



AGENDA ITEM NO:

Report To: Education and Communities Committee

Date: 18 March 2025

Report By: Morna Rae, Head of OD, Policy and Communications

Report No:

Contact Officer: Morna Rae

Contact No:

Subject: Education Authority Equality Mainstreaming Report 2025, Progress on Equality Outcomes 2021/25, the Equal Pay Statement 2025 and the Proposed Equality Outcomes 2025/29

1.0 PURPOSE AND SUMMARY

1.1 ☒For Decision ☐For Information/Noting

1.2 The purpose of this report is to present for approval the Education Authority Equality Mainstreaming Report 2025, progress on delivery of the Equality Outcomes 2024/25 and the proposed Equality Outcomes for the period 2025/29. More information is provided in the Appendices.

2.0 RECOMMENDATIONS

2.1 It is recommended that the Committee:

- Notes the contents of this report, and
- Approves the proposed Equality Outcomes 2025/29.

Morna Rae
Head of OD, Policy and Communications

3.0 BACKGROUND

- 3.1 The Equality Act 2010 includes the Public Sector Equality Duty which covers the Protected Characteristics of Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; and Sexual Orientation.
- 3.2 The Equality Duty comprises a General Duty and Specific Duties. The General Duty requires the Council 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; and
 - foster good relations between people from different groups.
- 3.3 Due regard means that, during decision making, conscious consideration is given to the three aims of the General Duty.
- 3.4 The Specific Duties require the Council to:
- set specific, measurable Equality Objectives and publish information about our performance on equality;
 - publish sufficient information to show we have considered the three aims of the General Duty across our functions;
 - publish evidence of equality analysis undertaken to establish whether our policies and practices would further, or have furthered, the three aims of the General Duty;
 - gather, use and publish employment information;
 - publish Gender Pay Gap information;
 - publish an Equal Pay Statement; and
 - consider award criteria and conditions in public procurement.
- 3.5 The United Nations Convention on the Rights of the Child (UNCRC) is an international human rights treaty that grants all children and young people (aged 17 and under) a comprehensive set of rights. The UNCRC is the most widely supported human rights agreement in the world. It sets out a series of Articles, in one internationally recognised document, which outline the human rights that children (under the age of 18) should be entitled to. The Council is committed to promoting and upholding the rights of children and young people and aims to translate to a local level the UNCRC and the work of the Scottish Commissioner for Children and Young People.
- 3.6 The Equality Act 2021 requires the Council to publish Equality Outcomes every 4 years. The last set were agreed in 2021, and there is therefore a requirement to agree outcomes for delivery in 2025 onwards. Legislation also requires a Mainstreaming Report to be published every 2 years. This was last undertaken in 2023 and so an updated report is now provided for 2025. These are produced for Inverclyde Council, Inverclyde Education Authority and Inverclyde Licensing Board. For reporting purposes, the licensing information is incorporated within the Council report. The Education Authority related reports are provided to the Education and Communities Committee.

EQUALITY OUTCOMES 2021/25 – PROGRESS

- 3.7 The Council adopted a suite of Equality Outcomes in 2021 to cover the period 2021/25. Attached at Appendix 1 are details of progress made with delivery of the Equality Outcomes 2021/25.

- 3.8 Appendix 2 contains a breakdown of the employee profile of the Education Authority in relation to the Protected Characteristics of Gender; Age; Disability; Ethnicity; Sexual Orientation; Religion or Belief; and Marriage and Civil Partnership Status. It should be noted that, where data in the tables in the Appendix 2 is the equivalent of five or less, the information has been suppressed to protect the identity of the respective employees and potential employees. Additionally, in terms of those data sets, it is not possible to provide any meaningful commentaries on variations in figures. The related Council wide report also provides equal pay statements for the workforce as a whole.

PROPOSED EQUALITY OUTCOMES 2025/29

- 3.9 The Education Authority is required to devise a set of Equality Outcomes for the four year period from 2025. A consultation on the Education Equality Outcomes 2025/29 took place 29 January-12 February 2025. A number of stakeholder groups were invited to participate in the process including Inverclyde residents, Council employees, trade union members, Health and Social Care Partnership service users as well as groups linked to the Community Learning and Development Team.
- 3.10 74 individuals responded to the consultation. Respondents were asked to indicate the extent of their support for the following proposed outcomes.

Answer Choices	Strongly agree	Agree	Neither/nor	Disagree	Strongly Disagree
Outcome 1: Improve the educational attainment of black and minority ethnic pupils	26%	16%	35%	8%	15%
Outcome 2: Reduce identity-based bullying and harassment in our educational establishments	42%	26%	15%	9%	8%
Outcome 3: Reduce the attainment gap for pupils with additional support needs	46%	28%	19%	5%	1%

They were then asked to indicate any other Education equality issues which should be considered. There were 23 responses. These were across a wide range of themes such as parental engagement, home education, addressing the attainment gap for all pupils, and dealing with disruptive behaviour in schools. No single additional theme was identifiable from this wider feedback.

In discussion with schools and members of the Equalities group, it is thought that Outcome 1 should cover more than educational attainment and refer to how welcome and included black and ethnic minority pupils feel in school and how the wider curriculum meets their needs. This has been much of the focus of the work to date. Therefore it is proposed to widen the scope of Outcome 1.

Based on this the following are proposed as Equality Outcomes 2025/29:

Outcome 1: Improve the achievements of black and minority ethnic pupils

Outcome 2: Reduce identity-based bullying and harassment in our educational establishments

Outcome 3: Reduce the attainment gap for pupils with additional support needs

- 3.11 A related action plan will be developed, with oversight from the Corporate Equalities Group.

4.0 PROPOSALS

4.1 is recommended that the Committee:

- Notes the contents of this report, and
- Approves the proposed Equality Outcomes 2025/29.

5.0 IMPLICATIONS

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

SUBJECT	YES	NO
Financial		X
Legal/Risk	X	
Human Resources	X	
Strategic (Partnership Plan/Council Plan)	X	
Equalities, Fairer Scotland Duty & Children/Young People's Rights & Wellbeing		X
Environmental & Sustainability		X
Data Protection		X

5.2 Finance

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments

5.3 Legal/Risk

The devising and publication of this report contributes to the fulfilment of the Council's obligations under The Equality Act 2010.

5.4 Human Resources

There are no direct human resources implications arising from this report.

5.5 Strategic

This report supports delivery of the Council Plan outcome *High quality and innovative services are provided, giving value for money.*

6.0 CONSULTATION

6.1 The consultation approach is detailed above.

7.0 BACKGROUND PAPERS

7.1 None