

## Perth And Kinross Council

4 October 2023

### PERTH & KINROSS COUNCIL EQUALITIES MAINSTREAMING REPORT 2023-25 and EQUALITIES PERFORMANCE REPORT 2021-23

Report by the Head of Innovation  
(Report No. 23/265)

#### 1. PURPOSE

- 1.1 Perth & Kinross Council, along with all other public authorities, is required to publish a new Equalities Mainstreaming Report which details our equality aims, outcomes and actions every 4 years. In addition, the report must be reviewed every 2 years to ensure the commitments are still being met and no significant changes are required. This review has been completed and the revised Equalities Mainstreaming Report for the next 2 years can be accessed [here](#).
- 1.2 This paper also provides our related Equalities Performance Report combining information for 2021/22 and 2022/23 and includes the Annual Diversity in Employment Report for the same periods.

#### 2. RECOMMENDATIONS

- 2.1 It is recommended that Council:
- (i) Approves the Equalities Bi Annual Performance Report 2021-23 (Appendix 1)
  - (ii) Approved the Equality & Diversity in Employment Report 2021 – 23 (Appendix 2)

#### 3. STRUCTURE OF REPORT

- 3.1 This report is structured over the following sections:
- Section 4: Background/Main Issues
  - Section 5: Proposals
  - Section 6: Conclusion
  - Appendices

#### 4. BACKGROUND / MAIN ISSUES

- 4.1 Perth & Kinross Council is committed to equality of opportunity for all, both as a service provider and as an employer. We value our diverse communities in the area and work in partnership with them to provide services that are inclusive and accessible. We recognise that to promote social inclusion and

good relations between different groups, we need to incorporate our equalities principles, ethos and work into the planning, implementation and monitoring processes for all our Council Services. We have a proven track record of doing this regularly, and well for our diverse communities in Perth and Kinross.

- 4.2 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.
- 4.3 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.
- 4.4 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.
- 4.5 We also recognise that, when used legally and appropriately, positive action strategies can support greater inclusion by addressing the adverse effects of historical 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.
- 4.6 This report seeks to update members of progress in relation to our equality outcomes within the Equalities Bi Annual Performance Report for the period 2021-23 (appendix 1). The report sets out how the aims and outcomes within our Equalities Mainstreaming Report 2021-25 are being achieved and the impact they are making. In addition, we have a stand alone Equality and Diversity in Employment Report 2021 – 23 (appendix 2).
- 4.7 The Council's updated Equality Mainstreaming Report outlines the four aims and sixteen outcomes highlighted in appendix 3, that set out our agreed commitments to progressing equality and diversity actions, working with our communities to do this, and outlining how this work will be integrated into our day-to-day practice.

4.8 It 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. In respect of the Equalities Mainstreaming Report, we remain fully committed to progressing the outcomes and aims set in 2021 and have made some minor updates to reflect our new Corporate Plan and key priorities in relation to our equalities work. A full review of the mainstreaming report will be undertaken in early 2025 to ensure we continue to meet our commitment to equalities in Perth & Kinross Council as well as our legislative responsibilities in this area.

## **5. PROPOSALS**

5.1 Since 2018, we have been publishing an Annual Equalities Performance Report, including specific actions which have been progressed to meet the existing Equality Outcomes.

5.2 This year we are producing a combined 2-year report for 2021/22 and 2022/23 to ensure that we are providing Elected Members with information reported that is timely and up to date.

5.3 Our Equality Outcomes must satisfy at least one aspect of the General Equality Duty:

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

5.4 Equality is at the heart of what we do here in Perth & Kinross Council and our equality outcomes demonstrate that they positively meet the 4 aims of our mainstreaming report:

- 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

5.5 In addition, our 16 [Equality Outcomes](#) support these 4 aims and provide more detail about what we are trying to achieve, as outlined within the appendix reports. We continue to work collaboratively across the organisation by cross-referencing our equality outcomes with the appropriate strategic key priorities and underpinning actions, ensuring we work together with our diverse communities to achieve them.

5.6 Over the past two years, there have been a number of key equalities workstreams, events and projects progressed successfully. Key highlights include:

- The reintroduction of equality events which have attracted larger audiences than ever before. These include Perthshire Pride, the Mela festival, Ukrainian Independence Day and Chinese New Year celebrations.
- Work carried out by our CASA (Children Alone Seeking Asylum) Team to support unaccompanied young people seeking asylum in Perth & Kinross, with all reaching a positive destination, either in school or at college.
- Increasing our staff equality networks to include Women's wellbeing and receiving positive feedback about the impact on mental health and wellbeing of participants.
- Opening our civic hall to host Friday prayers from our Muslim community with an average of 150 participants weekly.
- Increasing our schools programme to include equality conversations with pupils, gaining feedback and insight into their experiences of equality and diversity.
- Investing over £160k into community groups to help them support local people in relation to food poverty and create sustainable solutions for the future.
- Delivering a programme of equality and diversity learning and development sessions, for our workforce in relation to all aspects of protected characteristics.

## **6. CONCLUSION**

6.1 This report provides members with an update in relation to progress of our Equality Aims and Outcomes within the Equalities Mainstreaming Report 2021 – 25 as well as the Equality and Diversity in Employment Report. Once approved they will be made publicly available in accessible formats as in previous years. This includes Easy Read and British Sign Language (BSL) and can also be translated into other languages upon request.

## Author

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## Approved

Name	Designation	Date
Charlene Guild	Head of Innovation	8 September 2023

## APPENDICES

- Appendix 1 – Equalities Bi Annual Performance Report 2021-23
- Appendix 2 – Equalities in Employment Report 2021-23
- Appendix 3 – Equalities Mainstreaming Report 2021 – 25, Aims and Outcomes

If you or someone you know would like a copy of this document in another language or format, (on occasion, only a summary of the document will be provided in translation), this can be arranged by contacting the Customer Service Centre on 01738 475000.

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 the delivery of the Strategic Objectives within the Perth and Kinross Community Plan (Local Outcomes Improvement Plan) and the Corporate Plan 2022/23-2027-28.

### 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 may arise in 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 resources.

### 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 the 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:

(i) Assessed as **not relevant** for the purposes of EqIA  
*n.b Although this report relate to Equalities Work it will be the individual work within the report which is subject to Impact Assessment rather than the report itself.*

### 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.

### 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.
- 3.4 No steps are required to be considered relating directly to this report.

### Legal and Governance

- 3.5 The Head of Legal and Governance Services has been consulted during the development of this report.

### Risk

- 3.6 Any risks associated will be mitigated by the monitoring and reporting procedures which are in place for the work concerned.

#### **4. Consultation**

##### Internal

- 4.1 This report has been developed across all services within the Council represented on the Equalities Operational Group.

##### External

- 4.2 The work reported here contains reference to the extensive partnership work which goes on with strategic partners in all sectors to deliver our equality outcomes – this is regularly reported and consulted on through the Equalities Strategic Forum and Community Equalities Advisory Group (CEAG) chaired by the Elected Member with lead responsibility for Equalities.

#### **5. Communication**

- 5.1 The report will be made available internally and externally when approved.

#### **2. BACKGROUND PAPERS**

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