

## REPORT TO ABERDEENSHIRE COUNCIL – 23 SEPTEMBER 2021

### EQUALITY MAINSTREAMING AND OUTCOMES REPORT 2021

#### **1 Reason for Report**

- 1.1 Full Council is recommended to consider the progress made towards meeting the Public Sector Equality Duty and to approve new Equality Outcomes for the next four years.

#### **2 Recommendations**

**Full Council is recommended to:**

- 2.1 Consider and comment on the progress made towards meeting the Public Sector Equality Duty as set out in the Equality Mainstreaming and Outcomes Report 2021 attached as Appendix 1 to this report;**
- 2.2 Consider and comment on the progress made towards achieving the Equality Outcomes 2017 – 2021 detailed in Appendix 1;**
- 2.3 Note the feedback from Committees detailed in Appendix 2; and**
- 2.4 Approve the Equality Outcomes 2021-2025 set out at paragraph 4.5.6 of this report.**

#### **3 Purpose and Decision-Making Route**

- 3.1 The Equality Act 2010 sets out the public sector general equality duty that requires public authorities to pay due regard to the need to eliminate unlawful discrimination, victimisation and harassment; advance equality of opportunity; and foster good relations.
- 3.2 The Scottish Government introduced specific duties for Scottish public authorities, to enable better performance of the public sector equality duty. One of these specific duties requires the Council to publish a set of Equality Outcomes by 30 April every four years and publish progress towards the outcomes every two years.
- 3.3 This report presents the Council's third set of Equality Outcomes, which build on the existing set and establish some new priorities. These outcomes are not meant to encompass all the work the Council does to reduce social inequality in Aberdeenshire. Instead, they reflect what are considered to be the priorities.

#### **4 Discussion**

- 4.1 It is widely acknowledged that the impacts of the coronavirus pandemic are significant and unequal. This is both from the effects of contracting COVID-19

and the restrictions and lockdown measures required to control the spread of the virus. The impacts of COVID-19 have compounded existing inequalities with many protected groups experiencing increased risk from health impacts, mental health and economic disadvantage. Some examples from the Scottish Government's research into COVID-19 impact on equalities has identified that 'disabled people were significantly more likely to experience loneliness and social isolation before the pandemic, and many disabled people have been worried about becoming acutely isolated at this time'.

- 4.2 Tackling these issues will be challenging but there is an opportunity as part of recovery and renewal to tackle many inequalities and by including them in our Equality Outcomes it will ensure that equalities are at the forefront of any goals. Equality and poverty will be considered as part of Aberdeenshire's recovery strategy and specific actions identified to measure the new equality outcomes for 2021 to 2025.

### **4.3 Equality Outcomes 2017 – 2021 - progress**

- 4.3.1 The Equality Outcomes 2017 – 2021 were agreed by Full Council on [27 April 2017](#) and an update on progress was provided to Full Council on [26 September 2019](#).

- 4.3.2 Since 2019 and throughout the Covid-19 pandemic, a significant amount of work has been undertaken across the Council to mainstream equalities and to work towards the Equality Outcomes 2017-2021. Key areas of progress to highlight include development of the Aberdeenshire New Scots Integration Strategy; review of the work of the GIRFEC Children with a Disability Thematic Group informed through engagement; Foundation Apprenticeships tailoring promotion of and participation in opportunities to different groups; the Homelessness service LGBT Charter Award work; and development of an Equalities Across Recruitment factsheet to provide guidance to managers on equalities considerations when recruiting.

- 4.3.3 The progress towards the Equality Outcomes 2017-2021 is highlighted in Appendix 1.

### **4.4 Mainstreaming the Equality Duty – progress**

- 4.4.1 The Council continues to ensure that equality is considered across the organisation in its approach to service delivery and planning.
- 4.4.2 The Equalities work within Aberdeenshire is designed to support, embed and promote the equalities agenda throughout Aberdeenshire. There are several elements to the structure including the Equality & Human Rights Strategy Board which reflects services at a senior level and provides direction through a Council wide approach to equalities. This is supported by a network of officer and elected member equality champions and also through the work of the Engagement & Equalities Team based within Business Strategy.

