

# **PERTH AND KINROSS COUNCIL**

**21 APRIL 2021**

## **PERTH & KINROSS COUNCIL EQUALITY OUTCOMES AND MAINSTREAMING REPORT**

**Report by the Head of Innovation  
(Report No. 21/52)**

Perth & Kinross Council along with all other public authorities is required to publish our Equalities Mainstreaming Report and review our existing Equality Outcomes by 30 April 2021.

This report updates members of progress in this area and seeks formal approval of the revised Equality Outcomes and Mainstreaming Report 2021 - 2023.

### **1. BACKGROUND / MAIN ISSUES**

- 1.1 Perth & Kinross Council is committed to equality of opportunity both as a service provider and as an employer. The Council values the diversity of all communities in its area and works towards providing services that are inclusive and accessible. The Council recognises that social inclusion and promoting equality of opportunity and good relations between different groups is best achieved by incorporating equalities into the planning, implementation and monitoring processes for all our Council Services and we have a proven track record of doing so.

By working in partnership to promote equality, we believe that we will make better use of all available resources, and in doing so, provide better services to the citizens and communities of Perth and Kinross. This also reflects the Council's overall approach through the Perth and Kinross Offer.

- 1.3 We are legally obliged by the Equality Act 2010 to pay 'due regard' to the need to eliminate unlawful discrimination, victimisation and harassment; to advance equality of opportunity and to foster good relations between those people who share a protected characteristic and those who do not.
- 1.4 We recognise that discrimination, victimisation and harassment are unlawful and unacceptable and we will take action to prevent this occurring. If this does occur, we will take agreed and appropriate action to deal with it.

We also recognise that, when used legally and appropriately, positive action strategies can support greater inclusion by addressing the adverse effects of past discrimination or other causes of inequality and disadvantage. We will therefore implement positive action strategies to make our services more inclusive when this is the right thing to do. Further to this, the Equality Act 2010 requires us to:

- remove or minimise disadvantage suffered by people due to their protected characteristics
- take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

1.5 This report seeks to update members of progress over the past year in terms of equalities and set out our intentions and revised equality outcomes within our Mainstreaming Report 2021 – 2023 (Appendix 2).

## **2. PROPOSALS**

2.1 Since 2018, we have been publishing an Annual Equalities Performance Report, including specific actions which have been progressed to meet the existing Equality Outcomes. The most recent Annual Equalities Performance Report for the period 2019/20 is included for information as Appendix 1.. This approach will continue to ensure that we are evidencing progress and action in relation to meeting our revised Equality Outcomes.

2.2 These outcomes must satisfy at least one aspect of the General Equality Duty

- eliminating discrimination, or
- advancing equality of opportunity, or
- fostering good relations between communities

2.3 Prior to formal consultation on the draft Equality Outcomes, updates were provided in advance about the process to our key Equality Governance Groups - the Equalities Strategic Forum; the Community Equalities Advisory Group (CEAG); the Equalities Operational Group (which has representation from all Council services and the Health and Social Care Partnership) as well as the Perth and Kinross LGBT+ Development Group.

2.4 The draft Equality Outcomes were placed on the Consultation Hub for the period 5-19 February 2021 and the link was shared widely with those groups listed above as well as Senior Managers; Elected Members and Staff Networks with onward sharing encouraged. The consultation was also made available in British Sign Language (BSL) and Easy Read. 63 responses were received and a summary is included (Appendix 3)

2.5. We believe that *'Equality is at the Heart of What We Do'* and our equality outcomes should demonstrate that they meet the following 4 aims:

- Perth and Kinross is a safe, welcoming and accessible area;
- Perth and Kinross visibly celebrates equality and diversity;
- Perth & Kinross Council will keep our community informed and engage with them about our services, opportunities and support available to them;
- Perth & Kinross Council will increase people's awareness of equality and diversity.

2.6 Our 16 new Equality Outcomes are linked to these 4 aims in the table below and are also cross referenced to the appropriate agreed Local Outcome Improvement Plan (LOIP) strategic priority areas.

Equality Aim	Equality Outcome
<p>Perth and Kinross is a Safe, Welcoming and Accessible Area</p> <p><i>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</i></p>	<ol style="list-style-type: none"> <li>1. People from equality protected groups will be made welcome and be respected in the area</li> <li>2. Staff from equality protected groups will be made welcome and be respected in the Council workplace</li> <li>3. Reduce and remove physical and social barriers for those with disabilities to access public spaces</li> <li>4. People from equality protected groups have increased confidence to report hate crime and/or bullying incidents</li> <li>5. Support is provided to those at risk of or who are survivors of gender-based violence</li> <li>6. Pupils from equality protected groups will have a positive school experience and will feel safe and respected in school and when online</li> </ol>
<p>Perth and Kinross visibly celebrates equality and diversity</p> <p><i>(LOIP Strategic Priority Link – Mental and Physical Wellbeing)</i></p>	<ol style="list-style-type: none"> <li>7. Multi-cultural and equality related events (including virtual ones) and key dates in the calendar will be visibly celebrated and promoted</li> </ol>
<p>Perth &amp; Kinross Council will keep our community informed and engage with them about our services, opportunities and support available to them</p> <p><i>(LOIP Strategic Priority Links – Poverty; Mental and physical wellbeing; Employability; Digital participation)</i></p>	<ol style="list-style-type: none"> <li>8. People from equality protected groups are provided with accessible information about the services provided by the Council including crisis support in the event of an emergency</li> <li>9. People from equality protected groups will be supported to digitally participate</li> <li>10. People from equality protected groups are supported to access employment opportunities</li> <li>11. People from equality groups will be supported to participate in equality conversations around the Perth and Kinross Offer</li> <li>12. People from equality protected groups with lived experience of inequalities will be involved in shaping our policies to tackle poverty and social exclusion</li> </ol>

