

**REPORT TO: POLICY AND RESOURCES COMMITTEE – 22 NOVEMBER 2021**  
**REPORT ON: MAINSTREAMING EQUALITY OUTCOMES ACTION PLAN 2021-2025**  
**REPORT BY: CHIEF EXECUTIVE**  
**REPORT NO: 301-2021**

## **1.0 PURPOSE OF REPORT**

This report presents the Mainstreaming Equality Outcomes Action Plan and associated measures for 2021-25 for approval.

## **2.0 RECOMMENDATIONS**

It is recommended that Committee approves Dundee City Council's Mainstreaming Equality Outcomes Action Plan 2021-25 set out in Appendix 1

## **3.0 FINANCIAL IMPLICATIONS**

None.

## **4.0 BACKGROUND**

- 4.1 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 placed a duty on Dundee City Council and Dundee's Education Authority to publish Mainstreaming Equality reports, report on progress every two years and, every four years, publish a new Mainstreaming Equality report.
- 4.2 The Specific Duties also place a legal requirement on Public Authorities to publish Equality Outcomes and report on progress, every four and two years respectively.
- 4.3 On 26 April 2021, Committee approved the Equalities Mainstreaming Report (Article IV of the meeting of the Policy and Resources Committee of 26 April 2021, Report No. 122-2021 refers). This report highlighted the Council's new Equality Outcomes and remitted the Head of Chief Executive's Services to produce a full Action Plan for approval before the end of the year.

## **5.0 NEW MAINSTREAMING EQUALITIES OUTCOMES FOR 2021-2025**

- 5.1 In developing the Council's new Equality Outcomes and Action Plan and as also highlighted in the recently published Mainstreaming Report, consideration has been given to the advice and guidance documents published by the Equality and Human Rights Commission (Scotland), as well as information and evidence available at a local and national level across the functions of the Dundee City Council. The new outcomes and actions were developed to reflect the lived experience of people in Dundee from protected groups, the impact of Covid-19 and the evolving national policy landscape.
- 5.2 The equality outcomes agreed in April this year were:

**Equality Outcome 1: Ensure that the equality and human rights of residents and employees from protected groups are safeguarded and promoted**

**Equality Outcome 2: Increase opportunities for protected groups to secure Fair Work**

**Equality Outcome 3: Implement community justice services that increase access and protection for people from protected groups**

**Equality Outcome 4: Close the gap in educational attainment experienced by young people from protected groups**

**Equality Outcome 5: Improve access and transportation to places in Dundee**

**Equality Outcome 6: Improve health outcomes by promoting access and equality of service for people with protected characteristics**

**Equality Outcome 7: Reduce the additional social inequalities experienced by people in poverty and in protected groups**

5.3 The attached Action Plan provides full details of each equality outcome, associated activities as well as lead officer and their service area.

5.3 Progress will be co-ordinated by the Corporate Equality and Diversity Steering Group and monitored via the corporate performance reporting system. Reports on the agreed actions and any new and associated guidance will be reviewed by the Council Management team. The next two-year update will be presented to committee in May 2023.

## **6.0 POLICY IMPLICATIONS**

6.1 This report has been subject to an assessment of any impacts on Equality and Diversity, Fairness and Poverty, Environment and Corporate Risk. A copy of the Integrated Impact Assessment is available on the Council's website at [www.dundee.gov.uk/iia](http://www.dundee.gov.uk/iia).

## **7.0 CONSULTATIONS**

The Council Management Team, the Corporate Equalities and Diversity Steering Group, relevant Senior Council Officers and third sector partners have been consulted in the preparation of this report.

## **8.0 BACKGROUND PAPERS**

None

GREGORY COLGAN  
CHIEF EXECUTIVE

NOVEMBER 2021

## DUNDEE CITY COUNCIL: 2021-2025 EQUALITY OUTCOMES ACTION PLAN

## APPENDIX 1

### Equality Outcome 1: Ensure that the equality and human rights of residents and employees from protected groups are safeguarded and promoted