4.4.3 Key developments in terms of mainstreaming equalities include the development of the Integrated Impact Assessment tool, an online tool which supports services with assessing the potential impact of proposed new policies, activities, changes to services on people with protected characteristics, people facing socio-economic disadvantage, children & young people etc. The Council's approach to Prejudice and Discrimination reporting is monitored and reviewed by the Equalities & Human Rights Strategy Board. Prejudice and Discrimination incidents within schools are recorded through the Bullying & Harassment Module within SEEMiS in line with other Scottish Local Authorities. Equalities are actively considered by all services during the budget setting process assessing the impact on proposed service changes and the cumulative impact across service on people with protected characteristics and those facing socio-economic disadvantage.

#### 4.5 Equality Outcomes 2021 – 2025

4.5.1 Outcomes are the changes or effects that result from an action the Council has taken. Specifically, an Equality Outcome should achieve one or more of the following: eliminate discrimination, advance equality of opportunity, or foster good relations. Equality Outcomes must be evidence-based and authorities should take reasonable steps to involve people who share a relevant protected characteristic and people who represent the interests of those people.

4.5.2 The following stages outline the approach taken to develop the draft Equality Outcomes: In addition to the overall consultation work there was some targeted consultation with young people and with Council staff to support developing outcomes related to Education and Aberdeenshire Council as an employer.

Evidence Review	Collecting research and data to form a database of evidence to establish our baseline of facts, figures and key issues.
Equality Community Survey	An <a href="#">online survey</a> was published in February 2021.
Equalities Citizen's Panel Survey	A series of questions was published in the March 2021 Citizen's Panel which was distributed to 1,100 panel members. The panel is broadly representative of Aberdeenshire population. Around 300 responses were received.
Community Conversations	15 community conversations have been hosted through existing networks or online through Microsoft Teams during March and April. These conversations have involved people representing the majority of the nine protected characteristics and aimed to understand individuals' lived experience.
Consultation with British Sign Language users	A small number of conversations took place with BSL users within Aberdeenshire. These were facilitated locally by a colleague who uses BSL.
<a href="#">Aberdeenshire Voices on the Pandemic</a>	A report from CLD which captures feedback from less heard voices outlining their experiences of Covid.

EHRC Event	Participation in the Equality and Human Rights event for Local Authorities. This event focused on aiding Local Authorities to identify and tackle the most significant and persistent inequalities.
Pupils	Local Voices groups, Pupil Participation Forum, Youth Forums (x2)
Parents	Local Voices groups, Lived Experience Forum (Tackling Poverty & Inequalities)

4.5.3 There were consistent themes that emerged through the research and consultation. These were:

- in general, the themes of the existing outcomes continue to be a priority but some adjustments are required to make them more specific to particular groups and to incorporate recommended targeted actions to improve the effectiveness of our work
- improve the measurement of outcomes so that we are more able to demonstrate the impact of the work instead of volume
- involvement of groups in service design from the earliest stage
- commit to the principles of [Inclusive Communication](#)
- improved communication both internally and with partners about the work being done, sharing best practice and learning
- partnership working and utilising specialist knowledge of equality organisations

4.5.4 The above presents only a brief summary of the feedback generated through the outcome development process. The Engagement & Equalities team will be happy to provide more detailed feedback from the various stages of engagement and consultation upon request. Please email [equalities@aberdeenshire.gov.uk](mailto:equalities@aberdeenshire.gov.uk) for further information.

4.5.5 Six proposed outcomes have been identified based on evidence gathered through research, from the Council Plan and strategic priorities, Directorate plans, Community Impact Assessment 2020 and engagement activity with our communities. The key actions to progress and measure the impact of these outcomes have begun to be identified and further work will continue with services to develop this. The proposed outcomes link to council priorities and the Public Sector Equality Duty. The evidence to support them as an outcome and key actions and measurements are detailed in Appendix 1.

