

PERTH AND KINROSS COUNCIL
19 December 2018

SCRUTINY COMMITTEE
6 February 2019

EQUALITIES PERFORMANCE REPORT 2017/18

Report by Depute Chief Executive, Chief Operating Officer (Report No. 18/414)

PURPOSE OF REPORT

This report seeks approval for the Equalities Performance Report 2017/18.

1. BACKGROUND / MAIN ISSUES

- 1.1 Under the Public Sector Equality Duty within the Equality Act (2010) a local authority is required to publish a report evidencing work undertaken to achieve its equality outcomes every 2 years. Although, the next scheduled publication date is 2019 it has been agreed that it would be good practice to introduce an annual Equalities Performance Report within Perth & Kinross Council.
- 1.2 This first such Equalities Performance Report sets out our progress in delivering our agreed Equality Outcomes across Council services and where applicable as an Education Authority and Licensing Board to ensure that we are fulfilling our statutory obligations in relation to both the services we provide and as an employer. The report outlines a broad programme of work delivered across the Council and with partner organisations which has taken place during 2017/18. Our statutory annual Equalities Employment Monitoring report is also included here as Appendix 2.
- 1.3 The content of this report was collated by the Council's Equalities Operational Group which has representation from officers across Council services to provide evidence to support the delivery of the Equality Outcomes; mainstream equalities work and measure performance. This group is chaired by the Council's Equalities Team Leader and has met every two months since this post was established in October 2017.
- 1.4 The agreed Equality Outcomes are:
 - 1.4.1 The Council will ensure its services are *accessible* to all individuals and community groups, with due regard to the breadth of circumstances which impact on people's experience of equality;
 - 1.4.2 Employees in Perth & Kinross Council will have opportunities to achieve their full potential in an *equal opportunity workplace*;
 - 1.4.3 All individuals and community groups in Perth and Kinross regardless, will experience *inclusive opportunities* to participate in, and influence Council decisions;

- 1.4.4 All individuals and community groups in Perth and Kinross will have opportunities to be involved in *inclusive community activities and events* in the area, in a *safe and welcoming environment*.

2. PROPOSALS

- 2.1 Where possible the report includes links to existing reports on work which has been undertaken which contributes to the delivery of the Equality Outcomes. This has been done to minimise duplication for officers involved and to evidence clearly how our equalities work is a mainstream part of work which goes on in all areas of the Council. It is proposed that a link to the final version of the Equalities Performance Report becomes part of the Council's overall Performance Report and annual reporting cycle.
- 2.2 Work has also been undertaken this year to update the Equality and Diversity section of the Council's website and intranet site and it is proposed that the final version of the Equalities Performance Report is located on both to ensure ease of access internally and externally.
- 2.3 Appendix 1 contains the full Equalities Performance Report and Appendix 2 contains the Employment Equalities Monitoring Report.

3. ONGOING WORK SINCE APRIL 2018

- 3.1 It is important to note that although the Equalities Performance Report covers the period to 31 March 2018 a number of significant areas of work have progressed since that date;
 - 3.1.1 The revised Gypsy/Traveller Strategy 2018-21 which was approved by Housing and Communities Committee on 22 August 2018 (report [18/258](#) refers).
 - 3.1.2 The production of a British Sign Language (BSL) Plan 2018-24 published on 24 October 2018 in accordance with Scottish Government requirements (<http://www.pkc.gov.uk/BSL>)
 - 3.1.3 Revision of the Equalities and Fairness Impact Assessment process with accompanying staff awareness training.
 - 3.1.4 Establishment of a Working Group in relation to the proposed EU Settlement Scheme Statement of Intent for EU citizens resident in the UK who wish to remain post-Brexit.
- 3.2 All of these areas of work will be reported in full in the Equalities Performance Report for 2018/19.

4. CONCLUSION AND RECOMMENDATION

- 4.1 This report provides an overview of our equalities work as an employer and a service provider demonstrating our commitment to equality of opportunity and how our equality outcomes have been achieved.
- 4.2 It is recommended that Council approves the contents of this report.
- 4.3 It is recommended that the Scrutiny Committee scrutinises and comments on the contents of this report.

Author(s)

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Approved

Name	Designation	Date
Jim Valentine	Depute Chief Executive (Chief Operating Officer)	6 December 2018

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

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

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
- (i) 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 Performance 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 developed across services within the Council.

External

- 4.2 The report contains reference to work with strategic partners and will be shared 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 2017/18

Appendix 2: Equalities Employment Monitoring Report 2017/18