

Equality Outcomes and Mainstreaming Progress Report 2017 – 2019



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<https://www.aberdeencity.gov.uk/services/people-and-communities/equality-and-diversity/equality-outcomes-and-mainstreaming-report>

30 April 2019

Foreword

This progress report sets out how we are delivering on our Equality Outcomes to ensure positive outcomes for the lives of people in Aberdeen City. We measure our progress against the 9 Equality Outcomes set for Aberdeen City Council's second set of Equality Outcomes to run from 2017 to 2021 as identified in the Equality Outcomes and Mainstreaming Report (2017-2021).

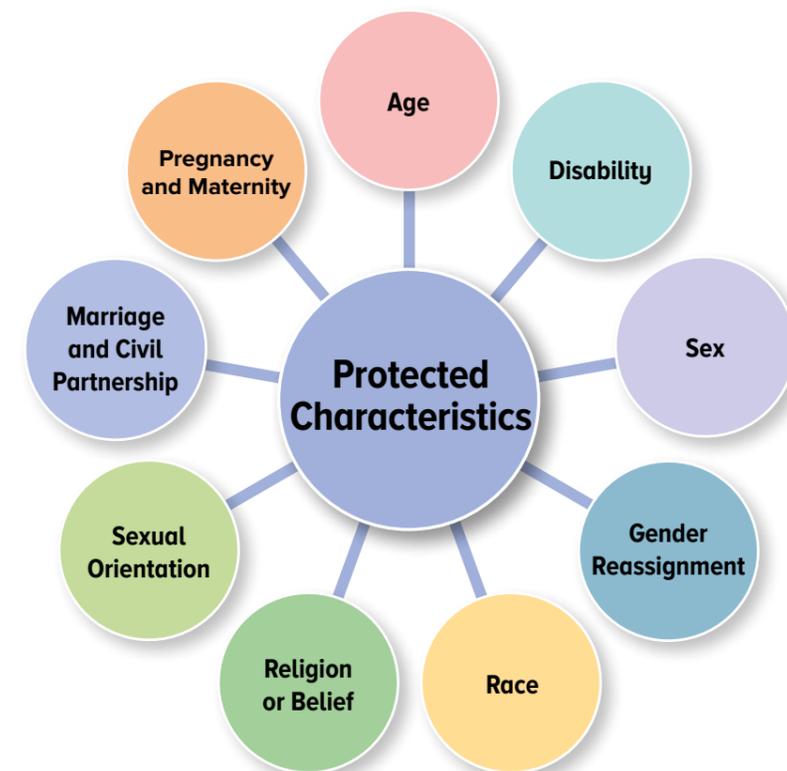
Education Services, Employment Outcomes and the Licensing Board outcomes have also been included.

Our Equality Outcomes focus on having an engaged, informed and safe community, who enjoy life in an accessible city where equality and diversity are celebrated. They recognise what people bring to the city; they hold a vision of Aberdeen as a city of sanctuary, with values of inclusion, tolerance and respect.

A key legal requirement under the Equality Act 2010 is for local authorities to publicise and deliver Equality Outcomes. An Equality Outcome must further one or more of the aims of the public sector general equality duty:

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

The public sector equality duty covers all the protected characteristics, which are:



Introduction

The recently approved Aberdeen City Council Delivery Plan gives a sense of the diversity of services, programmes and projects which the organisation is involved in, and therefore of the different communities who benefit from the services we deliver.

Examples of services and outcomes where equality is important include:

- Closing education attainment gaps
- Tackling food poverty
- Reviewing adult protection
- Increasing flexible childcare provision
- The provision of social housing

Within that diversity, it is still possible to find a unifying purpose for the council.

Our Common Purpose

That common purpose is captured in the recently approved Local Outcome Improvement Plan (LOIP). It states that the purpose of the Community Planning Aberdeen is to “ensure that the people, place and economy of Aberdeen prosper”.

Prosperity doesn't simply mean being financially prosperous – it can refer to our health and wellbeing, a state of peace and harmony.