4.5.6

Aberdeenshire Council Proposed Equality Outcomes 2021-25	
1	Disabled people have an improved experience in accessing services that meet their needs through more regular and systematic involvement in design of service delivery across the Council.
2	Service users, particularly those who face barriers through disability and language, are provided with accessible information on services provided by the Council, and are supported to access these digitally where appropriate

Aberdeenshire Council Proposed Equality Outcomes 2021-25	
3	In Aberdeenshire people have opportunities to fulfil their potential throughout life
4	Aberdeenshire Council as an employer create a fair and inclusive place to work where differences between people are celebrated and barriers are reduced for women, disabled people, minority ethnic people and young people
5	An increased proportion of women, black and minority ethnic people, younger people, disabled people and LGBTI+ are supported to enter employment or training.
6	LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to; <ul style="list-style-type: none"> <li>• prevent hate crime</li> <li>• encourage people to report hate crime when it happens</li> <li>• improve service responses to victims</li> </ul>

4.5.7 The outcomes for 2021- 2025 build on the work of the previous outcomes. Through extensive engagement and research the new outcomes will set the focus for the council for the next four years, taking account of the work achieved to date.

4.5.8 The six proposed equality outcomes were formally consulted on from during June and July 2021 and amendments have been made to the outcomes as a result of feedback received. The consultation responses may be viewed [here](#).

#### 4.6 Aberdeenshire Council Workforce Profile and Occupational Segregation

4.6.1 Aberdeenshire Council’s [Equal Pay statement, gender pay gap](#) (for teaching and non-teaching staff) and the occupation segregation analysis are published on the council’s website.

4.6.2 Information on the composition of the [Council’s workforce](#) (teaching and non-teaching) and on the recruitment, development and retention of employees with respect to relevant protected characteristics is summarised and published on the council’s website.

### 5 Council Priorities, Implications and Risk

5.1 This report helps deliver the Strategic Priorities “Education & Health & Wellbeing” within the Pillar “Our People” and “Resilient Communities” within the Pillar “Our Environment”. The review of progress the Council has made towards mainstreaming the Public Sector Equality Duty and in working towards the Equality Outcomes for 2017 – 2021 helps the council to meet its requirements under the Equality Act 2010. The development of Equality Outcomes for 2021 – 2025 also ensure the Council meets the duties within the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

5.2 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed.

Subject	Yes	No	N/A
Financial		x	
Staffing		x	
Equalities	x		
Fairer Scotland Duty	x		
Town Centre First		x	
Sustainability		x	
Children and Young People's Rights and Wellbeing	x		

- 5.3 An integrated impact assessment (IIA) is attached as Appendix 2. Positive impacts have been identified as the equality outcomes are designed to make a positive difference to people with protected characteristics in Aberdeenshire.
- 5.4 Staff within all services are committed to furthering activity in support of equality and this is considered as part of the wider staff implications and embedded in day-to-day activity. There are no financial implications.
- 5.5 The following Risks have been identified as relevant to this matter on a Corporate Level:
- ACORP002 – Changes in government policy, legislation and regulation:
- ACORP006 – Reputation management (including social media):
- 5.6 The following Risks have been identified as relevant to this matter on a Strategic level
- BSSR002 - Communities are confident, resilient and inclusive. Individuals feel secure and in control of their circumstances.

## 6 Scheme of Governance

- 6.1 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and had no comments to make and are satisfied that the report complies with the Scheme of Governance and relevant legislation.
- 6.2 The Committee is able to consider and take a decision on this item in terms of Section A.5.1 of the List of Committee Powers in Part 2A of the Scheme of Governance as full council has full powers to decide on all policy issues and resource matters relating to corporate functions

**RITCHIE JOHNSON, DIRECTOR OF BUSINESS SERVICES**

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Date: 8 September 2021

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- Appendix 1: Aberdeenshire's Equality Mainstreaming and Outcomes Report 2021
- Appendix 2: Feedback from Committees, Aberdeenshire Licensing Board and  
Aberdeenshire Gypsy/Traveller Subcommittee
- Appendix 3: Integrated Impact Assessment

**APPENDIX 1**  
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**Aberdeenshire Education Authority**  
**Aberdeenshire Licensing Board**  
**Equality Mainstreaming and Outcomes Report 2021**

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## Part A: Mainstreaming Equality at Aberdeenshire Council: Progress Report

### 1 Introduction

In Aberdeenshire, our second set of Equality Outcomes was agreed in 2017, and a progress report published in 2019. In the subsequent two years the Council has had to radically adapt its service provision due to the Covid-19 pandemic.

