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# Presentation to Audit Committee: Equalities Principles

## Business Strategy Engagement & Equalities

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Engagement & Equalities)

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# Overview

- Engagement & Equalities team
- Legislation
  - The Equality Act 2010
  - Fairer Scotland Duty 2018
  - Children & Young People (Scotland) Act 2014
  - UNCRC Incorporation (Scotland) Bill Your duties as an Elected Member
- Impact Assessing
- Next steps



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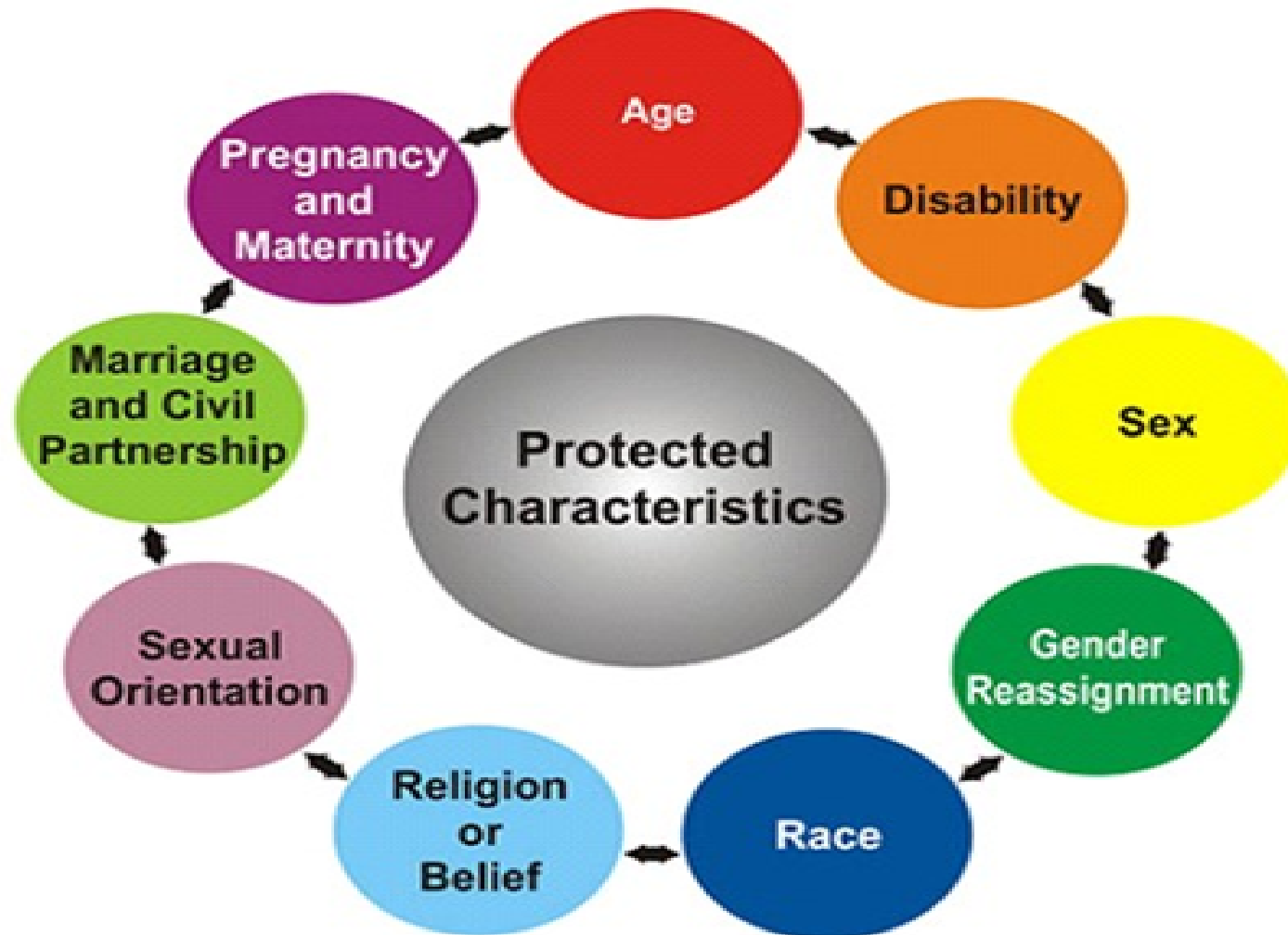


## Engagement & Equalities team

- Development of Equality Outcomes
- Provide support for
  - Services through Service Equality Champions
  - Elected Member Equality Champions
  - the Equality & Human Rights Strategy Board
- Development of the Integrated Impact Assessment tool
- Supporting diversity & inclusion across the Council



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# Legislation: Equality Act 2010

The general equality duty requires public authorities to have regard to the need to:

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity between those who have protected characteristics and those who don't, and
3. Foster good relations between those who have protected characteristics and those who don't.



