

WEST DUNBARTONSHIRE COUNCIL**Report by Strategic Lead – Communications, Culture & Communities****Corporate Service Committee: 22 May 2019**

Subject: Equality Outcomes & Mainstreaming Report 2017-2021 – Progress**1 Purpose**

- 1.1** This report provides members with a midterm progress report on delivery of the Equality Outcomes and Mainstreaming Report for 2017-2021 approved in April 2017.

2 Recommendations

- 2.1** It is recommended that members:

- Note progress made in delivery of the Equality Outcomes over the period 2017-19

3 Background

- 3.1** Since 2013 the Equality & Human Rights Commission (EHRC) has required public bodies to develop and publish a range of equality outcomes which support delivery of duties in line with the Equality Act 2010. West Dunbartonshire Council published its first Equality Outcomes and mainstreaming report in April 2013, covering the period 2013-2017.
- 3.2** Delivery of the outcomes and supporting activity is managed through the Strategic Delivery plans in each service area, and the overall position and progress monitored through the Councillor chaired Equality & Diversity Working Group (EDWG).
- 3.3** EHRC requires that all public bodies under this duty publish a set of Equality Outcomes at least every 4 years. West Dunbartonshire Council, along with many other Public Bodies, approved and publish its second Equality Outcomes and Mainstreaming Report in April 2017. In addition, we are required to prepare and publish a progress report at the mid point of the 4-year plan.
- 3.4** Council services have been fully involved in the development of the progress report and have offered advice and evidence of progress emerging action areas. Work has also been undertaken through the West Dunbartonshire Equality Forum, a partnership group involving community organisations with a focus on equalities, to identify actions, evidence of progress and priorities for future years.

4 Main Issues

- 4.1** As can be seen from the progress report attached as appendix 1 to this report, good progress has been made in delivery of the 2017-2021 Equality Outcomes. The Council has committed to delivering a strong focus on leadership and raising awareness through mainstreaming activities such as events in support of Black History Month, LGBT history month and International Women's Day. Our strong partnership with and support of West Dunbartonshire Equality Forum allows for robust consultation by the Council and partner agencies to be undertaken through with a range of equality focused groups.
- 4.2** The progress report sets out the context for delivery and the commitments made by Council through our Equality Statement. As can be seen from the detail of the report, there has been a focus on mainstreaming equalities through both employee development and implementation of new/revised policies.
- 4.3** Work on delivery of the eight equality outcomes adopted for 2017-21 is summarised in the report, with a focus on both case studies and key achievements. During the first two years of the plan positive progress has been made across all areas, however there is a recognition that there is more work to be done to delivery on the ambitions described in the 2017 report.
- 4.4** Over the remaining two years of the current plan, work will progress on increasing diversity in our workforce and ensuring equity in this respect. This relates to the workforce overall, although there will be a specific focus on disability and recruitment.
- 4.5** Reducing occupational segregation remains a challenge, although positive partnership working is underway which focuses on the role of education and community in changing commonly held views on gender traditional roles.
- 4.6** In addition further work will be done to increase digital inclusion and offer a range of mechanisms to increase involvement of under represented groups. This links to wider work underway in the organisation around empowerment of our citizens.
- 4.7** Finally, work is progressing in those equality outcomes specific to education. As can be seen from the progress report, progress has been made in relation to identity based bullying and reducing attainment gaps. Further work is planned in these areas, to be delivered over the remainder of the current plan.
- 4.8** Each Equality Outcome is supported by performance indicators, which provide detail on performance over time. A performance scorecard for the current suite of Equality outcomes is attached as appendix 2 to this report.

5 People Implications

- 5.1** There are no people implications resulting directly from this report. Work to implement the plan is carried out by the services themselves as part of regular activity.

6 Financial & Procurement Implications

- 6.1** There are no direct financial implications associated with this report.

7 Risk Analysis

- 7.1** This report demonstrates that the Council has robust processes in place to plan and to manage and improve performance in relation to outcomes delivery across all protected characteristics. Failure to develop equality outcomes and supporting activity would be a significant risk.

8 Equalities Impact Assessment (EIA)

- 8.1** An EIA is not required as this report details progress of an existing plan which was subject to a full impact assessment.

9 Consultation

- 9.1** All strategic service areas have been involved in development of the report and participate in the EDWG.

10 Strategic Assessment

- 10.1** Equality is a key underpinning principle in delivering the strategic vision and mission of the Council.

**Malcolm Bennie
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24 April 2019**

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Appendices: **Appendix 1:** Equality Outcomes & Mainstreaming Progress Report 2017-19
Appendix 2: Equality Outcome Scorecard

Background Papers: Equality Impact Assessment

Wards Affected: All wards