

**ANGUS COUNCIL**

**POLICY & RESOURCES COMMITTEE – 20 JUNE 2017**

**EQUALITIES MAINSTREAMING REPORT 2017 AND EQUALITY OUTCOMES (2017-19)**

**REPORT BY MARK ARMSTRONG, STRATEGIC DIRECTOR - PEOPLE**

**ABSTRACT**

This report presents an Equalities Mainstreaming Report 2017 and Equality Outcomes (2017-19) as required by legislation.

**1. RECOMMENDATIONS**

It is recommended that the Committee:

- (i) adopt the Equalities Mainstreaming Report 2017
- (ii) note the Equality Outcomes (2017-19) and Progress Update of those from 2015 – 2017 as outlined in Appendix 1 of 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 2013-16:

- 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 are safe, secure and vibrant
- Local Outcome 8: We have improved the health and wellbeing of our people and inequalities are reduced

**3. BACKGROUND**

3.1 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.

3.2 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.

3.3 There is a requirement for public bodies to publish a new mainstreaming report in 2017 (and subsequently every two years) and a progress update on the equality outcomes set in 2015. 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.

3.4 The normal reporting schedule is that the reports go for approval in April followed by publication on our website.

3.5 Due to the elections this year **the Equality and Human Rights Commission (EHRC)** agreed that draft reports could be published on Council websites in April with the expectation that the reports would go to committee for approval/amendment before the Council summer recess.

#### 4. **CURRENT POSITION**

##### **MAINSTREAMING EQUALITY AND EQUALITY OUTCOMES**

4.1 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.

4.2 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.

4.3 Many of 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.

4.4 From later in 2017 the SOA will be replaced by a Local Outcomes Improvement Plan (LOIP), and it is anticipated that in future our equality outcomes will be aligned to the LOIP.

4.5 Previously in 2015, the Equality and Human Rights Commission (EHRC) viewed Angus Council's equality outcomes positively, and commented that they were clear, 'intended to address inequality to the centre of the outcome' and stated 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."

4.6 The EHRC was also 'confident that (Angus Council) has a set of good quality outcomes that have the potential to deliver meaningful change to the communities of Angus,'

4.7 We now report progress on these outcomes, along with new ones set for 2017, all of which will also be scrutinised by the EHRC.

## **5. RISK IMPLICATIONS**

- 5.1 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**

- 6.1 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:** Les Hutchinson, Head of Corporate Quality & Performance  
**EMAIL DETAILS:** [childrenandlearning@angus.gov.uk](mailto:childrenandlearning@angus.gov.uk)

List of Appendices:

Equalities Mainstreaming Report and Equalities Outcomes (2017-19)