

STRATEGIC POLICY AND RESOURCES COMMITTEE

24 November 2021

EQUALITIES PERFORMANCE REPORT 2020/21

Report by Head of Innovation
(Report No. 21/223)

This report seeks committee approval for the Annual Equalities Performance Report 2020/21 which provides an overview of how Perth & Kinross Council have performed in relation to equalities outcomes and obligations to the Public Sector Equality Duty for the period 1 April 2020 to 31 March 2021.

1. INTRODUCTION

- 1.1 We believe that equalities are at the heart of everything we do and have aims and outcomes in place to achieve this in Perth and Kinross. Further to this, the Public Sector Equality Duty within the Equality Act (2010) requires all local authorities to publish a bi-annual report evidencing work undertaken to fulfil the duty.
- 1.2 It was agreed that, in Perth & Kinross Council, it would be good practice to introduce an annual Equalities Performance Report ([Report No.18/414](#) refers). This gives us an opportunity to review progress more regularly and ensure our equalities work continues to be a priority in all that we do.
- 1.3 This is our fourth annual Equalities Performance Report which sets out progress in delivering our agreed Equality Outcomes across Council services and as an employer. It also relates, where applicable, to our duties as an Education Authority and Licensing Board, evidencing that we are continuing to fulfil our statutory obligations in relation to both services we provide.
- 1.4 It must also be noted that this report is set against a backdrop of a very challenging year due to the impact of COVID-19 and its associated restrictions. We adapted quickly and responded flexibly, learning lessons and working with our communities to ensure the most vulnerable in our area were safe and supported. Despite those challenges, there are many achievements in our equalities work to report along with many examples of the Perth & Kinross Offer already in action throughout our communities.

2. EQUALITIES REPORTING

- 2.1 The report outlines the broad programme of work that has been delivered across the Council and in collaboration with partner organisations during 2020/21. It also incorporates our annual Equality and Diversity in Employment Report for the same period.

2.2 At its meeting on 21 April 2021, Council approved the revised Perth & Kinross Council Equality Outcomes and Mainstreaming Report ([Report No. 21/52](#)) which includes four overarching aims for our equalities work:

- 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

2.3 The aims are underpinned by 16 outcomes which set clear and tangible actions for our equality workstreams. We have used these new outcomes to measure our performance for 2020/21. Key highlights to note are as follows

- *Multicultural Food Deliveries* – led by community partners, we ensured that over 250 culturally appropriate food parcels were delivered to families who needed this, supporting those who could not access food supplies due to shielding, travel restrictions and lack of supply / access to food.
- *Focus on employee Health & Wellbeing* - to ensure we are focussed on the health and wellbeing of our workforce and providing the support in this area, we consulted and engaged with our workforce in a number of different ways over the year including surveys and focussed health and wellbeing ‘temperature checks. We used the feedback and suggestions to tailor our support to what was needed including more online resources, increased initiatives like our Step Challenge and regular newsletters.
- *Checking in regularly* - continued to “check in” with our various partners, community groups and individuals to make sure they were safe and being supported. Our equalities team made weekly phone calls to all members of our Golf Memories Group where they offered advice, support and simply gave time to listen to members concerns. This was greatly appreciated and feedback highlighted the significant difference in terms of combatting loneliness, isolation and contributing to a sense of belonging.
- *Access to public spaces* – working jointly with key organisations and community groups to reduce barriers in accessing our city centre as a result of Covid restrictions. Solutions included additional signage, one way pedestrian systems, and access to information in different formats such as braille, enabling people to feel safe when taking exercise or carrying out their essential shopping.

2.4 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 continues to meet every two months. At an Elected Member level, the Council's Equalities Champion Councillor Peter Barrett continues to chair the Equalities Strategic Forum and Community Equalities Advisory Group (CEAG) meetings.

3. PROPOSALS

3.1 Where possible, the report includes links to supplementary data and existing reports which complement or underpin the delivery of the Equality Outcomes. This has been done to minimise duplication of papers, simplify understanding and evidence clearly how our equalities work is a mainstream part of what we do in all areas of the Council.

3.2 The final version of the Annual Equalities Performance Report 2020/21 will continue to be located on both the Equality and Diversity section of the Council's website and intranet site to ensure ease of access internally and externally. A summarised version in Plain English, Easy Read and British Sign Language (BSL) can also be arranged when it is formally approved.

3.3 Appendix 1 contains the full Equalities Performance Report.

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 committee approves the Annual Equalities Performance Report 2020/21.

Author(s)

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Approved

Name	Designation	Date
Barbara Renton	Executive Director (Communities)	10 November 2021

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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 2020/21