In light of the pandemic, the Council agreed new Strategic Priorities in July 2020. The Council Plan was agreed in September 2020 and the first iteration of Directorate and Area Plans were agreed in the first quarter of 2021.

### 2 Background and Context

The Equality Act 2010 became law on 1 October 2010 and replaced previous anti-discrimination laws with a single Act. It simplified the law into a single source and ensures that everyone who is protected under law from discrimination, harassment or victimisation is afforded the same level of protection. The Equality Act introduced the concept of nine protected characteristics (PCs), namely

- Age
- Disability
- Race
- Religion or Belief
- Sex
- Pregnancy and Maternity
- Sexual Orientation
- Gender Reassignment
- Marriage and Civil Partnership

The Act introduced the public sector equality duty which came into force in April 2011. It requires public authorities in the exercise of their functions to have due regard to the need to

1. eliminate discrimination, harassment and victimisation and any other conduct that is prohibited under the Act;
2. advance equality of opportunity between those who share a relevant protected characteristic and those who do not share it; and
3. foster good relations between those who share a relevant protected characteristic and those who do not share it

The Scottish Government introduced a set of specific equality duties to support the better performance of the general duty by public bodies. The specific duties place a statutory duty on the Council to:

- report progress on mainstreaming the equality duty
- publish equality outcomes and report progress
- assess and review policies and practices
- gather and use employment information

- publish gender pay gap information
- publish an equal pay statement
- consider award criteria and conditions in relation to public procurement and
- publish in a manner that is accessible

The focus of this report is on the progress the Council has made in mainstreaming the equality duty, as well as gathering and using the employment information in relation to equality.

### 3 Aberdeenshire

In 2019, Aberdeenshire had the 6<sup>th</sup> highest population in Scotland (261,210). Between 1998 and 2019, the population increased by 15.5% - the 4<sup>th</sup> highest percentage change out of 32 council areas. To put it in context, Scotland’s population rose by 7.5%. The 65 to 74 age group saw the largest percentage increase (+72.3%) in Aberdeenshire (Source: [Aberdeenshire Strategic Assessment 2020](#)).

Between 2020 and 2041 Aberdeenshire is projected to have a significant population increase of 7.2% - the fifth highest in Scotland and above the overall Scottish growth rate. All age groups are expected to increase however the older age groups are projected to increase at a greater rate.

These changes present significant challenges for the shape and delivery of our public services and the resources required to deliver them. In particular, while most older people do not require formal support, as people live longer, we know from experience that they are likely to develop health conditions which become complex and, as a consequence, require a growing reliance on local services.

The equality profile of Aberdeenshire is as follows:

Protected characteristic	Aberdeenshire profile
<b>Age</b>	The pensionable age group is projected to increase by over 28.7% with the 75+ age group rising by over 94%. Aberdeenshire’s child population is expected to decrease by approximately 5,649 by 2043 to 43,384 (based on 2018 figures). That equates to an 11.5% decrease, which is slightly greater than the 10.5% decrease for Scotland as a whole (Source: <a href="#">Aberdeenshire Strategic Assessment 2020</a> ).
<b>Religion or Belief</b>	The proportion of adults declaring that they don’t have a religion has remained similar since 2015, reported as 55% in 2018. There has been a decrease in the proportion reporting 'Church of Scotland', to 22% in 2018. There has been a marked increase in the proportion declaring themselves as 'Other Christian', up to 20% in 2018 (Source: <a href="#">Scottish Household Survey 2018 data</a> ).
<b>Marriage and civil partnership</b>	56% of adults in Aberdeenshire were married or in a civil partnership, 29% were single, 10% were divorced or separated, and 5% were widowed or bereaved (Source: <a href="#">Scottish Household Survey 2018 data</a> ).
<b>Race</b>	98.6% of Aberdeenshire’s residents identified themselves as White, 1.2% identified as Asian, Asian British or Asian Scottish,

