

Schedule 2 - The Equality & Human Rights Commission's Equality Outcomes Project

Background

In 2013/14 the Equality and Human Rights Commission (the Commission) carried out a programme of work called 'Measuring Up?' which aimed to monitor and report on how well Scottish public authorities had met key elements of the Public Sector Equality Duty (PSED) specific duties.

The Commission found many public authorities failed to measure up to the detail of the specific duty requirements. Only 1 in 3 had published robust equality outcomes that were clear and measurable. Many had produced equality outcomes which would be difficult or impossible to monitor and would make it difficult for them to report effectively on their progress in April 2015.

In a response to these findings, the Commission committed to work in partnership with the Scottish Government to support the better performance of the Public Sector Equality Duty across Scotland, which resulted in the Commission creating the **Improving Equality Outcomes Project** to work directly with public authorities.

Feedback to Angus Council

The final feedback in relation to the examination of our equality outcomes was received from the Commission in December 2014.

There were two minor areas identified to be addressed:

- The first was in terms of an adjustment to the presentation of the outcomes. This was amended as required.
- The second identified that our outcomes should include a brief narrative explaining which part of the General Duty the outcomes refer to. This will be taken into account when we report on our progress in April this year.

Overall, the Commission's view was that our equality outcomes are clear, 'intended to address inequality to the centre of the outcome'. They commented that "we can only offer positive feedback on the outcomes which are very clearly defined and specific. What is especially impressive is that it's made very clear how equality feeds into the wider corporate ethos by linking equality outcomes to the corporate SOA outcomes. The 'big picture' of what the LA is trying to achieve is clear. Also impressive-and something that many bodies have struggled with is your criteria for measuring progress. It's obvious that the criteria you outline is geared towards measuring impact, rather than merely listing outputs. Overall, I am confident that Angus Council has a set of good quality outcomes that have the potential to deliver meaningful change to the communities of Angus. I am also confident that given your effective identification of measurement criteria-that you will be able to report confidently on progress towards achieving your outcomes in April"

This is particularly encouraging feedback as we enter the next stage, which is reporting on progress of our existing equality outcomes and reviewing/adding additional ones to reflect current local circumstances.