

PERTH AND KINROSS COUNCIL
STRATEGIC POLICY AND RESOURCES COMMITTEE

13 SEPTEMBER 2017

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

John Fyffe, Senior Depute Chief Executive

PURPOSE OF REPORT

This report seeks to update elected members and seek formal approval for the published draft Equality Outcomes, draft Mainstreaming Report and updated Corporate Equalities Policy.

1. BACKGROUND

- 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 the 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.
- 1.2 Each Service in the Council has a Business Management and Improvement Plan (BMIP) which annually reports on progress and performance, including specific actions which have been progressed to meet one or more of our Equality Outcomes, thus ensuring a fully mainstreamed approach across the Council. (Equality Outcomes must satisfy at least one aspect of the General Equality Duty by eliminating discrimination, advancing equality of opportunity, or fostering good relations between communities).

2. PROPOSALS

- 2.1 The Council along with all other public authorities, was required to report on, and publish progress in relation to our approach to mainstreaming equalities, and also review our existing Equality Outcomes by 30 April 2017.
- 2.2 The documents (provided at Appendices 1 and 2) were published online in draft format following a report to Executive Officer Team (on 25 April 2017), pending the local government elections, and the establishment of the new Council.
- 2.3 Appendix 1 highlights progress towards the Equality Outcomes which existed up until 31 March 2017.

- 2.4 Appendix 1 also sets out the proposed revisions to each of the four Equality Outcomes, and the associated consultation process. Importantly, the main adjustment to the proposed revisions is recognition that our responsibility for promoting equality must go beyond the protected characteristics (age, disability, gender reassignment, pregnancy and maternity, marriage/civil partnership, race, religion or belief, sex, sexual orientation). Issues such as health, income, gender identity, employment status or housing circumstance can impact on people's life chances and should be considered when tackling inequalities. This aims to reinforce recommendations emerging from the Perth and Kinross Fairness Commission in its Fairer Futures Report (report number 17/175, Council Meeting of 26 April 2017).
- 2.5 The Mainstreaming Report is attached at Appendix 2 outlining 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. (We note the requirement to produce separate Mainstreaming Reports for Perth & Kinross Council, and for the Perth & Kinross Education Authority and Licensing Board. However, on a practical basis, the work of each body is so significantly and interdependently linked, that the reports are combined).
- 2.6 The Corporate Equalities Policy was reviewed at the same time and this is provided at Appendix 3 for information and approval.

3. RECOMMENDATION(S)

- 3.1 It is recommended that Strategic Policy & Resources Committee:
- note progress towards the Equality Outcomes which existed up until 31 March 2017 (Appendix 1)
 - approve the proposed amendments to each of the four Equality Outcomes (Appendix 1)
 - note and approve the Equality Mainstreaming Report (Appendix 2)
 - note and approve the updated Corporate Equalities Policy (Appendix 3)

Author(s)

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Approved

Name	Designation	Date
John Fyffe	Senior Depute Chief Executive	9 August 2017

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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	Yes
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 *The work outlined in this report supports all relevant outcomes:*

- (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 *The work outlined in this report supports all relevant outcomes:*

- (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 the report at this time. Ongoing work is managed within existing budget and any new developments which arise in future will be subject to appropriate budget approval.*

Workforce

- 2.2 *There are no additional workforce implications arising directly as a result of this report at this time.*

Asset Management (land, property, IT)

- 2.3 *There are no additional Asset Management implications arising as a result of this report at this time.*

3. Assessments

Equality Impact Assessment

- 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. The work which arises from the contents of this report will be Assessed as **relevant** and actions taken to reduce or remove any negative impacts which arise.

Strategic Environmental Assessment

- 3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

However, no action is required as the Act does not apply to the matters presented in this report. This is because the Committee are requested to note the contents of the report only and the Committee are not being requested to approve, adopt or agree to an action or to set the framework for future decisions.

Sustainability

- 3.3 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. Under the Climate Change (Scotland) Act 2009 the Council also has a duty relating to climate change and, in exercising its functions must act:

- in the way best calculated to delivery of the Act's emissions reduction targets;
- in the way best calculated to deliver any statutory adaptation programmes; and
- in a way that it considers most sustainable.

No steps required to be taken in this area.

Legal and Governance

- 3.4 The Head of Legal and Governance Services has been consulted during the preparation of this report.
- 3.5 Any risk associated with this report will be mitigated by the governance and reporting arrangements put in place.

4. Consultation

Internal

- 4.1 Representatives of all services were consulted in the preparation of the work outlined within this report. The Executive Officer Team have also been consulted during the drafting of the revised equality outcomes.

External

- 4.2 Members of the Community Equalities Advisory Group (CEAG) were consulted and contributed to the content of the revised equality outcomes.

5. Communication

- 5.1 The work outlined in this report will be reported regularly to the Equality and Diversity Member Officer Working Group and regular communication will take place with members of that group as well as externally via the CEAG. An Equality Operational Group has also been established with representation from each service to ensure that progress in relation to the equality outcomes is evidenced and good practice shared.

2. BACKGROUND PAPERS

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

3. APPENDICES

Appendix 1 – Revised Equalities Outcomes and Progress Report

Appendix 2 – Equality Mainstreaming Report 2017

Appendix 3 – Corporate Equalities Policy