

THE EQUALITY ACT 2010 – MAINSTREAMING REPORT (APRIL 2013)

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Arabic

هذه الوثيقة متاحة أيضا بلغات أخرى والأحرف الطباعية الكبيرة وبطريقة سمعية عند الطلب.

Cantonese

本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。

Gaelic

Tha an sgriobhainn seo cuideachd ri fhaotainn ann an cànanan eile, clò nas motha agus air teip ma tha sibh ga iarraidh.

Hindi

अनुरोध पर यह दस्तावेज़ अन्य भाषाओं में, बड़े अक्षरों की छपाई और सुनने वाले माध्यम पर भी उपलब्ध है

Mandarin

本文件也可应要求，制作成其它语文或特大字体版本，也可制作成录音带。

Polish

Dokument ten jest na życzenie udostępniany także w innych wersjach językowych, w dużym druku lub w formacie audio.

Punjabi

ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਾਰਡ ਹੋਇਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।

Urdu

درخواست پر یہ دستاویز دیگر زبانوں میں، بڑے حروف کی چھپائی اور سننے والے ذرائع پر بھی میسر ہے۔

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Getting It Right For Every Child, Citizen and Community

Introduction

Inverclyde Council believes in, and is committed to, the principle of equality of opportunity. The Council recognises its responsibilities as a community leader, service provider and employer to encourage the fair treatment of all individuals and to tackle social exclusion. It also recognises the benefits this brings to the community, the Council and its employees.

The vision for the Inverclyde area is 'Getting it Right for Every Child, Citizen and Community'. This means that the Council and its partners will work in partnership to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are resilient, respected and responsible and able to make a positive contribution to the area.

The eight local outcomes, which the Council has adopted as its core strategic outcomes are:

1. Inverclyde's population is stable with a good balance of socio-economic groups.
2. Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life.
3. The area's economic regeneration is secured and economic activity in Inverclyde is increased, and skills development enables both those in work and those furthest from the labour market to realise their full potential.
4. The health of local people is improved, combating health inequality and promoting healthy lifestyles.
5. A positive culture change will have taken place in Inverclyde in attitudes to alcohol, resulting in fewer associated health problems, social problems and reduced crime rates.
6. A nurturing Inverclyde gives all our children and young people the best possible start in life.
7. Inverclyde is a place where people want to live now whilst at the same time safeguarding the environment for future generations.
8. Our public services are of high quality, continually improving, efficient and responsive to local people's needs.

There are also a series of wellbeing indicators, which the Inverclyde Alliance has adopted, and which have been adapted and expanded from 'Getting it Right for Every Child' covering the core areas of Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included (SHANARRI).

These indicators are set out in the Single Outcome Agreement and are as follows:

Safe	Protected from abuse, neglect or harm and supported when at risk. Enabled to understand and take responsibility for actions and choices. Having access to a safe environment to live and learn in.
Healthy	Achieve high standards of physical and mental health and equality of access to suitable health care and protection, while being supported and encouraged to make healthy and safe choices.
Achieving	Being supported and guided in lifelong learning. Having opportunities for the development of skills and knowledge to gain the highest standards of achievement in educational establishments, work, leisure or the community.
Nurtured	Having a nurturing place to live and learn, and the opportunity to build positive relationships within a supporting and supported community.
Active	Having opportunities to take part in activities and experiences in educational establishments and the community, which contribute to a healthy life, growth and development.
Respected & Responsible	Respected and share responsibilities. Citizens are involved in decision making and play an active role in improving the community.
Included	Overcoming social, educational, health and economic inequalities and being valued as part of the community.

The delivery of outcomes across the Council should also take into consideration how they impact on the above wellbeing indicators.

Our Nurturing Inverclyde approach aims to get it right for every child, citizen and community, and this includes how we ensure that people with protected characteristics are safe, healthy, achieving, nurtured, active, respected, responsible and included. There are particular issues for those with protected characteristics within these wellbeing outcomes. For example, keeping people safe from hate crime, ensuring that leisure services are accessible and making sure that no-one is excluded from being a valued part of the communities of Inverclyde.

The Equality Act 2010 – Key Messages

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. The majority of the Act came into force on 1 October 2010.

Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single public sector equality duty covering the protected characteristics of race, sex, disability, sexual orientation, religion and belief, age, gender reassignment, and pregnancy and maternity.

The Equality Duty consists of a General Duty and Specific Duties. The purpose of the specific duties is to enable the better performance of the General Duty.

General Duty

The general Duty came into effect on 5 April 2011 and has 3 aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups
- foster good relationships between people from different groups

Having *due regard* means consciously thinking about the 3 aims of the General Duty as part of the process of decision-making.

Whilst there are many examples of work undertaken to tackle unlawful discrimination, the role of public bodies in advancing equality and fostering good relations is less developed. Greater emphasis will require to be placed on how we engage with people who may be experiencing barriers to accessing services or opportunities as a result of a lack of support or thought in relation to their particular requirements eg a disability, maternity.

Specific Duties

Specific Duties came into effect on 27 May 2012. The Specific Duties require public bodies to set specific measurable equality objectives and to publish information about their performance on equality, so that the public can hold them to account. All information must be published in a way that makes it easy for people to access it.