Protected characteristic	Aberdeenshire profile
	and 0.2% as another ethnic group. (Source: <a href="#">Scottish Household Survey 2018 data</a> ).
<b>Disability</b>	6.3% of Aberdeenshire’s population had a long-term health problem or disability. 26.9% of the population had one or more health conditions. (Source: Census 2011). In 2018, the Scottish Household Survey reported 2% of respondents declared themselves as permanently sick or disabled.
<b>Pregnancy and maternity</b>	In 2018, there were 2,697 births in Aberdeenshire; this was an increase of 1.4% from 2017 (Source: <a href="#">Aberdeenshire Strategic Assessment 2020</a> ).
<b>Sex</b>	In 2019, the resident population in Aberdeenshire consisted of 129,900 males and 131,300 females. From that, 141,800 were economically active (85.6% of males and 75.9% of females)
<b>Sexual orientation</b>	98.5% respondents to the Scottish Household Survey in 2018 identified themselves as Heterosexual/Straight and 1.2% as Gay/Lesbian; 0.2% refused to disclose. (Source: <a href="#">Scottish Household Survey 2018 data</a> ).
<b>Gender reassignment</b>	No data available at this time.

## 4 Leadership & Governance

### 4.1 Council Plan

Aberdeenshire Council approved a revised Council Plan in [October 2020](#) which covers the period from 2020 to 2022. In the years since the previous plan was implemented there were a range of issues which caused a shift across Aberdeenshire, not least the COVID-19 pandemic. As a result, the plan was re-drawn.

The plan is centred around three pillars, Our People, Our Environment and Our Economy. Under those sit strategic priorities and are supported by directorate and area plans. This means everyone understands their part in the delivery of the new priorities and what we can do to help make a difference.

Underpinning the Priorities are a number of key principles. They are: right people, right places, right time; responsible finances; climate and sustainability; Community Planning Partnership Local Outcome Improvement Plans; human rights and public protection; tackling poverty and inequalities; digital infrastructure and economy.

## 5 Directorate and Area Plans

Directorate Plans translate higher level priorities into Directorate level actions. These plans also outline how each service area will deliver on key functions including national regulatory benchmarking requirements. Directorate Plans help the development of Team Delivery Plans so

that teams and individuals understand how they contribute to and are responsible for achieving the Council's strategic priorities.

Progress in relation to Directorate plan priorities is reported to Policy Committees twice yearly.

Area Plans reflect the needs and priorities of the area and its communities and link directly to projects and initiatives planned and delivered by services. The focus of Area Plans is the delivery of Directorate Plans at an area level; they provide a clear performance and scrutiny framework. The plans capture the synergies and relationship with Directorate Plans.

## **6 Impact of Covid-19**

It is clear that the impact of the Covid-19 crisis has impacted on equality across several key domains: health, economic, education, safety and security, social and wellbeing, housing, digital, and environmental. With the UK having now withdrawn from the EU, the report takes recognition of all these factors and how the Council has worked to support our communities and deal with this and the Covid-19 impacts.

It is also now clear from emerging evidence that the impacts of the Covid-19 crisis arising from the direct and indirect effects of contracting the illness, as well as the lockdown measures put in place to control spread of the virus, are significant and unequal. While the pandemic and lockdown initially resulted in a twin public health and economic crisis, its effects transcend far beyond health and economics, with some impacts potentially having long term consequences.

The Council mobilised to respond to the Covid-19 pandemic in March 2020, with a focus on delivering safe and effective services for those most at risk in our communities. The nature of the pandemic required a swift and proactive response, comprising a number of workstreams to ensure that people in the community were kept safe. Examples of vital work undertaken within this response included: establishing the Grampian Coronavirus Assistance Hub, the development of a staff mobilisation application to create additional community and social care capacity, community testing, ensuring provision of personal protective equipment, maintaining a sufficient workforce to support the delivery of core services and revising local operating and management arrangements.

