

**Midlothian Equality Plan 2017 – 2021 & Midlothian Equality Outcomes & Mainstreaming Progress Reports 2015 – 2017****Report by: Kenneth Lawrie, Chief Executive****1. Purpose of Report**

The purpose of this report is to advise Council of the new Midlothian Equality Plan 2017 – 2021 and Midlothian Equality Outcomes & Mainstreaming Progress Reports 2015 – 2017 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 Plan for the period 2017 – 2021 and Equality Outcomes and Mainstreaming Progress Reports for the period 2015 – 2017.
- 2.2** The Equality Plan sets out a programme of equality, diversity and human rights work for the period 2017 – 2021, with the Equality Outcomes Progress Report and Equality Mainstreaming Progress Report providing an update on work undertaken during the period 2015 – 2017 to progress equality, diversity and human rights in both our communities and workplace.
- 2.3** All three 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
- 2.4** The reports presented today meet the legal requirements of the Equality legislation as detailed in section 2.2, and support 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 the gap in learning outcomes
- Reducing the gap in health outcomes
- Reducing the gap 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 these reports 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**

The Midlothian Equality Plan 2017 – 2021 was out for consultation earlier this year.

### **3.8 Ensuring Equalities**

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.

### **3.9 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.

### **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.

## **5 Recommendations**

Council is asked to note the contents of the Midlothian Equality Plan 2017 – 2021 & Midlothian Equality Outcomes and Mainstreaming Progress Reports 2015 – 2017.

**Appendices:** **Midlothian Equality Plan 2017 – 2021 & Midlothian Equality Outcomes & Mainstreaming Progress Reports 2015 – 2017**

**Date:** **04 August 2017**  
**Report Contact:** **Lesley N Crozier, Equality, Diversity & Human Rights Officer**

**Tel Number:** **0131 271 3658**

**Email:** [lesley.crozier@midlothian.gov.uk](mailto:lesley.crozier@midlothian.gov.uk)

**Background Papers:** **None**