

Midlothian Equality Plan 2021–2025 & Midlothian Equality Outcomes and Mainstreaming Progress Report 2019–2021**Report by Dr Grace Vickers, Chief Executive****Report for noting****1 Recommendations**

Council is asked to note the contents of the Midlothian Equality Plan 2021-2025 and Midlothian Equality Outcomes and Mainstreaming Progress Report 2019-2021 which, in response to statutory requirements, are currently available, in draft form, on the Council's website in line with requirements to publish by 30 April 2021.

2 Purpose of Report/Executive Summary

The Council, Education Authority and Licensing Board are subject to equality legislation as detailed in the Equality Act 2010 and subsequent Regulations in 2012, 2015 and 2016. This means that the three bodies are required to develop, publish and report progress on equality outcomes and mainstreaming activities on a two-year cycle and produce a new Equality Plan every four years.

These reports need to demonstrate how the three bodies are working towards eliminating unlawful discrimination, victimisation and harassment, advancing equality of opportunity and fostering good relations to all people irrespective of their age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex sexual orientation, or poor socio-economic status.

Date: 12 May 2021**Report Contact:**

Lesley Crozier, Equality, Diversity and Human Rights Officer

Lesley.crozier@midlothian.gov.uk

3 Background

- 3.1** In summary the Equality Act 2010, the Equality Act 2010(Specific Duties) (Scotland) Regulations 2012, 2015 and 2016 require public bodies such as the Council, Education Authority and Licensing Board to produce and publish an Equality Plan for the period 2021 – 2025 and Equality Outcomes and Mainstreaming Progress Reports for the period 2019 – 2021.
- 3.2** The Equality Plan sets out a programme of equality, diversity and human rights work for the period 2021 – 2025, with the Equality Outcomes Progress Report and Equality Mainstreaming Progress Report providing an update on work undertaken during the period 2019 – 2021 to progress equality, diversity and human rights in both our communities and workplace.
- 3.3** The Equality Reports are designed to ensure the Council, Education Authority and Licensing Board (separated as required by the Act), progress the requirements of section 149 (1) of the Equality Act 2010 to:
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
- 3.5** The reports presented today meet the legal requirements of the Equality legislation as detailed in section 3.1, and support a positive way forward for the Council, Education Authority and Licensing Board.
- 3.6** The Council is required to publish both reports by the 30 April 2021 and in order to meet this statutory requirement both reports were published in draft.

4 Report Implications (Resource, Digital and Risk)

4.1 Resource

There are no resource implications arising directly from this report other than the time of the Council's corporate Equality, Diversity & Human Rights Officer.

4.2 Digital

There are no IT issues arising from this report.

4.3 Risk

The Council has a statutory duty to comply with the Equality Act 2010 and The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, 2015 and 2016.

4.4 Ensuring Equalities (if required a separate IIA must be completed)

Content within these reports relate to best practice and compliance with the Equality Act 2010 and The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, 2015 and 2016.

4.4 Additional Report Implications (See Appendix A)

See Appendix A

Appendices

Appendix A – Additional Report Implications

Appendix B – Midlothian Equality Plan 2021 – 2025

**Appendix C – Midlothian Equality Outcomes & Mainstreaming Progress
Report 2019 – 2021**

APPENDIX A – Report Implications

A.1 Key Priorities within the Single Midlothian Plan

Midlothian Council and its Community Planning Partners have made a commitment to treat the following areas as key priorities under the Single Midlothian Plan:

- Reducing the gap in learning outcomes
- Reducing the gap in health outcomes
- Reducing the gap in economic circumstance
- Reducing the impact of climate change

Equality, diversity and human rights underpin all three priorities.

A.2 Key Drivers for Change

Key drivers addressed in this report:

- ☒ Holistic Working
- ☐ Hub and Spoke
- ☒ Modern
- ☐ Sustainable
- ☐ Transformational
- ☐ Preventative
- ☐ Asset-based
- ☒ Continuous Improvement
- ☒ One size fits one
- ☐ None of the above

A.3 Key Delivery Streams

Key delivery streams addressed in this report:

- ☒ One Council Working with you, for you
- ☐ Preventative and Sustainable
- ☒ Efficient and Modern
- ☐ Innovative and Ambitious
- ☐ None of the above

A.4 Delivering Best Value

Fairness and Equality is a key element in delivering Best Value and delivering on the Public Sector Equalities Duty ensures the Council has a continued focus on Best Value.

A.5 Involving Communities and Other Stakeholders

The equality outcomes within the Midlothian Equality Plan 2021 - 2025 was out for consultation during November/December 2020.

A.6 Impact on Performance and Outcomes

Completion of actions and the meeting of outcomes within these reports will enhance equality, diversity and human rights performance and outcomes.

A.7 Adopting a Preventative Approach

By adopting a pro-active approach to equality, diversity and human rights a preventative approach will be engendered.

A.8 Supporting Sustainable Development

The content of these reports contribute to a sustainable approach to the continuous improvement of equality, diversity and human rights within Midlothian Council.