Our purpose is therefore to ensure that the people, place and economy of Aberdeen prosper, but in the event of a harmful event, to play our part in the rescue and recovery from that harm.

Our progress report remains a working document which will be followed by an Easy Read and BSL version.

How have we mainstreamed Equality Outcomes between 2017 and 2019

Community-led initiatives

During this period Aberdeen City Council has continued to build the high value it places on a community-led approach. We believe that advancing human rights cannot and should not be a top down initiative that is driven only by the local authority in isolation. We have therefore continued our involvement, active support and investment in community forums, networks, initiatives and events.

During the period we have seen the development of a new group for older people in Aberdeen called Aberdeen Voice of Experience (AVOX). We have played an active role in the redevelopment of an LGBT community group – the North East LGBT+ Community Development Group. In keeping with the theme of Community Empowerment and building resilience, this group is now more independent of the council and self-sufficient, while the Council and other public bodies continue to offer support as required.

Aberdeen City Youth Council acts as a city-

wide body that represents the views of young people living in Aberdeen. Each year the Youth Council agrees on a campaign that will make the city a fairer and more equitable place to live, study and grow up in. This year one of their campaigns is to improve the accessibility of physical activities for everyone. There are 20 members of the Youth Council and they make up a diverse range of backgrounds and interests.

We have also seen the establishment of a very strong and community led Disability Equity Partnership (DEP), which reports to the council's Operational Delivery Committee. This group now has the support of a Career Intern – Project Assistant through Inclusion Scotland and as a working group of the council, it receives clerking service, venues and other support as requested.

There continues to be active community forums with a focus on equality for women, ethnic minorities, people of faith. The range of equality networks and forums is shown in the table below.

Area/Forum/Network
Ethnic Minority Forum
LGBT+ Community Development Group & Pride 2019 Organising Committee
Interfaith Group
Violence Against Women Partnership
Aberdeen Women's Alliance
Grampian Gypsy/Traveller Interagency and sub groups
Disability Equity Partnership
Aberdeen Voice of Experience
City of Sanctuary
Aberdeen City Council Youth Forum
Community Engagement Group (Community Planning – Outcome Improvement Group)

The Council has also invested in community run events, such as the inaugural Grampian Pride event in May of 2018 (further details below). Another example is the One World Day and Mela, which saw 8,000 people join together for a celebration of Aberdeen's diversity in the summer of 2017.



Localities Focus

Through the implementation of the Community Empowerment (Scotland) Act 2015 there has been a strong focus on our priority localities, providing the opportunity to ensure that equalities are an explicit consideration with a new set of strategies and action plans. The 3 localities prioritised by Community Planning Aberdeen include a high proportion of individuals from ethnic minority communities. The strategies and activity in these localities have reflected this, including a focus on promoting community cohesion and ensuring services are accessible to all.

Work with a specific locality focus over the last two years has included:

The Czech and Slovak Association in North East Scotland (CASANES) group was officially established on 18th October 2018, and the group meets weekly at Sunnybank Community Centre to promote cultural identity/diversity and to tackle social isolation within the ethnic minorities in Aberdeen/Aberdeenshire. CASANES held their first Community Festive Event at Woodside Learning Centre on 2nd December 2018 celebrating a tradition of 'Svaty Mikulas' otherwise known as 'St Nicholas'.

The Association of Lithuanians in North East Scotland (ALNES) has been operational for over 2 years, providing English and Lithuanian classes at Woodside Community Centre, offering people to improve their language skills and better integrate into their social and working communities.

Intergenerational project at Clifton Court (shelter housing complex) is a Learning together project in partnership with our community team and Silver Surfers.

The main aims of the projects are:

- Reducing social isolation
- Enhanced learning opportunities
- Children may have higher levels of social acceptance, a greater willingness to help and empathy for older people
- Older people reported that being involved in meaningful activities had a positive impact on their social inclusion, well-being and self-esteem.

Equality and fairness through procurement and commission

The Equality and Human Rights Commission (EHRC) have carried out local training sessions with partners involved in the City Region Deal, with a focus on achieving inclusive growth from Equality Outcomes to Procurement.