Intermediate Equality Outcomes	Actions	Due Date	Service Area(s)/Lead Officer(s)
1.1 The Council will have fuller and more accurate equality data relating to staff and service users	Consider implications of new Scottish Government guidance for public bodies on the collection and publication of data on sex, race and gender	31 December 2021	Corporate Services Head of People
	Review and update data monitoring systems (Resourcelink) to record changes to equalities definitions ensuring they are consistent with Scottish Census Information	31 December 2021	Head of People
	Undertake internal staff campaign to encourage data disclosure	31 March 2022	Head of People
1.2 Pay gaps relating to Gender, Disability and Race will be reduced	Review and update the Council's Flexible Working Policy to ensure inclusivity following the pandemic	31 March 2022	Corporate Services Head of People
	Develop and adopt more hybrid approaches in the workplace	31 March 2022	Head of People
	Contribute to national benchmarking recording for Gender, Disability and Race	31 March 2024	Head of People
	Adopt the Scottish government toolkit for Race Equality in the Workplace	31 March 2024	Head of People
	Refresh the People Policy Framework to reflect Equality Outcomes	31 December 2022	Head of People
	Develop and implement employee engagement related to gender, disability and race	30 September 2022	Head of People

1.3 Recruitment & Retention practices will have increased diversity	Review application and advertisements/recruitment drives to ensure we attract diversity in recruitment	31 December 2022	Corporate Services Head of People
	Review Recruitment for Young People and support with employability skills/Assessment Centre methodology.	30 June 2022	Head of People
1.4 Staff Training & Development	Council employees will be trained to level 3 in Trauma Informed practice	31 March 2023	Corporate Services Head of People
	Implement targeted development programmes supporting women to apply for more senior roles	31 December 2023	
	Encourage more diverse uptake in leadership programmes by developing an information pack for managers	31 December 2023	
1.5 Residents will be supported to engage with our officers and services in a way that meets their needs	Seek to provide; where possible all visiting Council Offices with necessary equipment (tablet/smart mobile phones), to allow easy access to interpreting services (Language Line/BSL video interpreting)	31 March 2025	Corporate Services  Customer Services Manager
	Increase availability of information for BSL Users	31 March 2025	Customer Services Manager
1.6 Our staff and elected members will be supported to increase their knowledge and understanding of Equality & Human Rights issues and their duties as required by legislation	Develop and deliver a new Equalities & Human Rights eLearning module & training programme and Framework for Elected Members	31 December 2021	Chief Executives Services Community Planning Team L&OD Corporate Services
	Review & revise new Equalities & Human Rights eLearning module & training programme and Framework for Elected Members as appropriate	31 March 2025	Learning & OD Adviser/Equalities & Fairness Officer/Community Planning Manager

	<p>Develop and deliver new Equalities &amp; Human Rights based eLearning module and internal staff training programme</p> <p>Deliver Senior Leadership Equalities training and Development.</p> <p>Review and enhance equalities training for all staff</p> <p>Strengthen and promote the work of the Equalities Strategic Planning Group</p> <p>Participate in and contribute to the work of the Scottish Council for Equality Networks</p>	<p>31 March 2022</p> <p>31 March 2022</p> <p>31 March 2023</p> <p>31 March 2023</p> <p>31 March 2025</p>	<p>Equalities &amp; Fairness Officer</p> <p>Equalities &amp; Fairness Officer</p> <p>Learning &amp; OD Adviser/Equalities &amp; Fairness Officer/Community Planning Manager</p> <p>Community Planning Manager</p> <p>Equalities &amp; Fairness Officer</p>
1.7 Our Impact Assessment Process is fit for purpose and meets our legal requirements	<p>Carry out a review of current (IIA) process and complete a benchmarking exercise</p> <p>Create a new IIA Pre-Screening Tool and re-develop current Toolkit &amp; Guidance based on findings</p> <p>Develop and deliver a training programme for relevant staff on how to use the tools and provision of support and guidance to officers and elected members as required</p>	<p>31 December 2021</p> <p>31 December 2021</p> <p>31 March 2022</p>	<p>Chief Executives Services</p> <p>Community Planning Manager/Senior Community Planning Officer/Equalities &amp; Fairness Officer</p>
1.8 Those with protected characteristics and lived experience are involved in the development and delivery of our community planning work.	<p>Develop engagement strategy and calendar of events to promote and facilitate engagement with community organisations</p> <p>Inclusion of targeted equality articles in Dundee Partnership Bulletin</p>	<p>31 December 2021</p> <p>31 March 2025</p>	<p>Chief Executives Services Equalities &amp; Fairness Officer</p> <p>Senior Community Planning Officer</p>