## **7 Fairer Scotland Duty**

The Fairer Scotland Duty, introduced in April 2018, places a duty on certain public bodies in Scotland to consider how to reduce inequalities of outcome caused by socioeconomic disadvantage. In practice it means ensuring that the decisions taken for an authority are informed by consideration of socio-economic disadvantage in the local area and the inequalities of outcome experienced by those living in socio-economic disadvantage.

The duty is not only an important means of tackling socio-economic inequality, but its effective implementation will also underpin wider local strategies and obligations including the Community Empowerment (Scotland) Act 2015 (regarding tackling inequality), the Child Poverty (Scotland) Act 2017, the Human Rights Act 1998 and the Public Sector Equality Duty (arising from the Equality Act 2010), as well as the National Performance Framework Outcomes.

The Child Poverty Scotland Act 2017 places a duty on health boards and local authorities to work to reduce child poverty and produce joint annual Local Child Poverty Action Reports.

These duties, along with the Public Sector Equality Duty and Human Rights Act 1998 must underpin recovery and renewal across Scotland.

While we have all been affected by the Covid-19 Pandemic, we know that for some groups, the social, economic and health harms caused by both the virus and associated lockdown measures, will be greater, and that this could have a profound and long-lasting impact, exacerbating already existing inequalities in our communities. The pandemic is likely to drive more individuals and families into poverty and we have already seen significant increases in the unemployment rate and in the number of people applying for Universal Credit.

Understanding these impacts is crucial to the development of our future work programme in relation to poverty. Consequently, while during 2020/21 we continued to progress the essential activity which we have already identified (the [Reducing Poverty LOIP](#)) in relation to poverty and in particular child poverty, we have taken an opportunity to reset and recalibrate our partnership activity, to take account of the impact of the pandemic on our children and families.

This partnership approach will build on the initial Covid-19 response, recovery and renewal work that has already been taken forward by our partners, and the emerging renewal themes, in particular relating to economic recovery and the wellbeing of our communities.

In relation to the financial drivers of poverty, our aspiration in emerging from this crisis must be to build a strong local economy which supports fair work and tackles inequality.

It is important that we take time to understand the particular impact of Covid-19 on our most vulnerable children, families and equality groups and to this end a comprehensive local community impact assessment of the pandemic has been taken forward across our community planning partnership, the findings of which was presented to Elected Members of Aberdeenshire Council in September 2020. Phase 2 of our community impact assessment is currently published for responses, with more targeted work being undertaken to reach seldom heard groups who were under-represented in the previous assessment.

### **Case study 1**

#### **Local Voices – Lived Experience Forum**

The Lived Experience Forum was formed in 2019 and comprises 20 parents and 40 school age children from across Aberdeenshire. All are from households with an annual income of less than £15,000. The families are from a range of different backgrounds including the travelling community, lone parents, households with an adult or child who has a disability, those that have experienced domestic violence and those with English as an additional language (EAL). A small percentage of the parents in the forum are not in work, training or volunteering. The views from the forum have challenged the way that Council services are delivered, contributed to continuous improvement practice and the development of training and awareness tools.

A Poverty Engagement Worker has been appointed to work with, and support, families to participate in the forum. One member said “*..the worker has been the most supportive person. She has listened and advised, contacted agencies and appropriate charities on my behalf.*”

During the pandemic local voices have been used as a sounding board and the voice of reason for

services that were being redesigned quickly and the forum has provided an opportunity for families to express their worries, views and experiences relevant to them.

They asked for direct payment to be given to families who were entitled to free school meals. This was put in place within two weeks of lockdown ensuring 100% of uptake of this entitlement.

Additional engagement has been carried out through social media. During February 2021, the page set up to support this project had 167-page likes; the promoted posts reached 6,755 people, with post engagement by 1,728 families.