Perth & Kinross Council will increase people's awareness of equality and diversity  <i>(LOIP Strategic Priority Link- Skills, Learning and Development)</i>	<p>13. A staff learning and development programme for equality and diversity will be delivered and will be extended to partner organisations</p> <p>14. Our school curriculum will include equality and diversity topics</p> <p>15. Our employment policies will reflect that we are a fair and inclusive employer</p> <p>16. People providing externally commissioned, contracted or licensed services on behalf of the Council (including ALEOs) are aware of their responsibilities in relation to equality and diversity</p>
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- 2.7 The Council's updated Mainstreaming Report is also attached as Appendix 2 which outlines how this work will be integrated into our day-to-day practice. This includes recognition of the distinct roles for the Council as an Education Authority and Licensing Board which are classed as separate public bodies under the Equality Act 2010.

### 3. CONCLUSION AND RECOMMENDATION(S)

- 3.1 This report provides members with an update in relation to the revised Equality Outcomes and Mainstreaming Report and seeks formal approval of them. When approved they will be made publicly available in similar formats to the consultation i.e. including Easy Read and British Sign Language (BSL) and can also be translated into other languages upon request.
- 3.2 It is recommended that the Council
- (i) notes the update in relation to the equalities outcomes performance (Appendix 1)
  - (ii) approves the revised equalities outcomes and mainstreaming report 2021-2023 (Appendix 2)

#### Author(s)

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#### Approved

Name	Designation	Date
Barbara Renton	Interim Chief Executive	7 April 2021

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You can also send us a text message on 07824 498145.

All Council Services can offer a telephone translation facility.

## 1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

<b>Strategic Implications</b>	<b>Yes / None</b>
Community Plan / Single Outcome Agreement	<b>Yes</b>
Corporate Plan	<b>Yes</b>
<b>Resource Implications</b>	
Financial	<b>Yes</b>
Workforce	<b>Yes</b>
Asset Management (land, property, IST)	<b>Yes</b>
<b>Assessments</b>	
Equality Impact Assessment	<b>None</b>
Strategic Environmental Assessment	<b>None</b>
Sustainability (community, economic, environmental)	<b>None</b>
Legal and Governance	<b>Yes</b>
Risk	<b>Yes</b>
<b>Consultation</b>	
Internal	<b>Yes</b>
External	<b>Yes</b>
<b>Communication</b>	
Communications Plan	<b>Yes</b>

### 1. Strategic Implications

#### - Community Plan / Single Outcome Agreement

1.1 This report supports all outcomes in the Community Plan:

- (i) Giving every child the best start in life
- (ii) Developing educated, responsible and informed citizens
- (iii) Promoting a prosperous, inclusive and sustainable economy
- (iv) Supporting people to lead independent, healthy and active lives
- (v) Creating a safe and sustainable place for future generations

#### Corporate Plan

1.2 This report supports all outcomes in the Corporate Plan:

- (i) Giving every child the best start in life;
- (ii) Developing educated, responsible and informed citizens;
- (iii) Promoting a prosperous, inclusive and sustainable economy;
- (iv) Supporting people to lead independent, healthy and active lives; and
- (v) Creating a safe and sustainable place for future generations.

### 2. Resource Implications

#### Financial

2.1 There are no additional financial implications arising directly as a result of this report at this time. Ongoing work is managed within existing budgets and any

new developments which arise in the future will be subject to budget approval as appropriate.

#### Workforce

- 2.2 There are no additional workforce implications arising directly as a result of this report at this time. Ongoing work is managed within existing officer workloads.

#### Asset Management (land, property, IT)

- 2.3 There are no additional Asset Management implications arising as a result of this report at this time. Any new proposed developments which arise in the future will be subject to the relevant approval process at that time.

### **3. Assessments**

- 3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.
- 3.2 This section should reflect that the proposals have been considered under the Corporate Equalities and Fairness impact Assessment process (EFIA) with the following outcome:
- 3.3 A screening assessment using the Integrated Appraisal Toolkit has determined that the proposal is **not relevant** for the purposes of EFIA

*n.b. Although this report relates to Equalities Outcomes it will be the individual work within the report on which is subject to assessment rather than this report itself.*

#### Strategic Environmental Assessment

- 3.4 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.
- 3.5 The proposal recommended in this paper has been considered under the Act and the pre-screening has identified that the proposal will have no environmental effects, it is therefore exempt. The reason for concluding this is that the recommendation in this report will have no direct environmental effects.

#### Sustainability

- 3.6 Under the provisions of the Local Government in Scotland Act 2003, the Council has to discharge its duties in a way which contributes to the achievement of sustainable development. In terms of the Climate Change Act,

the Council has a general duty to demonstrate its commitment to sustainability and the community, environmental and economic impacts of its actions.

- 3.7 No steps are required to be taken in this area.

#### Legal and Governance

- 3.8 The Head of Legal and Governance has been consulted during the development of this Strategy.

#### Risk

- 3.9 Any risks associated will be mitigated by the monitoring and reporting procedures which have been put in place for the work concerned.

### **4. Consultation**

#### Internal

- 4.1 This report has been open to consultation and developed across services within the Council.

#### External

- 4.2 The report contains reference to consultation and work with strategic partners and will be shared further with them when approved.

### **5. Communication**

- 5.1 It is proposed that the report is made available internally and externally when approved.

## **2. BACKGROUND PAPERS**

No other background papers were referred to in the preparation of this report.

## **3. APPENDICES**

Appendix 1: Equalities Performance Report 2019/20

Appendix 2: Mainstreaming Equalities Report

Appendix 3: Equality Outcomes Consultation Responses