

ANGUS COUNCIL

POLICY & RESOURCES COMMITTEE – 30 APRIL 2019

EQUALITIES MAINSTREAMING REPORT 2019 AND EQUALITY OUTCOMES (2019-21)

REPORT BY SHARON FAULKER, DIRECTOR OF HR, DIGITAL ENABLEMENT, IT & BUSINESS SUPPORT

ABSTRACT

This report presents an Equalities Mainstreaming Report 2019 and Equality Outcomes (2019-21) as required by legislation.

1. RECOMMENDATION(S)

It is recommended that the Committee:

- (i) adopt the Equalities Mainstreaming Report 2019-21
- (ii) note the Equality Outcomes (2019-21) and Progress Update of those from 2017 – 2019 as outlined in Appendix 1 of this report.

2. ALIGNMENT TO THE ANGUS LOCAL OUTCOMES IMPROVEMENT PLAN/CORPORATE PLAN

2.1 The priorities of this plan will contribute to the following local outcomes of providing:

- More opportunities for people to achieve success
- The best start in life for children
- Safe, secure, vibrant and sustainable communities
- A skilled and adaptable workforce
- Improved physical, mental and emotional wellbeing

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.

There is a requirement for public bodies to publish a new mainstreaming report in 2019 and subsequently every two years, although legislation is under review. A progress update on the equality outcomes set in 2017 is also required. The mainstreaming report must also 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. Although not a statutory requirement this year, we have also included our race and disability pay gaps as a matter of best practice.

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.

Many of the equality outcomes contained in the report are therefore aligned to the Local Outcomes Improvement Plan (LOIP), but detail some additional equality perspectives. Reporting structures are in place for the LOIP, and some of these are used to inform the mainstreaming report and progress update on the equality outcomes.

In April 2018, the final part of the Equality Act (2010) (i.e. Part 1) was enacted, and this relates to the Fairer Scotland Duty (socio-economic duty) This duty has a three year implementation period but public bodies have been required from April 2018 to pay due regard to, and assess, any socio-economic impact when making strategic decisions, in a similar way to assessing for any equality impact on one or more protected characteristic groups. Reference to this new duty is made within the mainstreaming report.

The Equality and Human Rights Commission (EHRC) initially assessed our equality outcomes in 2015, at which point the EHRC was 'confident that (Angus Council) has a set of good quality outcomes that have the potential to deliver meaningful change to the communities of Angus.' Subsequently, the EHRC produced a series of Measuring Up reports following assessment of public sector organisations. Angus Council was found to have successfully 'measured up'.

We welcome this opportunity to highlight our progress with our equality outcomes in this report, continuing to build on the equality work we have already undertaken, and reinforcing our aim to: 'to integrate equality throughout the organisation and the services that we provide' through mainstreaming equalities.

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.

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List of Appendices:

Appendix 1 - Equality Outcomes (2019-21)

Appendix 2 - Employee Equalities Monitoring Information 2019

Appendix 3 - Equalities Mainstreaming Report 2019