

**ANGUS COUNCIL**

**STRATEGIC POLICY COMMITTEE – 30 APRIL 2013**

**EQUALITIES MAINSTREAMING REPORT AND EQUALITY OUTCOMES 2013-2017**

**REPORT BY CHIEF EXECUTIVE**

**ABSTRACT**

This report presents an Equalities Mainstreaming Report and Equality Outcomes 2013-2017 for adoption by the council.

**1. RECOMMENDATION**

The Committee adopt the Equalities Mainstreaming Report and Equality Outcomes 2013-2017 as outlined in the [Appendix](#) attached to this report.

**2. BACKGROUND**

In April 2010, a major piece of legislation, the Equality Act, was passed with the aim of consolidating and harmonising existing equalities' legislation and strengthening the law to support progress on equality. The timetable for implementing the initial parts of the Act was from October 2010.

The Act sets out the full range of the nine 'protected characteristics', which are protected from discrimination on the basis of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion and belief
- sex
- sexual orientation

The Act ALSO introduced a **General Equality Duty**, which applies only in the public sector. This duty took effect from 1 October 2010, and requires public bodies, in the exercise of their functions to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation.
- advance equality of opportunity between persons who share a relevant protected characteristic, and persons who do not share it.
- foster good relations between persons who share a relevant protected characteristic, and those who do not share it.

The **Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012** came into force in May 2012. These specific duties are designed to help public authorities in their performance of the general equality duty.

The key legal requirements for the council contained in these specific duties are to:

- Report progress on mainstreaming the equality duty.
- Publish equality outcomes and report progress.
- Assess and review policies and practices.
- Gather and use employee monitoring information.
- Publish gender pay gap information.
- Publish statements on equal pay.
- Consider award criteria and conditions in relation to public procurement.
- Publish equality information in a manner which is accessible.

The specific duties require each authority to publish a mainstreaming report and set of equality outcomes which it considers will enable the authority to better perform the general equality duty, by 30 April 2013.

### **3. MAINSTREAMING EQUALITY AND EQUALITY OUTCOMES**

Mainstreaming equality means integrating equality into the day-to-day working of the council. This means taking equality into account in the way we exercise our functions i.e. equality should be a component of everything we do as a service provider and as an employer. The Mainstreaming Report details how we will meet the general and specific duties, presents an overview of the council's work on equality, and evidence of the progress achieved.

Guidance issued by the Equality and Human Rights Commission states that the specific duties are intended to operate in conjunction with a public authority's existing corporate systems and frameworks for business planning and public performance reporting. It is intended to improve outcomes for those who experience discrimination and disadvantage.

The equality outcomes contained in the report are therefore aligned to the Single Outcome Agreement (SOA), but detail an additional equality perspective. Reporting structures are in place for the SOA, and it is proposed to replicate these for equalities mainstreaming reports and reporting progress on the equality outcomes on a six month and annual basis. Further information on equality outcomes, employee monitoring data and case studies are available at <http://intranet/Departments/ChiefExecutive/Shared%20Documents/Forms/AllItems.aspx>

### **4. RISKS**

Failure to produce an equalities mainstreaming report and the adoption of a set of equality outcomes will result in a breach of the legislation.

### **5. FINANCIAL IMPLICATIONS**

There are no financial implications associated with the terms of this report.

### **6. HUMAN RIGHTS IMPLICATIONS**

The equalities mainstreaming report and equality outcomes are compatible with an individual's rights under the European Convention of Human Rights.

### **7. EQUALITIES IMPLICATIONS**

The issues dealt with in this report have been the subject of consideration from an equalities' perspective. An [equalities impact assessment](#) has been undertaken.

### **8. CONSULTATION**

The Head of Finance, the Head of Law & Administration and the Senior Service Manager (Human Resources) have been consulted on the terms of this report.

The equalities mainstreaming report and set of equality outcomes have been added to the Have Your Say section of the council's website, and been circulated to various equality groups for consultation. Other stakeholders, such as Community Planning Partners, have also been consulted.

**RICHARD STIFF**

## CHIEF EXECUTIVE

**NOTE:** No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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Appendices:

Equalities Mainstreaming Report and Equality Outcomes 2013 – 2017, with 3 Appendices