## **8 Mainstreaming Equality in Service Provision**

Mainstreaming the equality duty is an organisational responsibility. Leadership and employee awareness are central to its success.

### **8.1 Equality Champions and service development**

The Council has developed leads for Violence Against Women & Girls, Gypsy/Travellers, Syrian Refugees

### **8.2 Equality and Human Rights Strategy Board**

The Equalities Strategy Board (EHRSB) is made up of senior employees who have been nominated to represent their relevant council Service and trade union representation. Membership reflects the broad range of services provided by the council and the need for a council-wide approach to equalities. The Board provides direction to ensure Aberdeenshire's ability to comply with The Equality Act 2010 and The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The Board effectively communicates to Service Management Teams the ongoing work of the EHRSB and the CEHRG and highlights the key equalities messages and actions that require to be implemented by Services. The EHRSB meets on a quarterly basis and is chaired by the Director of Education and Children's Services, who in turn reports to the Chief Executive.

### **8.3 Service Champions**

Approximately 40 service champions have been nominated across the Council, Education Authority and Licensing Board. Their role is to support the mainstreaming of equalities by assisting staff when completing Integrated Impact Assessments. The role of Equality Champions is currently being reviewed to support the mainstreaming of equality across the Council.

### **8.4 Elected Member Equality Champions**

Nine elected member equality champions who act as a point of contact for any equality related queries which elected members may have. One of the elected member equality champions supports the Aberdeenshire Licensing Board. The role of the elected member champions is to encourage discussion on equality when attending meetings, committees and conferences; to help champion equalities within the local community and with external bodies and partners; to take part in discussions about setting equality outcomes; to represent the council on equality issues during

the Best Value Audit and to promote campaigns and articles, as appropriate. Examples of involvement by Elected Members Champions are demonstrated in the following case studies.

### **Case study 2**

Holocaust Memorial Day takes place every year on January 27 to mark the liberation of Auschwitz, the largest concentration camp. The day remembers the six million Jews murdered during the Holocaust in the Second World War and the millions of people killed under Nazi persecution, as well as subsequent genocides in Cambodia, Bosnia and Darfur.

The council has previously marked the day with different events, including services at Woodhill House or in local libraries. This year (2021), we published a [video](#) in which Aberdeenshire Council Leader Councillor Andy Kille and Councillor Ross Cassie were joined by two former Westhill Academy pupils who shared their personal experiences of visiting Auschwitz.

Aberdeenshire Libraries also supported the day via their website and social media channels, including a presentation and further reading to about the Holocaust and genocides.

This year, the theme for Holocaust Memorial Day was 'Be the light in the darkness'; a call to action for everyone supporting HMD to consider the different types of darkness that still exist in society today and the different measures we can take to be the light against it.

Everyone marking the day was encouraged to light a candle in memory of all those who were murdered in the Holocaust, under Nazi persecution and in genocides in Cambodia, Rwanda, Bosnia and Darfur.

## **8.5 Integrated Assessment (IIA) Impact**

The council has recently launched an online Integrated Impact Assessment tool which ensures that policies and strategies are assessed in line with the general and specific duties as well as impacts relating to climate change, children's rights and Fairer Scotland Duty. The system allows IIAs to be tracked, updated and quality assessed. The system also allows for a summary of the IIA to be published onto the Council's website.

To support the rollout of the new online IIA Toolkit, a training package was developed in-house and is being rolled out to all employees involved in undertaking IIAs.

An awareness session on the new IIA Toolkit was also delivered to our Elected Members to ensure that not only were they aware of their responsibility in relation to decision making, but also how the toolkit has been designed, how to complete the IIA and where they can access the information.

## **8.6 Prejudice and Discrimination Reporting (PDR)**

The Prejudice and Discrimination Report can be used to report behaviour such as, but not restricted to: offensive language, threatening behaviour, physical violence, abusive text messages, emails or comments on social media, spreading rumours, being ignored or excluded, having belongings stolen or damaged, based on having one or more of the protected characteristics.



























































































































































