

**Midlothian Equality Mainstreaming & Outcomes Progress Report 2017 - 2019****Report by: Dr Grace Vickers, Chief Executive****1. Purpose of Report**

The purpose of this report is to advise Council of the publication of the Midlothian Equality Mainstreaming & Outcomes Progress Report 2017 – 2019 as required to meet statutory requirements as set out in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, 2015 and 2016.

**2. Background**

- 2.1** 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 Mainstreaming & Outcomes Progress Report for the period 2017 – 2019.
- 2.2** The Equality Mainstreaming & Outcomes Progress Report provides an update on work undertaken during the period 2017 – 2019 to progress equality, diversity and human rights in both our communities and workplace.
- 2.3** The Equality Mainstreaming & Outcomes Progress Report is 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
- 2.4** The report presented today meets the legal requirements of the Equality legislation as detailed in section 2.1, and supports a positive way forward for the Council, Education Authority and Licensing Board.

### **3 Report Implications**

#### **3.1 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.

#### **3.2 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.

#### **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 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 inequalities in learning outcomes
- Reducing inequalities in health outcomes
- Reducing inequalities in economic circumstance

Equality, diversity and human rights underpin all three priorities.

#### **3.5 Impact on Performance and Outcomes**

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

#### **3.6 Adopting a Preventative Approach**

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

#### **3.7 Involving Communities and Other Stakeholders**

This is a progress report based on the first two-year period of the Equality Plan 2017 – 2021 which was the subject of public consultation in 2017. As such, no further consultation is required for this report.

### **3.8 Ensuring Equalities**

The content of this report relates to best practice and compliance with the Equality Act 2010 and The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, 2015 and 2016. As this is a progress report no separate Integrated Impact Assessment is required.

### **3.9 Supporting Sustainable Development**

The content of this report contributes to a sustainable approach to the continuous improvement of equality, diversity and human rights within Midlothian Council and its communities.

### **3.10 IT Issues**

There are no IT issues arising from this report.

## **4 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 now known as the Fairer Scotland Duty.

## **5 Recommendations**

Council is asked to note the contents of the Midlothian Equality Mainstreaming & Outcomes Progress Report 2017 – 2019.

**Appendices:** **Midlothian Equality Mainstreaming & Outcomes Progress Report 2017 – 2019**

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**Background Papers:** None