

PERTH AND KINROSS COUNCIL

18 December 2019

EQUALITIES PERFORMANCE REPORT 2018/19

Report by Executive Director (Housing and Environment) (Report No. 364)

PURPOSE OF REPORT

This report seeks approval for the Equalities Performance Report 2018/19.

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. It was agreed, as good practice, to introduce an annual Equalities Performance (Report No. 18/414 refers).
- 1.2 This is the second Equalities Performance Report and sets out our progress in delivering our agreed Equality Outcomes across Council services and, where applicable, as an Education Authority and Licensing Board. This is to ensure we are continuing to fulfil 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 2018/19.
- 1.3 The content of this report was collated by the Council's Equalities Operational Group. This 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.
- 1.4 The agreed Equality Outcomes are:
 - 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;
 - employees in Perth & Kinross Council will have opportunities to achieve their full potential in an *equal opportunity workplace*;
 - all individuals and community groups in Perth and Kinross regardless, will experience *inclusive opportunities* to participate in, and influence, Council decisions;
 - 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 undertaken which contributes to the delivery of the Equality Outcomes. This is to avoid duplication and to evidence clearly how our equalities work is mainstreamed across all areas of the Council.
- 2.2 The Equalities Performance Report 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 following its approval.
- 2.3 Appendix 1 contains the full Equalities Performance Report.

3. CONCLUSION AND RECOMMENDATION

- 3.1 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.
- 3.2 It is recommended that Council approves the contents of this report.

Author(s)

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Approved

Name	Designation	Date
Barbara Renton	Executive Director (Housing and Environment)	9 December 2019

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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 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 2018/19