<p>1.9 The needs of our Gypsy/Travellers' Community will be met through ensuring that our sites are well maintained, managed, and meet standards set by the Scottish Government as well as through a programme of targeted engagement with the community.</p>	<p>Undertake further consultation with Gypsy/Traveller communities to discuss site &amp; other improvements Develop and carry out appropriate engagement activities with the Gypsy/Traveller community to ensure their needs are met through service provision</p>	31 March 2025	Neighbourhood Services - Gypsy/Traveller Liaison Officer
	<p>Participate in Scottish Government &amp; COSLA national and local Gypsy/Traveller policy &amp; strategy, development initiatives and consultations</p>	31 March 2025	Gypsy/Traveller Liaison Officer
<p>1.10 Provision of support to Refugee Communities that meets their needs</p>	<p>Continue to support the work of the Humanitarian Protection Programme.</p>	31 March 2025	Head of Housing & Communities
	<p>Community Learning &amp; Development will use Home Office data to target those who would benefit from engaging with services protecting and securing their human rights</p>	31 March 2025 - Ongoing	Neighbourhood Services – Service Manager, Housing & Communities

## Equality Outcome 2: Increase opportunities for protected groups to secure Fair Work

Intermediate Equality Outcomes	Actions	Due Date	Service Area(s)/Lead Officer(s)
2.1 Increase wage levels and Scottish Living Wage Accreditation for protected groups	Engage with local employers to promote 'Dundee as a Living Wage City' and highlight the benefits of them being an Accredited Living Wage Employer	31 March 2025	Chief Executives Service Community Planning Manager
	Increase Scottish Living Wage Accreditation across Dundee through promotional activities	31 March 2025	Community Planning Manager
	Strengthen the role and remit of the Dundee Living Wage Action Group with focus on hospitality, tech and social care industries	31 March 2022	Community Planning Manager
2.2 Increase learning, skills, and employment opportunities for people with protected characteristics	Work with Employability Service Providers and Employers to improve knowledge of protected groups, available support and best practice	31 March 2025	City Development Principal Officer, Employability Partnership & Strategy
	Deliver the Discover Work Employer Recruitment Incentive, creating inclusive employment opportunities for those furthest from the labour market	31 March 2023	Principal Officer, Employability Partnership & Strategy
	Expand specialist employability services to support those with protected characteristics	31 March 2025	Principal Officer, Employability Partnership & Strategy
2.3 Reduce persistent and rising levels of unemployment and underemployment for people from protected groups	Improve local employability services funded by the Parental Employment Support Fund	31 March 2023	City Development Principal Officer, Employability Partnership & Strategy
	Improve and simplify access to employability services through the emergence of No One Left Behind	31 March 2025	Principal Officer, Employability Partnership & Strategy

### Equality Outcome 3: Implement community justice services that increase access and protection for people from protected groups

Intermediate Equality Outcomes	Actions	Due Date	Service Area(s)/Lead Officer(s)
<p>3.1 Our Children &amp; Families Services will ensure children &amp; young people's views and requirements are central to development and delivery of local services</p>	<p>Implement Phase 1 of Trauma Informed Practice Framework</p>	<p>01 June 2022</p>	<p>Education Manager (ASN, Educational Psychology &amp; Inclusion)</p>
	<p>Implement counselling in schools and Community Mental Health and Wellbeing Support Services.</p>	<p>December 2023</p>	<p>Education Manager (ASN, Educational Psychology &amp; Inclusion)</p>
	<p>Implement Our Promise for Care Experienced Children, Young People and Care Leavers 2021-23.</p>	<p>30 June 2022</p>	<p>Head of Service, Children and Community Justice Service</p>
	<p>Coordinate health and social care provision within the new Community Custody Unit and work with partners across the system on Covid-19 recovery.</p>	<p>30 June 2022</p>	<p>Head of Service, Children's and Community Justice Service</p>
	<p>Support GIRFEC Delivery Group to Launch, Implement, &amp; Review GIRFEC across the city and closely involve service areas/teams in strategic planning of Children &amp; Families Services.</p>	<p>31 August 2023</p>	<p>Education Officer, Children and Families Service</p>
	<p>Work with partners, children and young people and parents/carers on co-designing Children &amp; Families services which matter to local communities.</p>	<p>30 June 2022</p>	<p>Education Officer, Children and Families Service</p>
<p>3.2 Promote the work of our Violence Against Women Partnership (VAWP) and implement learning into future service delivery &amp; practice.</p>	<p>Produce communications materials to increase Public Understanding of the nature, causes and impact of violence against women groups.</p>	<p>31 March 2025</p>	<p>Senior Officer, Violence Against Women Partnership (VAWP)</p>
	<p>Deliver/signpost high-quality professional development/learning/training on gender</p>	<p>31 March 2025</p>	<p>Senior Officer, Violence Against Women Partnership (VAWP)</p>