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## Legislation: Fairer Scotland Duty 2018

- Places a legal responsibility on particular public bodies in Scotland to actively consider (pay due regard to) how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions
- Impact on socio-economic inequalities due to
  - low income
  - low wealth
  - material deprivation
  - area deprivation
  - socio-economic background



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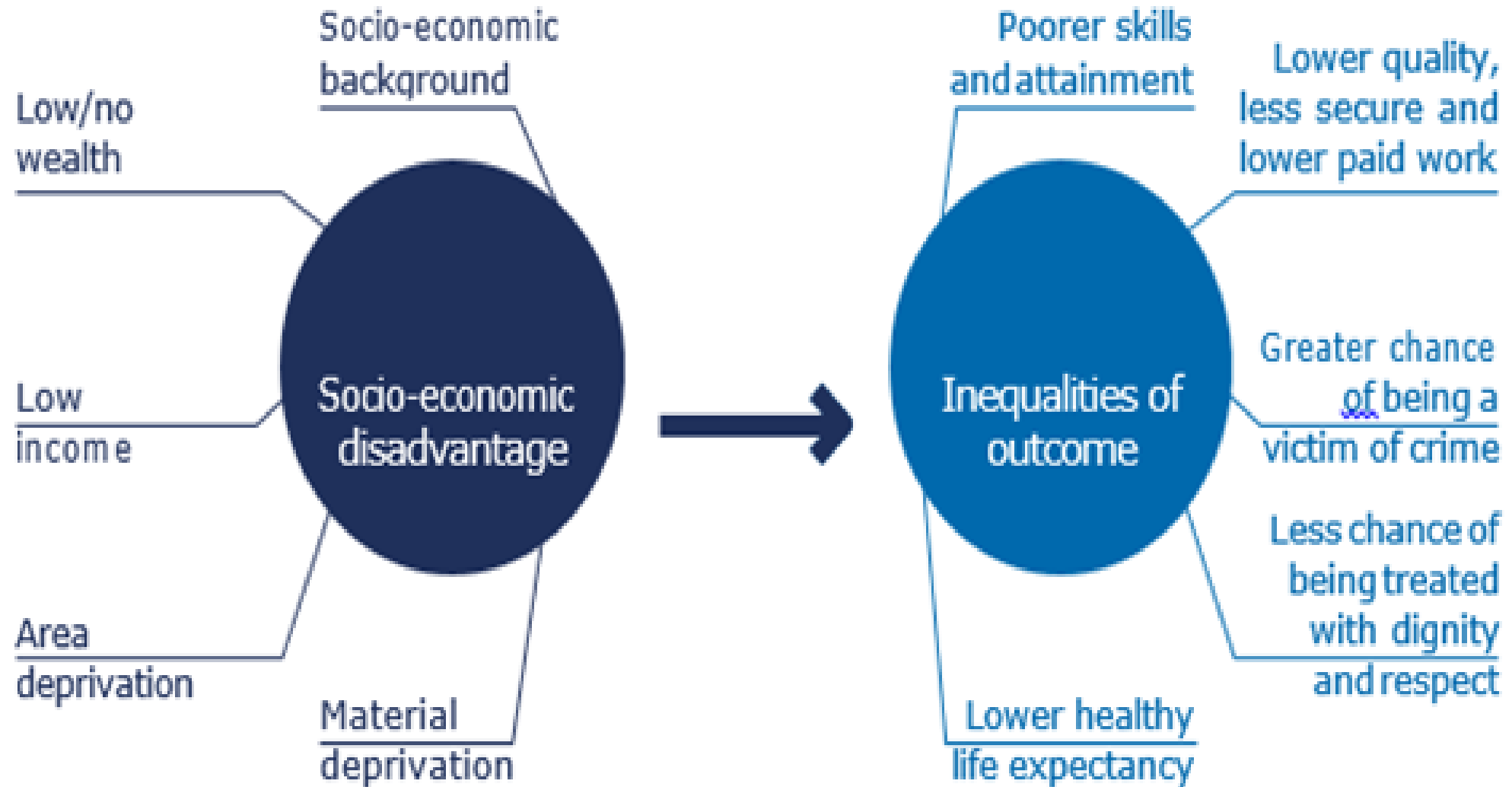


## Legislation: Fairer Scotland Duty

- Place: on specific vulnerable areas or communities (Scottish Index of Multiple Deprivation, regeneration, rural) e.g. housing, transport
- Pocket: household resources, (Income, benefits, outgoings) ability to access a service
- Prospect: people's life chances e.g. access to, or ability to access: employment, training, services (such as council or health) or support



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## Legislation: Children & Young People

- Children & Young People (Scotland) Act 2014
- UNCRC Incorporation (Scotland) Bill aims to ensure children's rights are protected in the law in Scotland. Public authorities are legally required to respect and protect children's rights in all the work that they do.



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## Your duties as an Elected Member

- Championing equality within the Council, undertaking a scrutiny role to ensure that equality considerations are included in the decision making and governance of the council
- Making equality informed decisions which shape the policies and practices of the council
- Ensuring you have sufficient information to satisfy the legal requirement to pay 'due regard' to equality and Fairer Scotland Duty
- Consider Children's Rights in all decisions



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## Equality Impact Assessments (EIA)

- Fairer Scotland Duty assessment undertaken alongside the EIA process since October 2019
- Helps to ensure the needs of people are taken into account during development and implementation of new policy or service or when a change is made to a current policy or service
- Assesses the impact of our activities and/or policies on people with protected characteristics & facing socio–economic disadvantage against the public sector equality duty (PSED)
- Meets our legal duties in terms of Equality and reducing inequalities of outcome



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## Next Steps

- Integrated Impact Assessment Tool launched 1 April 2021
- Rolling out training and developing module for ALDO
- Consult on Equality Outcomes for 2021-2025 prior to consideration by Full Council in September
- Review roles of Equality Champions