Three outcomes as a Service Provider were approved.

- **Equality Outcome 1:** All people can access information and services, with systemic, social, and physical barriers identified and minimised.
- **Equality Outcome 2:** All people can participate and help shape decisions that affect them.
- **Equality Outcome 3:** Aberdeen City Council will develop inclusive infrastructure that meets the need of people who use it.

3.4 DEVELOPING THE ACTION PLAN

3.4.1 The improvement themes, aims and actions have been identified to meet the needs of the General Duty under the Equality Act 2010 to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between persons who share protected characteristics and those who do not.





3.4.2 Under the [Fairer Scotland Duty](#), public bodies must actively consider how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.

3.4.3 An analysis of the feedback from the Equality Outcomes community survey conducted between December 2024 and February 2025 indicates that Aberdeen City Council has taken steps toward promoting diversity. The feedback also suggests that continued focus on communication and access may support greater inclusion and participation in equality initiatives among citizens.

3.4.4 Additional focus groups and feedback was sought to further explore and understand the reasons for the high neutral responses as part of the community survey. Feedback suggested that neutrality (in survey responses) is not necessarily negative and that it may be due to a lower level of direct experience with a council service or with equality, diversity and inclusion initiatives held in communities.

3.4.5 Consultations that were held online and in person with groups such as the Equality Participation Network (EPN), Grampian Regional Equality Council (GREC), Disability Equity Partnership (DEP), Deafblind Scotland, Shopmobility, and community representatives. Additional sessions have also been held with the Aberdeen British Sign Language Equality group. Feedback from these sessions directly informed the plan's improvement aims and actions, ensuring they address community needs and are evidence-based.

3.4.6 From the analysis of the data sources listed above, common themes were identified that support the equality outcomes as a Service Provider. These 4 themes as illustrated below have been used as the structure for the action plan and reflect priorities that are part of a broader commitment by the Scottish Government to embed equality and human rights into all aspects of governance and public service delivery.

Inclusion 	To create welcoming communities where everyone is valued, supported, and able to take part fully in community life.
Access 	Remove barriers (systemic, cultural, social, physical, and digital) that prevent people from participating.
Participation 	Ensure that everyone, especially underrepresented groups have genuine opportunities to engage in decision-making.
Value 	Ensure contributions from communities influence policies, services, and programs in visible and transparent ways.

3.4.7 The Service Provider Equality, Diversity and Inclusion Community Action Plan intersects other Council plans, principles and policies to provide a holistic approach to equality, diversity and inclusion in the city: These include:

- **The Aberdeen City Local Outcome Improvement Plan (LOIP)** sets out our vision for Aberdeen City as ‘a place where all people can prosper’, regardless of their background or circumstances. This means all people being able to access the opportunities available in our city to do well, succeed and flourish.
- **The Council Delivery Plan** forms part of our strategic planning approach. The [Plan](#) sets out how the Council will work with partners to address inequalities in health, education, and employment and improve the city’s economic stability and environment over 2025/26. This will help make sure that we help those who need us most.
- **Guiding Principles** - Developed by our employees, our Guiding Principles reinforce our commitment to fostering a desired workplace culture and equipping employees with the tools and support needed to provide fair and equitable services to our citizens.



3.4.8 The Action Plan is contained in Appendix 1.

3.6 Next steps

- 3.6.1 Following presentation to committee, the Action Plan will be launched via the Equality Participation Network which has been specifically established to progress and promote a 2-way dialogue with the council and communities and partner organisations to get involved in the improvement actions to achieve the equality outcomes.
- 3.6.2 Collaborative work will be carried out with Grampian Regional Equality Council to regularly review data and analysis to determine priorities, areas of further action and map progress against actions which will be reported in the next statutory progress report in April 2027.
- 3.6.3 The Action Plan will remain a 'live' document and actions will be adjusted and adapted based on current needs, data and direct feedback from our communities and officers. The Action Plan will also be updated to reflect any legislative changes or updates to statutory Codes of Practice.
- 3.6.4 This project will work in collaboration with teams taking forward related improvement activity around equality, diversity and inclusion as part of the Local Outcome Improvement Plan and Locality Plan.
- 3.6.5 Any changes, updates or new areas of focus based on the data and analysis from the Equality Outcomes Mainstreaming Progress Report will be highlighted and shared through a future meeting of the Anti-poverty and Inequality Committee.