Equalities is to be explicit with any proposed projects in the City Regional Deals for example, achieving equality and fairness through procurement and commission, consideration should be given to:

- Flexible working including homeworking
- Maternity/paternity leave and pay
- Prayer facilities
- Equal pay/job evaluation scheme
- Career progression for under-represented groups
- Appraisals
- Workforce diversity monitoring (where you have 150+ staff)
- Procedures for dealing with bullying and harassment
- Equality training and competencies
- Engagement and staff networks
- Quality checks like Stonewall Workplace Equality Index, Investors in People, Equality Framework for Local Government and the Local Outcome Improvement Plan.



Organisational Change

During the period 2017-19 Aberdeen City Council has gone through a period of significant change and transformation. We have ensured that the equalities agenda remains a vital consideration across all services in the council.

This challenge has been met by engaging directly with services who have been developing or updating strategies and policies, to ensure that equality issues have been given proper consideration, that the evidence available has been utilised, and that communities have been effectively engaged. At Council budget setting meetings over the period, we have ensured that budget options have all benefited from an Equalities Impact Assessment, so that the impact of budget decisions on communities with protected characteristics is fully understood.

Another opportunity we used to address this challenge has been by engaging with Equality Ambassadors from across the organisation.

The Equality Ambassador Network (EAN) has been set up to:

- To work towards creating and supporting a culture in which staff can participate and fulfil their potential in an environment where they are valued and respected
- To act as contacts on equality and diversity issues by signposting and sharing relevant equalities information with colleagues
- To provide a forum for discussion, debate and peer support on equalities (via meetings, virtual means, email) and to share their views, experiences and concerns in a safe and supportive space
- To help increase awareness of, become involved in and organise equality and diversity events and activities
- To make suggestions on equality and diversity policy and practice and promote good practice

EAN has held two lively myth busting sessions with representatives from the deaf community and dyslexia. Attendees came away with a much better understanding of being deaf or dyslexic and some useful tips as to how to work with deaf or dyslexic colleagues. Ideas on books to read, films to help increase awareness on Mental Health issues and activities run by external organisations were shared.

In 2019, EAN invited The North East Sensory Services (NESS) to run a Sensory Impairment awareness raising session which took place on 15th February. Members were able to experience eating a meal blindfolded to experience what a challenge it can be for the visually impaired, leading to increased understanding and consideration of the equalities agenda amongst staff

An Autism Awareness Raising session also took place on 29th of March, where attendees from across all our services learned more about Autism and the challenges people face in their school, work and home life.

On 3rd May, the group will participate in an awareness raising session for LGBT+ issues and learn more about and take part in Pride Aberdeen which will be taking place on 25th May 2019.

The network did a pilot test on the draft Equality Impact Assessment form to provide feedback and gauge how user friendly the forms are. Members were given a scenario of a relocation of a community centre and were asked to consider the positive, negative and neutral impacts this would have. This was a useful exercise as the group learned from each other's knowledge and were able to think differently.

Transformation and our culture at Aberdeen City Council

As an organisation, we are on a journey of transformation as we build a Council for the Future – an organisation that will ensure the delivery of efficient services based on intelligence and demand.

Through our Transformation journey, a set of Guiding Principles were built through employee surveys and participation. These principles are aimed to develop a culture where everyone feels connected to our purpose and each other to guide the way we work, the way we behave with each other and make sure we all have the same understanding of what it means to work at and with Aberdeen City Council.



Our Five Guiding Principles are:

The Five Guiding Principles are presented in a grid of black boxes with white text and icons:

- Purpose**: We care about our purpose, our city and our people. (Icon: Pink arrow pointing up and right)
- What do they mean to you?**: (Icon: Grey fingerprint)
- Pride**: We take pride in what we do and work to make things better. (Icon: Pink star)
- Trust**: We trust each other and take responsibility. (Icon: Green handshake)
- Team**: One team, one council, one city. (Icon: Yellow three-dot network)
- AB DN**: (Icon: Large grey letters)
- Value**: We value each other and recognise a job well done. (Icon: Blue heart)

Equality and Human Rights Impact Assessment (EHRIA)

Assessing impact of a policy, service, or function, is not an end in itself but is an important part of policy and decision-making, which should lead to improvements in our policies or practices, hence the assessment should be considered at a start of a proposal – not the end!

