



## **REPORT TO EDUCATION AND CHILDREN'S SERVICES COMMITTEE– 23 MARCH 2017**

### **EQUALITIES MAINSTREAMING AND OUTCOMES REPORT**

#### **1 Recommendations**

**The Committee is recommended to:**

- 1.1 Delegate to the Director of Education and Children's Services the power to approve the Equalities Mainstreaming and Outcomes report ('The Report') by 30 April 2017 on behalf of the Education Authority, following consultation with the Chair and Vice Chair of the Education and Children's Services Committee and the main opposition spokesperson.**

#### **2 Background / Discussion**

- 2.1 In order to meet its legislative obligations, the council, the Education Authority and the three Aberdeenshire Licensing Boards must separately report on the following by 30 April 2017:-
  - progress in making equalities integral to its activities
  - progress in respect of The Equality Outcomes 2013 – 2017
  - set new equality outcomes for the next four years.
- 2.2 The Report is due to be considered by Full Council on 27 April 2017 and by the Licensing Boards prior to 30 April 2017. Although good progress is being made in the preparation of The Report, it is not complete and ready for consideration at today's meeting. Thereafter the next committee meeting is scheduled for 8 June 2017, which is after the legal deadline.
- 2.3 Advice has been sought from Legal and Governance, and in order to meet the deadline and accord with the requirements of the Scheme of Governance, the proposal is to seek delegation to the Director of Education and Children's Services to approve The Report on behalf of the Education Authority, following consultation with the Chair and Vice Chair of the Committee and the main opposition's spokesperson, by 30 April 2017. Officers will, however, provide an oral update to this Committee.
- 2.4 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and their comments are incorporated within the report and are satisfied that the report complies with the Scheme of Governance and relevant legislation.

#### **3 Scheme of Governance**

- 3.1 The Committee is able to consider and take a decision on this item in terms of Section E.1.1.b of the List of Committee Powers in Part 2A of the Scheme of Governance as the Committee that has full powers to decide on all policy issues and resource matters relating to Education functions which have not

been reserved to the Full Council or specifically delegated to any other Committee or the Council.

#### **4 Equalities, Staffing and Financial Implications**

4.1 An Equality Impact Assessment has been carried out as part of the development of the proposals set out above. It is included as Appendix 1 and there are positive impacts in respect of all protected characteristics.

4.2 There are no staffing and financial implications.

**Maria Walker**

**Director of Education and Children's Services and Chair of the Equalities Strategy Board**

Report prepared by Caroline Tough, Strategic Policy Leader (Community Engagement and Equalities)  
Date 22 February 2017



**EQUALITY IMPACT ASSESSMENT**

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	BUSINESS SERVICES
Section	POLICY, PERFORMANCE AND IMPROVEMENT (COMMUNITY ENGAGEMENT AND EQUALITIES)
Title of the activity etc.	REPORT TO EDUCATION AND CHILDREN’S SERVICES COMMITTEE ON THE APPROVAL OF THE EQUALITIES MAINSTREAMING AND OUTCOMES REPORT
Aims of the activity	<p>The Mainstreaming report and Equality Outcomes are legal requirements under The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. To comply with the regulations, the Council, the Education Authority and the three Aberdeenshire Licensing Boards must report on both by 30 April 2017.</p> <p>The Report is due to be considered by Full Council on 27 April 2017 and by the Licensing Boards prior to 30 April 2017. Although good progress is being made in the preparation of The Report, it is not complete and ready for consideration at the Education and Children’s Services Committee meeting on 23<sup>rd</sup> March. Thereafter the next committee meeting is scheduled for 8 June 2017, which is after the legal deadline.</p> <p>Delegation of the power to approve the Equalities Mainstreaming and Outcomes report (‘The Report’) is sought to the Director of Education and Children’s Services on behalf of the Education Authority would allow to meet a 30 April 2017 deadline.</p>
Author(s) & Title(s)	Magdalena Bereza, Policy Officer (Community Engagement and Equalities), Caroline Tough Strategic Team Leader (Community Engagement and Equalities)
Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Staff survey of employees of Aberdeenshire Council, Aberdeenshire Licensing Authority, the three Licensing Boards together and The Aberdeenshire Health and Social Care Partnership between July and August 2016