Public bodies covered by the Specific Duties must:

- set specific measurable equality objectives and publish information about their performance on equality
- publish sufficient information to show they have considered the 3 aims of the General Duty across their functions
- publish evidence of equality analysis undertaken to establish whether their policies and practices would further, or have furthered the 3 aims of the General Duty
- gather, use and publish employment information
- publish gender pay gap information
- publish an equal pay statement
- consider award criteria and conditions in public procurement

The Role of the Council's Corporate Equalities Group

Inverclyde Council has a Corporate Equalities Group whose role is to reinforce and progress the Council's commitment to Equalities and in doing so comply with associated legislative requirements.

The Corporate Equalities Group was reconvened in September 2010 although progress was still being made in a number of areas relating to Equality and Diversity. The membership of the group was refreshed and the newly appointed Head of Education took on the role of chairing the group.

The focus of the Corporate Equalities Group is to:

- drive the Council's commitment to Equalities consistently across all services to ensure better equality outcomes
- ensure we are meeting our legislative duties as outlined in the Equality Act 2010
- establish a robust performance and planning framework for Equalities

Since it reconvened in September 2010, the focus of the Corporate Equalities Group meetings has primarily been on understanding the legislative duties arising from the Equality Act 2010 and what these mean for Inverclyde Council.

Key outputs from the Corporate Equalities Group since it reconvened in September 2010 include:

- a portal facility has been set up on ICON containing all Council equalities advice documents and associated templates
- there has been a revision of the Equality Impact Analysis guidance and toolkit
- Equality Impact Analysis is now built into the budget savings process across all Directorates
- the inclusion of consideration of Equality and Diversity (in particular in relation to the Specific Duties) is now in the revised Directorate Planning guidance
- an Equality and Diversity e-learning course has been developed which is now a compulsory element of induction procedures for all new Council employees
- Translation and Interpretation support/information established
- Inverclyde Council participated in the In-Ren Project which focused on community engagement with minority ethnic groups (October 2011 - April 2012)
- A series of Equality Act 2010 awareness-raising sessions for Directors, senior managers and elected members were delivered

- A workshop was delivered to support Directorate/Services with the identification of appropriate Equality Outcomes

Supporting Directorates/Services to Meet General Duty and Specific Duties

Following a series of Equality Act 2010 awareness-raising sessions for Directors, Heads of Service, Service Managers and elected members, the Corporate Equalities Group focused on supporting Directorates with the publication of Equality Outcomes to ensure the Council met its legislative requirement for 30 April 2013.

Advice on equality outcomes has been included in the Council's new Directorate Planning Guidance. Directorates were encouraged to prepare Equality Outcomes and Directorate/Service Plans in tandem, using the Equality Outcomes as a way of helping Directorates to meet strategic priorities.

Directorates were advised that Directorate Plans should include improvement actions which will be undertaken to make sure the Directorate is meeting its public sector duty on equality and should list any Equality Impact Assessments carried out or to be carried out on key policies referenced in the Plan.

To further support Directorates with the preparation of Equality Outcomes, the Corporate Equalities Group delivered a ½ day workshop entitled 'Preparing Equality Outcomes' in December 2012 for those members of staff who would be involved in the production of Directorate Plans for 2013/16. To support this process 'drop-in' clinics were organised to support Directorates with the production of Directorate Plans and the associated production of Equality Outcomes.

Equality Outcomes and Next Steps

The Equality Outcomes (shown in Appendix 1) have been taken from, or rolled up from, the Council's Corporate Directorate Improvement Plans (CDIP) and contribute to the delivery of the General and Specific Duties of the Single Equality Act 2010.

Under the Specific Duties, Education Authorities are required to publish their Equality Outcomes and Mainstreaming Report separately from their partner Local Authority. The Equality Outcomes for the Education Authority are shown in Appendix 2 and the associated mainstreaming report is outlined in Appendix 3.

Appendix 4 shows the required employment data on the composition of Inverclyde Council's workforce and gender pay gap, including statements which set out our policy on equal pay and information on occupational segregation.

Where do we want to be?

- Requirements of the General Duty and Specific Duties are embedded in service delivery across all Directorates
- Service delivery better meets the needs of people with protected characteristics

How will we get there?

- continue to provide support and guidance to all Directorates
- appoint an Equalities Officer to progress the Council's commitment to Equalities consistently across all services to ensure better outcomes
- increase representation on Corporate Equalities Group to include a wider range of people with protected characteristics
- implement and monitor the Corporate Equalities Group action plan for 2013/14
- develop an Equalities Monitoring Framework (including workforce monitoring and Service user monitoring) to assist with the implementation of the public sector duty.

Conclusion

The Equality Act 2010 informs how we deliver our services, and we are committed to ensuring that equality of opportunity is reinforced at the highest level through our decision-making processes, strategies and plans.

The public sector equality duty is about achieving real and positive outcomes for men and women across Scotland, and Inverclyde Council will strive to ensure that the communities of Inverclyde will benefit from this equality duty at a local level. We are committed to creating a culture where Service delivery practices recognise, respect, value and harness difference for the benefit of all service users, members of the public and employees.