



Report by the Chief Officer for Citizen, Culture, and Facilities

Management Group : 13th May 2021

Subject: Equality Outcomes Community Planning West Dunbartonshire

1. Purpose

1.1 The purpose of this report is to provide information to support considerations of inequalities and ask partners to share information they may have to better inform and shape the actions of Community Planning in West Dunbartonshire.

2. Recommendations

2.1 CPWD is asked to:

- Note the key duties of the Equality Act 2010.
- Note contact details for community planning partners to access and share information on equalities.
- Note the draft Equality Outcomes of West Dunbartonshire Council's Equalities Mainstreaming and Outcomes Report 2021-25 which shortly go to Committee for approval.
- Consider the content of this report in shaping DIG action plans.

3. Background

3.1 Tackling inequalities is a requirement of Community Planning Partnerships. To tackle inequalities effectively requires understanding the impacts of things within our society (like unemployment, income, empowerment, substance dependency, educational attainment, access to transport, access to digital) from a perspective of 'protected characteristics'.

3.2 As partners work together to improve the lives of people in West Dunbartonshire it is important to understand and make progress towards reducing inequalities. This paper provides information to support considerations of inequalities and asks partners to share information they may have to better inform and shape the actions of Community Planning in West Dunbartonshire.

4. Main Issues

4.1 The Equality Act 2010

As set out in the Equality Act 2010 the three key duties are:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity between people who share a protected characteristic and those who do not, this means removing barriers, meeting different needs, encouraging participation
- Fostering good relations between people who share a protected characteristic and those who do not, improving integration, building understanding and reducing bullying and harassment.

4.2 The protected characteristics as set out within the Equality Act 2010 are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race, this includes ethnicity, colour and national origin
- religion or belief
- sex
- sexual orientation
- marriage/civil partnership (for which only the first duty applies)

4.3 Where can I find equalities information for West Dunbartonshire?

Partners may already gather information related to the protected characteristics within their own organisation. This information is gathered to support the developments of improvements to services and importantly the outcomes for people.

4.4 If partners have information they can share, or would like to find out what information exists on inequalities, please contact: Ricardo Rea, Performance and Strategy Officer: Ricardo.Rea@west-dunbarton.gov.uk

4.5 Equality Outcomes of West Dunbartonshire Council

The Council will shortly present its draft Equality Outcomes as part of the Equalities Mainstreaming and Outcomes Report 2021-25 going to Corporate Services Committee for approval on 19 May. These proposed outcomes were informed by:

- Consultation with the West Dunbartonshire Equality Forum on the areas they considered important.
- Review of national evidence and local information; including information from recent consultations that are relevant to equalities such as those for the creation of our BSL Action Plan.

- Information gathered for Equality Impact Assessment processes during the last two years.
- 4.6** All of this was considered by the Equality and Diversity Working Group which is comprised of Elected Member and Council Officers from across services.
- 4.7** The COVID 19 pandemic has brought into sharper focus pre-existing and persistent inequalities especially for younger people, Black Minority Ethnic people, severely disabled people and women, which cross cut with poverty; the direction of equalities work also takes this into account.
- 4.8** The outcomes cover the most pressing inequalities in West Dunbartonshire.
- 4.9** Overall proposed Council Equality Outcomes (to be discussed and approved on 19 May 2021)
- Increase participation of BME people, disabled people and young people in Community Empowerment and Capacity Building, and Community Budgeting in West Dunbartonshire.
 - Better meet accommodation needs of Gypsy/Travellers travelling through and staying in West Dunbartonshire.
 - The Council aims to attract more diverse talent by reviewing our policies and practices to ensure that there are no barriers to entering employment for these groups.
 - The Council will aim within the next four years to reduce occupational segregation within predominantly male/female roles.
 - Reduce the Disability Pay Gap.
- 4.10** Education Equality Outcomes
- Young women, disabled and black and minority ethnic young people are supported and leave school with positive destinations.
 - Raise Attainment in Male pupils in Literacy and Numeracy
 - Raise Attainment in BAME pupils in Literacy and Numeracy
- 4.11** Licensing Equality Outcomes
- We will work with license holders, partners and other council services to ensure inclusive and safety behaviour and environments on and around license premises, supporting community safety priorities.
 - Widen participation in shaping services among under-represented groups.
- 4.12** Partners may have their own equality outcomes that they wish to share in order to support the planning of actions within the Community Planning DIGs. If partners have information they can share, or would like to find out what information exists on inequalities, please contact: Ricardo Rea, Performance and Strategy Officer: Ricardo.Rea@west-dunbarton.gov.uk.

5. People Implications

5.1 None at this stage

6. Financial Implications

6.1 None at this stage

7. Risk Analysis

7.1 There is a requirement of Community Planning Partnerships to reduce inequalities.

8. Equalities Impact Assessment (EIA)

8.1 An Equalities Impact Assessment was not required for this report.

9. Consultation

9.1 The council's Equality Outcomes report was developed in consultation with the West Dunbartonshire Equality Forum and by the Equality and Diversity Working Group.

10. Strategic Assessment

10.1 Community Planning Partnerships are required to reduce inequalities and be mindful of the requirements of the Equality Act 2010

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Chief Officer for Citizens, Culture and Facilities
30th April 2021

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Appendices: None

Background Papers: None

Wards Affected: All