Within Aberdeen City Council, equalities are taken into account from the outset of our budgeting processes. Our Equality and Human Rights Impact Assessment (EHRIA) Form, integrates the Human Rights implications into the process. The EHRIA poses a question around equalities data where statistical information on the groups affected should be recorded. The form also asks for outcomes from the consultation with and involvement of people from groups of protected characteristics.

Our EHRIA form also asks about other impacts such as poverty, and so will be suitable for the integration of the new Fairer Scotland duty.

The form asks for evidence on how the proposal contributes to the council meeting its Public Sector General Equality Duty and also asks how it links to the council's Equality Outcomes 2017.

We are currently working on the design of an impact assessment form and guide which will include poverty/ socio economic impacts to take account of the Fairer Scotland Duty and impact on children. We plan to simplify the existing procedures and move to online assessment in line with our digital transformation. Over the two-year period we have published 281 impact assessments.

Aberdeen City Council Equality Outcomes (2017-21)

The Equality Outcomes are used to measure the council's progress in making Aberdeen a fairer and more equitable city. These outcomes were drafted with extensive engagement from community groups and forums, as well as local and national research.

The nine generic equality outcomes for all Aberdeen City Council's services are



Outcome 1 Engaged and committed leaders

We have engaged and committed leaders, with the council and partners working together to reduce inequality, remove barriers and promote the culture of respect.

Protected Characteristics impacted: All

Measurements of Success:

1. Number of equalities-related events attended, facilitated, introduced by Council leaders
2. Number of councillors who complete equalities training
3. Range of community planning Aberdeen strategies have equalities embedded/mainstreamed

1. Number of equalities-related events attended, facilitated, introduced by Council leaders

While many events will be working towards Equalities, not all are headed to reflect this. As a positive, it encompasses a mainstreamed approach however it makes is slightly challenging to gather specific data.

Over 20 events including internal, external and civic receptions have been opened by council leaders.

2. Number of councillors who complete equalities training

All Councillors were briefed of the need to pay due regard to equalities in their decision-making processes.

These legal duties formed part of an awareness- raising session available to all elected members in summer 2017 following the council elections and was reinforced at a further Equalities briefing session with elected members in May 2018.

3. Range of community planning Aberdeen strategies have equalities embedded/mainstreamed

We have worked with different services in the council to ensure that Equalities is mainstreamed and appropriately considered when strategies and policies are developed or updated. Examples of work during this period has included an equality-focused workshop to develop the Local Housing Strategy and inclusion of equality-related aspects in the action plan under-pinning the Parental Involvement Strategy.

Outcome 2 Increased Human Rights awareness

We have a clear action plan in pace to deliver a Human-Rights based culture within Aberdeen City Council.

Protected Characteristics impacted: Age; Race; Sex; Disability; Religion or Belief, and Sexual Orientation

Measurements of Success:

An action plan for creating a Human Rights-based culture within Aberdeen City Council has been developed and can be found at Appendix 1b. The work to progress this outcome to date has included work in schools across the city to achieve accreditation under the UNICEF Rights Respecting Schools scheme. Aberdeen City Council is working with UNICEF is to become a Child Friendly City, which will see a series of initiatives to embed children's rights across the city over the coming years and beyond.

The council has played a lead role in welcoming 100 Syrian New Scots to the city, individuals and families who came to the city as refugees through the Syrian Vulnerable Persons Resettlement Scheme over the last three years with an additional 6 people under the Family Reunification Scheme. This has involved establishing a city-wide partnership group bringing together organisations, such as faith groups, who are passionate about supporting the welcoming and resettlement of refugees in the city. This group (Shared Futures) has also been key in helping the City of Sanctuary initiative develop in Aberdeen.