<p>Internal consultation with staff and other services affected.</p>	<p>Staff surveys which was carried out in 2015 and 2016 Feedback and views were sought from the following entities within Aberdeenshire:</p> <ul style="list-style-type: none"> <li>• Each Directorate</li> <li>• Every Area Manager</li> <li>• The three Licensing Boards</li> <li>• The Equalities Team</li> </ul> <p>Legal and Governance were consulted with in relation to the issue of delegation of power in relation to the approval of the Equalities Mainstreaming and Outcomes Report</p>
<p>External consultation (partner organisations, community groups, and councils).</p>	<p>Comprehensive surveys which were carried out in 2016 as follows:</p> <ul style="list-style-type: none"> <li>• Residents survey through the Citizen’s Panel in May 2016</li> <li>• Residents survey through The Equalities Community Survey between 23 July to 21 August 2016</li> </ul>
<p>External data (census, available statistics).</p>	<p>N/A</p>
<p>Other (general information as appropriate).</p>	<p>At six monthly intervals, since April 2013, progress reports, including case studies from each Service have been reported to the Policy and Resources Committee.</p> <ul style="list-style-type: none"> <li>• At two monthly intervals progress has been considered at meetings of the Equalities and Human Rights Group.</li> <li>• Every quarter, progress has been considered by the Equalities and Human Rights Strategy Board.</li> </ul> <p>Analysis of the evidence base took place and was considered by:-</p> <ul style="list-style-type: none"> <li>• The Corporate Equalities and Human Rights Group on 21 September 2016</li> <li>• An extended Corporate Equalities Group and Human Rights Workshop (including Elected Members Equalities Champions and Chairs of the Licensing Boards) on 25 October 2016</li> <li>• The Equalities Strategy Board on 8 December 2016</li> </ul>

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	N/A

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.				
	Positive	Negative	Neutral	Unknown
Age – Younger	Yes			
Age – Older	Yes			
Disability	Yes			
Race – (includes Gypsy Travellers)	Yes			
Religion or Belief	Yes			
Gender – male/female	Yes			
Pregnancy and maternity	Yes			
Sexual orientation – (includes Lesbian/ Gay/Bisexual)	Yes			
Gender reassignment – (includes Transgender)	Yes			
Marriage and Civil Partnership	Yes			

Stage 6: What are the positive and negative impacts?		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	<p><b>All protected characteristics</b></p> <p>Having an integrated equalities across all structures within the Council, Education Authority and Licensing Boards will contribute to informing decisions and lead to an improvement in service provision</p>	
	<p><b>All protected characteristics</b></p> <p>Employees understanding of equality issues will increase which is turn will enhance our service delivery to residents.</p>	
	<p><b>Race – (includes Gypsy Travellers)</b></p> <p>Raising awareness of the Gypsy/Traveller communities will help to reduce barriers to their acceptance by settled communities and support community cohesion</p>	
	<p><b>Gender reassignment – (includes Transgender)</b></p> <p>Increasing an understanding of the needs of individuals in relation to gender reassignment and those who will have experienced prejudice or discrimination as a result of gender will allow to measurably reduce the levels of prejudice and discrimination towards the LGBT community assignment or sexual orientation</p>	
	<p><b>All protected characteristics</b></p> <p>A better understanding of employees who are experiencing poor mental health will contribute to better measures of support in the workplace.</p>	

	Addressing barriers to employability will help to improve employment prospects for those people with a disability and learning difficulties	
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**Stage 7: Have any of the affected groups been consulted?**

If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	<p>Three comprehensive surveys which were carried out in 2016 as follows:</p> <ul style="list-style-type: none"> <li>• Residents through the Citizen’s Panel in May 2016</li> <li>• Residents, through The Equalities Community Survey between 23 July to 21 August 2016</li> <li>• Staff survey of employees of Aberdeenshire Council, Aberdeenshire Licensing Authority, the three Licensing Boards together and The Aberdeenshire Health and Social Care Partnership between July and August 2016</li> </ul>
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**Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?**

These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale

**Stage 9: What steps can be taken to promote good relations between various groups?**

These should be included in the action plan.	Details of the work undertaken to promote good relations between various groups are in relation to the Mainstreaming & Outcomes Report that is currently in draft.
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Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

The Equality Mainstreaming & Outcomes Report 2017-21 will set out the Council's commitment to advancing equality of opportunity both as an employer and provider of services.

Stage 11: What equality monitoring arrangements will be put in place?

These should be included in any action plan (for example customer satisfaction questionnaires).

Consideration is being given to work that will be undertaken by the Corporate Equalities Group and the Equalities Strategy Boards and the HR&OD Service to monitor progress against the Outcomes set out in the Mainstreaming & Outcomes Report

Stage 12: What is the outcome of the Assessment?

Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	The aim of this report is to ensure the Council complies with the duties set out in the equality legislation. This will have a positive impact on all employees, Councillors and the community through improved and considered decision making.	
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	N/A	
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen
	N/A	

\* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

N/A



Stage 14: Sign off and authorisation.				
Sign off and authorisation.	1) Service and Team	Community Engagement and Equalities Team, Policy Performance and Improvement, Business Services		
	2) Title of Policy/Activity	(if appropriate)		
	3) <b>Authors:</b> I/We have completed the equality impact assessment for this policy/activity.	Name: Magdalena Bereza Position: Policy Officer (Community Engagement and Equalities) Date: 10/03/2017 Signature:	Name: Caroline Tough Position: Strategic Team Leader (Community Engagement and Equalities) Date: 10 /03/2017 Signature:	
		Name: Position: Date: Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Date:		
	5) Authorisation by Director or Head of Service	Name: Position: Date:	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.			Date:
	7) EIA author sends a copy of the finalised form to: eia@abdnshire			Date:
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:	

