

EQUALITY OUTCOMES



**February
2017**

Working towards a Fairer Highland:

The Highland Council, Highland Education Authority and Highland Licensing Board have revised their Equality Outcomes for the period 2017 - 2021. Over time, these outcomes aim to make a positive contribution to a fairer, more inclusive Highland.

Equality outcomes

WORKING TOWARDS A FAIRER HIGHLAND:

“An equal society recognises people’s different needs, situations and goals, and removes the barriers that limit what people can do and be.”

'The Equalities Review', Communities and Local Government, 2007

Introduction

An equal society is one where people can live free from discrimination and their human rights are promoted and protected, and there is an understanding that:

- equality is an issue for us all
- we don't all start from the same place
- to create a fairer society we need to recognise different needs.

Much has already been achieved but we need to make sure that we continue to improve our work on equality matters.

The Equality Outcomes for the Highland Council, the Highland Education Authority and the Highland Licensing Board support the aims that in Highland:

- People are, and feel, free to live their lives without harassment and discrimination, and can take part in community life
- People benefit from public services in a fairer way and are able to have their say about them
- Staff feel there is an organisational culture where everyone is treated with dignity and respect

Why work towards a Fairer Highland?

Sometimes different groups of people feel they do not get treated equally, and that:

- They do not get the same chances as everyone else.
- It can be hard to be a part of things that happen in their communities.

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- It can be difficult to get work or don't get enough help to do their jobs
 - They do not have the same access to information or services as other people.

Equality law (The Equality Act) protects people from unfair treatment and asks public bodies like the Council to show how they make a positive difference to different groups of people.

This document sets out the revised equality outcomes for the period 2017 – 2021 for the three bodies listed above. These are based on issues that local equality groups have told us are important and describe how we are working towards a Fairer Highland together with our employees, our partner agencies, and our local communities.

Background: The law and our duties

The Equality Act 2010 brings together more than forty years of equality legislation and aims to make Britain a more equal society. It protects many people from unlawful discrimination. It covers “protected characteristics” which include

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

We usually call people covered by the protected characteristics “equality groups”.

The Equality Act 2010 requires that all public bodies take account of the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality
- Foster good relations between different groups

The Act also asks key public bodies to publish a set of equality outcomes

Making a difference: Equality Outcomes

Equality outcomes are simply things that make a difference for equality groups. The difference could be a change in attitudes or how people behave, or it could be improvements to knowledge or skills that result from certain activities. Equality outcomes should be determined according to local need and context. They should lead to improvements in the lives of those who experience prejudice, discrimination and disadvantage in the delivery of services and employment.

Equality outcomes are defined by the Equality and Human Rights Commission as:

- results that you aim to achieve in order to further the 'needs' of the general equality duty
- changes in the lives of people affected by what you do as a consequence of the actions you have taken

The Commissions also stresses what equality outcomes are not; they are not:

- Outputs
- Performing the other specific duties
- Making your services accessible
- About your services or functions

Reasonable steps should be taken to involve people from equality groups in preparing outcomes, and consideration given to relevant evidence...

Highland Council, Education Authority and Licensing Board Equality Outcomes

The Highland Council published its first set of equality outcomes in 2013. These have been reviewed after four years and a revised set of equality outcomes agreed for the period 2017-2021 which covers work across Council Services, the Education Authority and the Highland Licensing Board.

The revised outcomes are attached in Appendix 1 and these build on previous equality work and seek to bring a more focused approach to areas of concern. Over time, the outcomes aim to contribute to a fairer, more inclusive Highland.

The review of our outcomes has taken account of a range of local and national data along with feedback from local equality groups. For example, we have taken

account of national equality priorities including strategies to tackle gender based violence, prejudice-based incidents and increasing diversity in leadership and workforce participation.

No single organisation can affect the life chances of all those affected by prejudice or discrimination. The Council has worked closely with local partners, Highlands and Islands Enterprise and NHS Highland, to develop a number of shared equality outcomes. There are also examples of wider joint activity with national partners such as Police Scotland to address gender-based violence and hate crime.

Reporting progress and review of outcomes

Each proposed outcome will be accompanied by a detailed description of evidence and data gathered; possible measures and associated actions. Regular reports will be made on progress towards meeting the outcomes. Under the equality duties a progress report must be published every two years and the outcomes should be reviewed every 4 years.

For further information or to request this document in an alternative format e.g. large print, Braille, audio or suitable language, please contact contact:

Equal Opportunities

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APPENDIX 1

Highland Council, Highland Education Authority and Highland Licensing Board: Summary of equality outcomes 2017 – 2021

