

## **Equality Outcomes & Mainstreaming Progress Reports 2013 – 2015**

### **Report by Kenneth Lawrie, Chief Executive**

#### **1 Purpose of Reports**

The purpose of these reports is to present and demonstrate progress against equality outcomes and mainstreaming activity as detailed in Midlothian's Equality Outcome & Mainstreaming Report 2013 – 2015.

#### **2 Background**

**2.1** The Equality Act 2010 was introduced to help make Britain a fairer society.

**2.2** The Act places particular duties on public authorities such as local authorities to reflect the pivotal role they can play in dismantling inequality and driving positive outcomes for all.

**2.3** The Public Sector Equality Duty (referred to as the General Equality Duty (GED)) came into force on 05 April 2011 and covers the 'protected characteristics' of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

**2.4** Those bodies subject to the GED are required to demonstrate 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited under the act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and those who do not share it

**2.4** To assist public bodies in meeting the GED, further Scottish specific duties came into force on 27 May 2012 and require listed authorities to carry out the following activities:

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

- 2.5** All local authorities and Education Authorities as well as Licensing Boards are covered by the general and specific duties, and Council approved the Midlothian Equality Outcome & Mainstreaming Report 2013 – 2017 on 14 May 2013.
- 2.6** Progress reports on the above are now due for the period 2013 – 2015 and will be published on the Council's website.

### **3 Report Implications**

#### **3.1 Resource**

The outcomes contained within the Equality Outcome & Mainstreaming Report 2013 – 2017 were carefully aligned with those budgeted for in the Single Midlothian Plan. It was therefore considered that those responsible for their delivery have ensured that they are deliverable within budget. There are no additional resource requirements arising from this report.

#### **3.2 Risk**

Failure to provide Equality Outcomes & Mainstreaming Progress Reports will breach the legal duty placed on the Council by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

Failure to mainstream equality or comply with the law risks enforcement action, legal challenges, loss of reputation and damage to the legitimacy of the Council.

#### **3.3 Single Midlothian Plan and Business Transformation**

Themes addressed in this report:

- ☒ Community safety
- ☒ Adult health, care and housing
- ☒ Getting it right for every Midlothian child
- ☒ Improving opportunities in Midlothian
- ☒ Sustainable growth
- ☒ Business transformation and Best Value
- ☐ None of the above

#### **3.4 Impact on Performance and Outcomes**

The alignment of equality outcomes and mainstreaming actions along with the monitoring of progress through the Council's performance management framework covalent will reduce the burden of administration of planning and performance within the Council.

#### **3.5 Adopting a Preventative Approach**

Progress in meeting the outcomes of the Equality Outcome & Mainstreaming report 2013 - 2017 means that those currently disadvantaged people (that is those people who make up the protected characteristic groupings) will not be further disadvantaged by anything that the Council plans, provides or does.

### **3.6 Involving Communities and Other Stakeholders**

N/A as Progress Reports on actions already consulted on in 2012/13.

### **3.7 Ensuring Equalities**

An EqlA has not been completed for these reports as they are demonstrating progress on actions already consulted on and therefore fall out with the EqlA remit.

### **3.8 Supporting Sustainable Development**

This report supports sustainable development by ensuring well-being and a better quality of life for people in Midlothian and elsewhere whilst improving the natural and built environment.

### **3.9 IT Issues**

None

## **4 Recommendations**

It is recommended that Midlothian Council notes the Equality Outcomes & Mainstreaming Progress Reports 2013 – 2015.

**Date:** 21 April 2015

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**Background Papers:** None