

## Equality Outcomes and Mainstreaming Report – Annual Progress Report 2016

**Report to:** Board  
**Date:** 24 June 2016  
**Report by:** Charlene Guild, Senior Involvement & Equalities Adviser  
**Report No:** B-11-2016  
**Agenda Item:** 20

### **PURPOSE OF REPORT**

To update the Board on progress made in meeting the actions set out in our Equality Outcomes and Mainstreaming Report over the past 12 months, and to request approval for publication of the attached annual progress report.

### **RECOMMENDATIONS**

That the Board

1. Notes the progress made in relation to our equality outcomes and mainstreaming requirements under the Public Sector Equality Duties.
2. Approves the contents of the progress report and agree publication on the website and intranet.
3. Notes the duty to report formally in line with the Public Sector Duty in April 2017.

Version: 1.0	Status: <i>Final</i>	Date: 17/06/2016
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**Version Control and Consultation Recording Form**

Version	Consultation	Manager	Brief Description of Changes	Date
	Senior Management	Executive Team		11.5.16
	Legal Services			
	Corporate and Customer Services Directorate			
	Committee Consultation (where appropriate)			
	Partnership Forum Consultation (where appropriate)			
<b>Equality Impact Assessment</b>				
Confirm that Involvement and Equalities Team have been informed			YES <input type="checkbox"/>	NO <input type="checkbox"/>
EIA Carried Out			YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If yes, please attach the accompanying EIA and briefly outline the equality and diversity implications of this policy.				
If no, you are confirming that this report has been classified as an operational report and not a new policy or change to an existing policy (guidance, practice or procedure)			Name: C Guild Position: Senior Involvement and Equalities Adviser	
Authorised by Director	Name: R Okasha		Date: 13 June 2016	

## **1.0 CORPORATE PLAN REFERENCE**

The information provided in this report link closely with the following strategic objectives:

2. To contribute to building a rights based world class care system in Scotland
3. To support people's understanding of high quality, safe and compassionate care by promoting the standards and quality of service they should expect and make sure their voices are heard
4. To build capacity within care services to make sure there is high quality development and improvement of rights based care across Scotland
6. To perform effectively and efficiently as an independent scrutiny body and work in partnership with others

## **2.0 INTRODUCTION**

All public authorities in Scotland are required to meet the requirements of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. In 2015 we reviewed our approach to meeting the duties and published the details in our "Equality Outcomes and Mainstreaming Report 2015". Although under the legislation we are not required to publish a review of progress until April 2017, it is good practice to publish annual reports. This also gives the Executive Team and Board an opportunity to comment on progress and make suggestions for additional equality work streams required in the organisation.

## **3.0 PROGRESS**

A detailed action plan to support the delivery of our equality outcomes was published in April 2015. This has been reviewed and updated on a regular basis by the Involvement and Equalities Team and supported by the Equality Implementation Group. A detailed progress report is attached as Appendix A and main areas of work have included:

- Review and refresh of Equality Implementation Group terms of reference and membership
- Development of new Equality Impact Assessment Guidance and Procedure
- Development of Equality Advisory Group (first meeting Summer 2016)
- Establishment of LGBT Charter Champions group to support delivery of word towards LGBT Charter of Rights accreditation
- New equality pages on the Care Inspectorate website and intranet
- Equality Training for staff and volunteers

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- Increased reporting of Employee Equality Information via Pulse as a result of campaign in early 2016.
- Promotion of our work at equality events including Glasgow and Edinburgh Mela and Pride Glasgow

Further information on the main areas of progress is set out within the progress report.

#### **4.0 NEXT STEPS**

Implementation of the action plan will continue over the next 12 months. We are required to publish a further progress report on our approach to mainstreaming equality by 30 April 2017. At this stage we will also be required to publish the following:

- a new set of equality outcomes (these will be informed by our Equality Consultation Panel and wider consultation from October 2016 through a variety of methods e.g. focus groups, online survey, social media campaign)
- detailed employee monitoring information (including recruitment, development and retention figures and analysis)
- Gender pay gap Information
- A statement on equal pay which, in 2017, must include information on gender, disability and race

Further guidance on publication requirements is expected to be provided by the Equality and Human Rights Commission later this year.

#### **5.0 RESOURCE IMPLICATIONS**

There are no additional resources required as a result of this report and any financial impacts resulting from the equality impact assessment process will be met from existing resources.

#### **6.0 BENEFITS FOR PEOPLE WHO USE SERVICES AND THEIR CARERS**

Our approach to mainstreaming equality together with our equality outcomes were designed to assist us in advancing equality of opportunity, eliminating discrimination and fostering good relations between different groups. By fulfilling the commitments in our equality outcomes action plan 2015-17 we continue to involve people of all protected characteristics in our work and ensure we respond to the diverse needs of all our employees and stakeholders.

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## **8.0 CONCLUSION**

The report provides information on the progress made during the first year of implementation of the Equality Outcomes and Mainstreaming Report 2015-17. Progress has been steady, with many actions already undertaken. Further work is required over the next 12 months to ensure that we continue to meet and deliver on our equality statutory obligations.

### **LIST OF APPENDICES**

**Appendix 1 -** Equality Outcomes and Mainstreaming Report – Annual progress Report 2016.