1	Increase diversity in leadership and workforce participation
<p>A revised outcome to address the poorer outcomes and opportunities experienced by some groups. Activities that cover internal workforce (Disability Confident, Women in Management, Stonewall); under-representation in leadership; and employability will contribute to this outcome.</p> <ul style="list-style-type: none"> • This will benefit all protected characteristicsⁱ but with particular focus on Disability, age, gender, LGBT employees • Applies to Highland Council, Education Authority and licensing Board. • A shared outcome with NHS and HIE • PSEDⁱⁱ: eliminate discrimination; advance equality; foster good relations 	
2	Identified groups have improved experiences of accessing services and information
<p>This outcomes aims to improve the experiences of customers with protected characteristics, including disabled people and others with communication support needs. In the past, disabled people have reported that they are more likely to feel that the council is not aware of people's needs. Activities include awareness raising and promoting principles of inclusive communication.</p> <ul style="list-style-type: none"> • This will benefit all protected characteristics but with particular focus on Disability, age, race and ethnicity (including Gypsy/Travellers) • Applies to Highland Council, Education Authority and Licensing Board. A joint outcome with NHS. • PSED: eliminate discrimination; advance equality; foster good relations 	
3	As a Community Planning Partnership, work towards addressing socio-economic disadvantage as set out in the Local Outcome Improvement plan.
<p>This is a new outcome which recognises the focus on inequality within the new Community Planning partnership arrangements. This links to Community Empowerment duties and socio-economic duty in the Equality act to be introduced in Scotland.</p> <ul style="list-style-type: none"> • This would link to disadvantage faced by people with protected characteristics, in particular, disability, age, gender and ethnicity • Proposed outcome would apply to HC, Education. A joint outcome with HIE and NHS, with potential to be adopted by wider Partnership (s) 	
4	People better recognise and understand prejudice-based incidents and hate crimes and feel confident reporting them.
<p>This is an amended outcome which maintains a focus on partnership activities to tackle, and to encourage the reporting of, hate crime generally and also of prejudice based incidents in schools. Includes awareness raising activities such as the promotion of the Hate Free</p>	

	<p>Highland campaign and work with third party reporting organisations and equality groups.</p> <ul style="list-style-type: none"> • This will benefit all protected characteristics • Applies to Highland Council, Education Authority and Licensing Board. A joint outcome with NHS and partnership work with Police Scotland and other partners agencies where appropriate. • PSED: eliminate discrimination; advance equality; foster good relations
5	<p>In Highland, all individuals are equally safe and respected, and women and girls live free from all forms of violence and abuse and the attitudes that help perpetuate it.</p>
	<p>An amended outcome which maintains a focus on gender-based violence and the work of the Violence Against Women Partnership. Continued development and delivery of training and guidance, and refresh of the Violence Against Women strategy.</p> <ul style="list-style-type: none"> • This applies mainly to the protected characteristic of sex but also gender reassignment, race, disability and age. • This applies to Council; Education, Licensing Board. This outcome is shared with NHS, and Police Scotland is a key partner in this work. • PSED: eliminate discrimination; advance equality; foster good relations
6	<p>Children and young people will benefit from improved access to mental health services and support</p>
	<p>A new outcome which recognises that not all children and young people benefit from equitable access to mental health services. Activities include improving systems to improve health outcomes, including mental health and wellbeing, for LAC.</p> <ul style="list-style-type: none"> • This will focus on disability (mental health and learning disability) and Looked After Children • Applies to Highland council and Education. This is a shared outcome with NHS • PSED: eliminate discrimination; advance equality
7	<p>Staff and pupils have a greater awareness of how they can support equality through delivery of curriculum for excellence and wider school approaches following the principles of the Highland Practice Model and SHANNARI.</p>
	<p>This outcome continues and supports work to build equality into work across schools and with education staff. Actions include the roll-out of a new equality and diversity policy across schools and development and delivery of associated training.</p> <ul style="list-style-type: none"> • This will benefit across all protected characteristics. • Applies to the Education Authority • PSED: eliminate discrimination; advance equality; foster good relations
8	<p>Increase the number of young people with protected characteristics leaving school moving into positive and sustained destinations.</p>

	<p>An amended outcome to support aims for Highland's young people to develop skills for work, and to achieve positive destinations. Includes activities aimed at reducing gender segregation and to increase the number of girls moving into science, technology, engineering or maths (STEM).</p> <ul style="list-style-type: none"> • This will have a particular focus on disability and sex • Applies to the Education Authority • PSED: eliminate discrimination; advance equality
9	<p>Reduce attainment and achievement gaps between pupils with protected characteristics</p>
	<p>Supporting aims to improve pupil attainment and improve the performance of pupils, particularly those experiencing poverty and deprivation. Activities to reduce the number of children with Additional Support Needs (ASN) who are not in school full time. Develop staff training around attachment, resilience, and child development.</p> <ul style="list-style-type: none"> • This will have a particular focus on disability, ASN and gender • Applies to the Education Authority • PSED: advance equality
10	<p>We will meet the needs of children and families who have experienced interrupted learning.</p>
	<p>This outcome continues a focus on the needs of Gypsy/Traveller and Roma Children, young carers, children with ASN and children from military families. Activity includes the use of Welcome Pack for Interrupted Learners.</p> <ul style="list-style-type: none"> • This will benefit the protected characteristics of disability, ethnicity, as well as young carers and children from military families. • Applies to Education Authority • PSED: eliminate discrimination; advance equality; foster good relations

ⁱ *Protected characteristics: The protected characteristics in the Equality Act 2010 include: age, disability, gender re-assignment, marriage and civil partnership, pregnancy and marriage, race, religion and belief, sex, and sexual orientation.*

ⁱⁱ *The Public Sector Equality Duty refers to S149 of the Equality act which requires public bodies to give due regard in the exercise of their functions to the need to:*

- *Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act*
- *Advance equality of opportunity between people who share a relevant protected characteristic and those who do not*
- *Foster good relations between people who share a protected characteristic and those who do not.*