

ANGUS COUNCIL

POLICY & RESOURCES COMMITTEE – 28 APRIL 2015

**EQUALITIES MAINSTREAMING REPORT 2015
AND
EQUALITY OUTCOMES (2013-17) PROGRESS UPDATE**

**REPORT BY
IAN LORIMER, HEAD OF CORPORATE IMPROVEMENT & FINANCE**

ABSTRACT

This report presents an Equalities Mainstreaming Report 2015 and Equality Outcomes (2013-17) Progress Update 2015, as required by legislation.

1. RECOMMENDATION(S)

It is recommended that the Committee:

- (i) adopt the Equalities Mainstreaming Report 2015
- (ii) note the Equality Outcomes (2013-17) Progress Update as outlined in the appendix to this report.

**2. ALIGNMENT TO THE ANGUS COMMUNITY PLAN/SINGLE OUTCOME AGREEMENT/
CORPORATE PLAN**

This report contributes to the following local outcome(s) contained within the Angus Community Plan and Single Outcome Agreement 2013-2016:

- Local Outcome 1: We have a sustainable economy with good employment opportunities
- Local Outcome 2: Angus is a good place to live in, work in and visit
- Local Outcome 3: Our children and young people are confident individuals, effective contributors, successful learners and responsible citizens
- Local Outcome 7: Our communities area safe, secure and vibrant
- Local Outcome 8: We have improved the health and wellbeing of our people and inequalities are reduced
- Local Outcome 10: Our communities are developed in a sustainable manner

3. BACKGROUND

The **Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012** came into force in May 2012. These specific duties are designed to help public authorities in their performance of the general equality duty for public bodies to, in the exercise of their functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation.
- advance equality of opportunity between persons who share a relevant protected characteristic, and persons who do not share it.
- foster good relations between persons who share a relevant protected characteristic, and those who do not share it.

The key legal requirements for the council contained in these specific duties are to:

- Report progress on mainstreaming the equality duty.
- Publish equality outcomes and report progress.
- Assess and review policies and practices.
- Gather and use employee monitoring information.
- Publish gender pay gap information.
- Publish statements on equal pay.
- Consider award criteria and conditions in relation to public procurement.
- Publish equality information in a manner which is accessible.

The timeframe for each of these requirements varies. For 2015 the requirement is for public bodies to publish a new mainstreaming report and a progress update on the equality outcomes set in 2013. The mainstreaming report must include employee equality monitoring information broken down by age, disability, ethnicity, gender, religion and belief and sexual orientation (where available), and the organisation's current gender pay gap.

4. CURRENT POSITION

MAINSTREAMING EQUALITY AND EQUALITY OUTCOMES

Mainstreaming equality means integrating equality into the day-to-day working of the council. This means taking equality into account in the way we exercise our functions i.e. equality must be a component of everything we do as a service provider and as an employer. The Mainstreaming Report details how we will meet the general and specific duties, presents an overview of the council's work on equality, and evidence of the progress achieved.

Guidance issued by the Equality and Human Rights Commission states that the specific duties are intended to operate in conjunction with a public authority's existing corporate systems and frameworks for business planning and public performance reporting. It is intended to improve outcomes for those who experience discrimination and disadvantage.

The equality outcomes contained in the report are therefore aligned to the Single Outcome Agreement (SOA), but detail additional equality perspectives. Reporting structures are in place for the SOA, and these are used to inform the mainstreaming report and progress update on the equality outcomes, where applicable.

In December 2014, the Equality and Human Rights Commission (EHRC) provided final feedback in relation to the examination of our equality outcomes set in 2013. There were two minor areas identified to be amended which have been addressed within this Equality Outcomes Progress Update 2015.

Overall, the Commission's view was that our equality outcomes set in 2013 were clear, 'intended to address inequality to the centre of the outcome' and offered positive feedback on our equality outcomes which are 'very clearly defined and specific'. The Commission also commented that "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."

The EHRC also commented that they were impressed with '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,'

We now report progress on these outcomes, which will also be scrutinised by the EHRC.

5. RISK IMPLICATIONS

Failure to adopt a new equalities mainstreaming report and monitor progress of our equality outcomes will result in a breach of the legislation.

6. FINANCIAL IMPLICATIONS

There are no financial implications associated with the terms of this report

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

REPORT AUTHOR: Doreen Phillips, Equalities Officer
EMAIL DETAILS: finance@angus.gov.uk

List of Appendices:

Equalities Mainstreaming Report 2015
Equality Outcomes (2013-17) Progress Update 2015