

---

**Report to: Clackmannanshire Council**

---

**Date of Meeting: 9 March 2017**

---

**Subject: Equalities Mainstream Outcomes Report 2017/21**

---

**Report by: Head of Strategy & Customer Services**

---

## **1.0 Purpose**

- 1.1 The purpose of this report is to seek Council approval for the Equalities Mainstream Outcomes Report for 2017/21, which is required no later than 30 April 2017. The report also includes information on: our progress in delivering the Equality Outcomes 2013/17 agreed by Council in 2013; and, information on the Gender Pay Gap for employees.

## **2.0 Recommendations**

- 2.1. It is recommended that Council:
- 2.1.1. notes the information provided on progress against the Equality Outcomes 2013/17 and the Gender Pay Gap information for employees.
- 2.1.2. approves a new set of Equality Mainstream Outcomes for 2017/21 as set out in Appendix 1.

## **3.0 Considerations**

- 3.1. The public sector Equality Duty was created by the Equality Act 2010. The Act aims to give people protection against discrimination and sets out the responsibilities placed on listed authorities. The Act aims to 'integrate considerations of the advancement of equality into the day-to-day business of all bodies subject to the duty'.
- 3.2. The Public Sector Equality Duty, also known as the General Duty, has three parts which must be complied with. It requires public bodies to have due regard, in the exercise of our functions, to the need to:
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act because of any of the protected characteristics;
  - Advance equality of opportunity between people who share a protected characteristic and those who do not share it;
  - Foster good relations between people who share a protected characteristic and people who not share it.

- 3.3. The Act covers 9 protected characteristics – Disability; Age; Pregnancy and Maternity; Race; Religion or Belief; Gender; Sexual Orientation; Gender Reassignment and Marriage/Civil Partnership.
- 3.4. The Scottish Government has introduced a set of specific equality duties to support the better performance of the general duty by public bodies (The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012). These specific duties came into force in May 2012. These duties include requirements to:
- Publish a set of equality outcomes every 4 years (Mainstream Report) with the next required not later than 30<sup>th</sup> April 2017;
  - Report on progress made to achieve previous outcomes set out in the Mainstream Report every 2 years with the next required no later than 30<sup>th</sup> April 2017.
- 3.5 Listed public bodies are also required to:
- Assess and review policies and practices
  - Gather and use employee information
  - Publish gender pay gap information
  - Publish an equal pay statement
  - Consider award criteria and conditions in relation to public procurement.
- 3.6 The report identifies a number of areas of progress in Mainstreaming Equality and Diversity in Clackmannanshire between 2013/17. These have included;
- A programme of training for Service Managers and Team Leaders on Equality and Diversity through the Council's Leadership and Development Programme;
  - A revised EQIA process was implemented in 2015 and training provided for key employees;
  - Development and implementation of an Equality and Diversity e-learning course.
  - Replacement of our '2 ticks' compliance status with compliance in Disability Confident scheme.
  - Continuing promotion information for our staff and local communities on key events, including the annual 16 Days of Action campaign; Forth Valley Pink Heritage day, International Women's Day, and Mental Health Awareness Week.
  - Support for a number of initiatives for employees under Healthy Working Lives such as activities around Mental Health Awareness Week in May 2016, including information for employees and relaxation workshops.
- 3.7 The report identifies a set of new outcomes for mainstreaming Equality and Diversity over 2017/21. These outcomes and actions have been developed through engagement with a wide range of stakeholders, review of local information and

evidence and review of Equality and Diversity policy and good practice. There are 6 outcomes identified in the report;

- Access to services will be improved by better understanding about the challenges facing different groups and our response to their requirements.
- People in Clackmannanshire will feel safe.
- The gap between educational attainment of those with protected characteristics and those without is reduced.
- People in Clackmannanshire will have improved physical and mental wellbeing and will experience fewer health inequalities.
- Our organisation values and respects our employees and involves all equally in improving our services.
- We will work with our partners to reduce poverty and the impact of poverty on protected groups in Clackmannanshire.

#### 4.0 Conclusions

This report presents the Equalities Mainstream Outcomes Report for 2017/21 which is provided at Appendix 1. The report also outlines information on progress made in delivering against the Equality Outcomes 2013/17 agreed by Council in 2013, and information on the Gender Pay Gap for employees.

4.1. Resource Implications

4.2. *There are no direct financial implications arising from the report.*

4.3. *There are no staffing implications arising from the report.*

#### 5.0 Exempt Reports

5.1. Is this report exempt? Yes  (please detail the reasons for exemption below)  
No

#### 7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) **Our Priorities** (Please double click on the check box )

The area has a positive image and attracts people and businesses	<input type="checkbox"/>
Our communities are more cohesive and inclusive	<input checked="" type="checkbox"/>
People are better skilled, trained and ready for learning and employment	<input checked="" type="checkbox"/>
Our communities are safer	<input checked="" type="checkbox"/>
Vulnerable people and families are supported	<input checked="" type="checkbox"/>
Substance misuse and its effects are reduced	<input type="checkbox"/>
Health is improving and health inequalities are reducing	<input checked="" type="checkbox"/>
The environment is protected and enhanced for all	<input type="checkbox"/>

The Council is effective, efficient and recognised for excellence

(2) **Council Policies** (Please detail)

**8.0 Equalities Impact**

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations? Yes   
No

**9.0 Legality**

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

**10.0 Appendices**

Appendix 1 Mainstreaming Equality and Diversity in Clackmannanshire in 2017-21

**11.0 Background Papers**

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)  
Yes  (please list the documents below) No

Is Scotland Fairer? The State of Equality and Human Rights 2015

**Author(s)**

NAME	DESIGNATION	TEL NO / EXTENSION
Cherie Jarvie	Strategy and Performance Manager	2365

**Approved by**

NAME	DESIGNATION	SIGNATURE
Stuart Crickmar	Head of Strategy and Customer Services	Signed: S Crickmar
Garry Dallas	Executive Director	Signed: G Dallas































































