	<p>equality and VAWG; in particular, training that focuses on women facing multiple discrimination, including women living with income inequality, BME women and LBT women</p> <p>Review, support and resource sustainable local specialist VAWG services in order to allow those services to continue to engage in local strategic primary prevention work in a meaningful way</p> <p>Engage with the Gendered Services Project to ensure community justice approaches use a gendered lens that understands the connections between women's offending and their experiences of VAWG.</p>	<p>31 March 2025</p> <p>31 March 2025</p>	<p>Senior Officer, Violence Against Women Partnership (VAWP)</p> <p>Senior Officer, Violence Against Women Partnership (VAWP)</p>
3.3 Regular review and monitoring of recently developed Domestic Abuse Policy	Ongoing review and updating of Domestic Abuse policy & procedures	31 March 2025	Neighbourhood Services – Housing Head of Housing and Communities
3.4 Review and consult on current Housing Allocations Policy	Consult with key equality groups on current Housing Allocations Policy & report to Committee and agree next steps	31 December 2022	Neighbourhood Services – Housing Head of Housing and Communities

**Equality Outcome 4: Close the gap in educational attainment experienced by young people from protected groups**

<b>Intermediate Equality Outcomes</b>	<b>Actions</b>	<b>Due Date</b>	<b>Service Area(s)/Lead Officer(s)</b>
<p>4.1 - Children and young people will not experience discrimination, harassment, or victimisation in our education establishments</p>	<p>Ensure there is a reduction in the number/rate of bullying incidents which are perceived to be motivated by a protected characteristic.</p>	<p>31 December 2023</p>	<p>Children &amp; Family Service – Education</p>
	<p>Implement policy and practice which supports the development of friendships and support structures for young people including Nurture Approaches Framework for all nurseries and schools; Emotional Health &amp; Wellbeing Strategy; AIM for Schools provision for young people experiencing anxiety</p>	<p>31 December 2023</p>	<p>Education Manager (ASN, Educational Psychology &amp; Inclusion)</p>
	<p>Raise awareness of the value of the diversity of difference – and specific needs – of pupils in our education establishments who have a protected characteristic</p>	<p>31 December 2022</p>	<p>Education Manager (ASN, Educational Psychology &amp; Inclusion)</p>
	<p>Prevent and challenge discrimination through a planned progressive Personal Social Education/Health &amp; Wellbeing Programme and Inter-Disciplinary Learning.</p>	<p>31 December 2022</p>	<p>Education Manager (ASN, Educational Psychology &amp; Inclusion)</p>
<p>4.2 - Children and young people will experience equality of opportunity when accessing education</p>	<p>Remove barriers for children and young people who may be vulnerable and require reasonable adjustments to enable their full access to education, e.g. use of ICT and specialist equipment; inclusive pedagogy; more diverse senior phase pathways.</p>	<p>31 December 2022</p>	<p>Children &amp; Family Service – Education</p>

	<p>Deliver the aims of the National Improvement Framework across all nurseries and schools through Every Dundee Learner Matters, with regard to closing the Equity gap for children and young people who experience inequalities, including those who are care experienced and those with complex needs.</p>	31 December 2022	Education Manager (ASN, Educational Psychology & Inclusion)
	<p>Provide an accessible environment in all schools to meet diverse learning and communication needs</p>	31 December 2023	Education Manager (ASN, Educational Psychology & Inclusion)
	<p>Implement Transitions Strategy with Arc Scotland</p>	31 March 2022	Senior Service Manager, Children's and Community Justice Service
	<p>Implement Our Promise and Corporate Parenting Strategy Outcomes</p>	31 December 2023	Head of Service, Children's and Community Justice Service
4.3 - Children and young people will experience a sense of inclusion, belonging and participation	<p>Increase the inclusion for disabled children in local community groups.</p>	31 March 2025	Children & Family Services – Education
	<p>Enable families to access support through the Family Support Framework including support services for community mental health and wellbeing</p>	31 March 2022	Education Manager (ASN, Educational Psychology & Inclusion)
	<p>Focus Community Learning &amp; Development Youth Work activities on the needs of the most vulnerable within communities</p>	31 March 2025	Neighbourhood Services CLD Manager
	<p>Strengthen Community Learning &amp; Development Partners' collaborative approach to addressing agreed shared priorities, particularly around</p>	31 March 2025	CLD Manager