4. FINANCIAL IMPLICATIONS

- 4.1 There will be anticipated costs around training and events which will be funded through the existing People and Citizens budget. Additional costs may also be incurred in producing accessible information and material to support Equality, Diversity and Inclusion campaigns which will be funded through the existing Interpreting and Translation budget.

5. LEGAL IMPLICATIONS

- 5.1 This action plan will ensure the Council maintains compliance with its duties under the Public Sector Equality Duty (General Duty) contained within the Equality Act 2010 to 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 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 impose a duty on local authorities to publish a set of equality outcomes and report on progress. The action plan is integral to achieving these outcomes and reporting on progress.

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	None	None	L	Yes
Compliance	As a public sector, there could be a risk of not meeting statutory equality duties.	Development of a comprehensive equality, diversity and action plan co-developed and communicated with employees and communities	L	Yes
Operational	Lack of compliance or awareness could risk perceived discrimination.	Communicate and train employees on equality, diversity and inclusion requirements.	L	Yes
Financial	Some financial requirements to deliver on training,	This spending will be covered by the agreed budget held within	L	Yes

	events and development and creation of inclusive communication campaigns.	People and Citizens service.		
Reputational	As a public sector, there could be a perception that we are not fair and inclusive.	Development of a comprehensive equality, diversity and inclusion action plan co-developed with communities.	L	Yes
Environment / Climate	None	None	L	Yes

8. OUTCOMES

<u>Council Delivery Plan 2024</u>	
Aberdeen City Council Policy Statement <u>Working in Partnership for Aberdeen</u>	Impact of Report
	<p>The proposals within this report support the delivery of the following aspect of the policy statement:-</p> <ul style="list-style-type: none"> • Empowering Aberdeen's Communities • A Safer Aberdeen • A Transparent, Accessible and Accountable Council • Supporting People with the Cost of Living • A City of Opportunity • A Vibrant City • Greener Transport, Safer Streets, Real Choices • Homes for the Future • An active city • A Prosperous City
<u>Local Outcome Improvement Plan 2016-2026</u>	
Prosperous Economy Stretch Outcomes	<p>The proposals within this action plan support the delivery of Economy Stretch Outcomes:</p> <p>2. 74% employment rate for Aberdeen City by 2026</p> <p>2.1 Support 25 people from ethnic minorities into sustained, good quality employment by 2026.</p> <p>2.4 Support 100 people into sustained, good quality employment by 2026, with a particular focus on those from priority neighbourhoods and people over 50.</p> <p>2.6 Support 40 young parents into training and / or employability provision by 2026</p>

	2.7 Upskill 50 individuals who are experiencing digital barriers to apply for employment opportunities by 2026.
Prosperous People Stretch Outcomes	<p>6. 95% of children, including those living in our priority neighbourhoods (Quintiles 1 & 2), will sustain a positive destination upon leaving school by 2026</p> <ul style="list-style-type: none"> • Improving pathways to education, employment and training for all our children. • Increase the % of learners entering a positive and sustained destination to be ahead of the Virtual Comparator for all groups by 2025
Regional and City Strategies	<p>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.</p> <p>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.</p>

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	No assessment required as an IIA was completed for the Equality Outcomes . I confirm this has been discussed and agreed with Michelle Crombie, Strategic Lead, Prevention and Community Empowerment on 24 October 2025.
Data Protection Impact Assessment	A DPIA is not required for the action plan but was completed for the survey.
Other	None

10. BACKGROUND PAPERS

10.1 [Equality Outcomes and Mainstreaming Report 2021-2025.pdf](#)

10.2 [Equality outcomes 2025-2029 - gov.scot](#)

11. APPENDICES

- 11.1 Appendix 1: Service Provider Equality, Diversity and Inclusion Community Action Plan.

12. REPORT AUTHOR CONTACT DETAILS

Name	Baldeep McGarry
Title	Interim Diversity & Inclusion Lead
Email Address	BMcGarry@aberdeencity.gov.uk
Tel	01224 045 445