

## **Single Equalities Scheme (SES) Progress/Performance Report Q2 12/13**

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

#### **1 Purpose of Report**

- 1.1** This report is to update Performance, Review & Scrutiny on performance/progress against the Council's Single Equality Scheme and Action Plan at the end of Quarter 2, 2012/13.

#### **2 Background**

- 2.1** The Council has a Single Equality Scheme and Action Plan which runs 2010 – 2013. Actions within the Scheme are monitored by the Council's Equality Working Group, joint East & Midlothian Community Planning Equality Forum, Corporate Management Team and Elected Members. Thereafter, this information is made available to the public through publication on the external web-site. Performance against the action plan is presented in Appendix A.

- 2.2** Of the four 2012/13 actions in the report:

1 (20%) is completed  
3 (60%) are on target  
1 (20%) is off target

- 2.3** Finance and HR had advised that they plan to complete SES G08.1 which is off target by the end of October 2012 with the exception of some IT development and testing works. This will ensure that by the end of Quarter 4 (30 April 2013) all actions are complete, (see Appendix A).
- 2.4** In line with the Equality Act 2010 and The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 work is now underway to develop and publish an Equality Outcome Report (2013 – 2017) and Equality Mainstreaming Report (2013 – 2017) by the legal deadline of 30 April 2013.
- 2.5** These draft reports were placed before CMT and approved on 12 November 2012.

#### **3 Report Implications**

##### **3.1 Resource**

The actions contained within the attached performance report have been carefully considered by those responsible for their delivery to ensure they are deliverable within budget. There are no additional resource requirements arising from this report.

### **3.2 Risk**

The Council is required to monitor and report performance against actions in the Single Equality Scheme. This monitoring and reporting process helps us to ensure that the Council is compliant plus in respect of its statutory duties in relation to equalities legislation.

### **3.3 Policy**

#### **Strategy**

Equalities monitoring is a corporate priority and a requirement within the Council's Equalities Policy and Action Plan.

#### **Consultation**

This performance report includes information from a number of council divisions, and the corporate Equality Working Group.

#### **Equalities**

The actions within Appendix A set out how the Council plans to meet its statutory requirements with regard to the Public Sector Equality Duty (see [www.equalityhumanrights.com](http://www.equalityhumanrights.com)) This performance report is not a new policy or practice and so does not require Equality Impact Assessment (EqIA).

#### **Sustainability**

Tracking these actions through the Council's performance management system and reporting it to senior managers and elected members should assist in the sustainability of this work. Further, equality and diversity is integral to sustainability and therefore will underpin all that the Council plans, provides and does.

### **3.4 IT Issues**

There are no IT issues.

## **4 Recommendations**

PRS is asked to consider and approve the Single Equalities Scheme Quarter 2 2012/13 Performance and Progress report.

**Date** 15 November 2012

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**Background Papers:** Nil