	COVID recovery (mental health & wellbeing; Learning Loss; Transition Work and Young Carers)		
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### Equality Outcome 5: Improve access and transportation to places in Dundee

Intermediate Equality Outcomes	Actions	Due Date	Service Area(s)/Lead Officer(s)
5.1 Improve access, safety, and experience for all visitors to Dundee City Council Buildings	Move towards all public Council buildings using the 'Welcome' app by Neatebox.	31 March 2025	Corporate Services Customer Services Manager
	Make all public Council buildings a 'Safe Place', through implementation of the National 'Keep Safe Programme'	31 March 2025	Customer Services Manager
	Appropriate front-line staff will participate in disability awareness training through the Keep Safe Training Programme.	31 March 2025	Customer Services Manager
5.2 Improve the availability of accessible information of Dundee Venues	Work in Partnership with AccessAble to provide and promote detailed information to work out if a place is going to be accessible to someone based on their individual needs	31 March 2022	Chief Executives Services Equalities & Fairness Officer
	Strengthen relationship with local organisations who can provide additional support and guidance on accessibility issues (including Dundee Access Group and Deaf Links)	31 March 2025	Equalities & Fairness Officer
5.3 Communities in the city and in particular older people and adults with disabilities/restricted mobility have accessible and sustainable transport solutions	Re-focus the work of the Dundee Transport Forum and expand membership to include representation from equality groups.	30 June 2022	City Development Senior Transport Officer, Parking & Sustainable Transport
	Monitor and consult with equality group members on the impact of current and future transport provision through the Dundee Transport Forum	31 March 2025	Senior Transport Officer, Parking & Sustainable Transport

	Establish and participate in a new Bus Service Improvement Partnership for Dundee/Tayside	31 March 2023	Team Leader, Parking & Sustainable Transport
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**Equality Outcome 7: Reduce the additional social inequalities experienced by people in poverty and in protected groups**

Intermediate Outcomes	Actions	Due Date	Service Area(s)/Lead Officer(s)
<p>7.1 We will develop a targeted approach to support protected groups to tackle poverty and reduce social inequalities</p>	<p>Use SIMD data to target &amp; prioritise partnership work</p>	<p>31 December 2021</p>	<p>Chief Executives Services, Neighbourhood &amp; Corporate Services</p>
	<p>Use the findings of Engage Dundee 2021 as well as other engagement work to target our work</p>	<p>31 December 2022</p>	<p>CLD Manager, Community Partnerships</p>
	<p>Target work to the most disadvantaged communities including focused local fairness initiatives in Linlathen and Stobswell West</p>	<p>31 March 2023</p>	<p>CLD Manager, Community Partnerships</p>
	<p>Utilise data gathered by our Customers Services &amp; IT service to identify priority target groups for future work relating to income maximisation</p>	<p>31 March 2022</p>	<p>Customer Services &amp; IT – Senior Manager - Council Advice Services</p>
	<p>Adopt more effective and supportive ways of communicating with clients/tenants about money matters and debt</p>	<p>31 March 2023</p>	<p>Customer Services &amp; IT – Senior Manager - Council Advice Services</p>
<p>7.2 Our staff and partners will be supported to increase their knowledge and understanding of poverty and other social inequalities and its unequal impact on equality groups.</p>	<p>Build equality activities, impacts and actions into the delivery of the Fairness Action Plan and Child Poverty Reporting</p>	<p>31 March 2025</p>	<p>Chief Executives Services Community Planning Manager &amp; Equalities &amp; Fairness Officer's</p>
	<p>Re-develop and deliver Poverty and sensitivity Training to relevant staff and partner organisations; who support equalities mainstreaming work.</p>	<p>31 March 2025</p>	<p>Health &amp; Social Care Partnership &amp; Chief Executives Service Community Health Inequalities Manager &amp; Equalities &amp; Fairness Officer's</p>



<p>7.3 Provision of Equality Grant Funding to Local Community Groups supporting those with protected characteristics</p>	<p>Re-focus and target Equality &amp; Diversity Grant Funding to support local community groups; that can assist us to mainstream our equalities work</p>	<p>31 December 2021</p>	<p>Chief Executives Service  Community Planning Manager &amp; Equalities &amp; Fairness Officer</p>
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