After a review involving our third sector partners and internal Equality Ambassador Network, the council's Equality and Human Rights impact assessment procedure has been updated to include a greater focus on Human Rights aspects.

The council has also taken a proactive approach to celebrating and raising awareness of Human Rights. This has included holding an event to mark International Human Rights Day in December 2018. The council has also supported GREC to deliver the annual GREC Anne Frank Awards, recognising the work of young people to learn about and promote Human Rights and equality. The Lord Provost and the Convenor of the Education Operational Committee attended the most recent awards ceremony in 2018 and presented awards to young participants.

Outcome 3 Older and younger people are involved

Older people and younger people have an empowered, actively involved community voice.

Protected Characteristics impacted: Age; Race; Sex; Disability; Religion or Belief, and Sexual Orientation

Measurements of Success:

1. No. of younger and older people involved in community councils/similar forums and community centres/spaces
2. Number, activity, and impact/outcomes of relevant forums

1. No. of younger and older people involved in community councils/similar forums and community centres/spaces

Lochside Co-Design Project

The Communities Team in the Torry area have been working in partnership with Young Scot to run a series of co-design workshops with 45 (S1 – S3) pupils at Lochside Academy. This project was made possible through a successful funding bid to Awards for All. The first two workshops were held in November 2018 and involved facilitated discussions to find how the young people felt about the communities they live in. This resulted in several ideas that the young people were keen to take forward. The ideas from young people were grouped into three main headings of greenspace, expressing yourself and connecting with people and places.

A third workshop was held on the 22nd of January 2019, with 30 young people presenting their ideas to invited partners. Invited partners included representatives from a variety of departments within the council such as transport, environmental, parks and countryside, sustainable development, youth work and external partners, including SHMU, Cove in Bloom, RSPB, One Seed Forward, First Bus and the Rotaract. Feedback from partners included:

“enthusiasm from young people is inspiring”

“it allowed them to freely express their ideas and find support in the partners present in the session”

“positive partnership development”

Young Scot will produce a report from the engagement activity which will be published and shared widely. The Communities Team will now build on the positive work done so far and support partners and young people in taking forward their ideas, generated from the Lochside Co-Design project.

2. Number, activity, and impact/outcomes of relevant forums

Aberdeen Voice of Experience (AVOX) established in November 2017 has been developing well and in March 2018, members agreed on the following purpose for the group:

- To give older people in Aberdeen a strong, collective platform, by:
- ensuring representation in community planning and processes;
 - bringing together existing groups to share information and work together;
 - and raising awareness of issues that affect all older people.

To do this, AVOX is a network and sharing information group who invite guest speakers to discuss relevant topics at each meeting.

There are 58 participants, which includes both community members and those who work with older people in charities, social housing, the public sector, etc. Notes from each meeting are circulated to all members by email and post, so everyone has access to the information discussed, and they are encouraged to share the information in their wider networks.

In 2018, there were meetings March, May and September and February 2019. Topics were as follows:

March 2018 (14 people attended) – Organising the Forum. Deciding on a name, purpose, discussion topics, etc.

May 2018 (11 people attended) – Community Activities & Community Connectors. Guest Speaker informed the group about activities and services available for older people in Aberdeen, to improve well-being and reduce social isolation. Information on the Community Connectors programme and Older People’s tea parties was shared.

September 2018 (30 people attended) – Scams and How to Avoid Them. Guest speakers from the Police and Trading Standards told of common types of scams, what people can do to protect themselves, and how to report scams. Participants gave some of their experiences and there were many questions.

February 2019 (18 people attended) – Health and Social Care: What’s the Difference? Guest Speaker shared information on available services, which organisations are responsible for what, how to get help, and what’s planned for the next five years. Part of the consultation on the HSCP strategy. Participants were given a better understanding on what the Social Health care partnership was about.

AVOX members also contributed to other events including: NESEN’s Social Isolation Consultation, GREC’s Anne Frank Awards, Rise Up Quines festival, Golden Games, etc.

Outcome 4 Barriers are removed for disabled people

Physical and social barriers are removed for those with a disability to access services and public space.

Protected Characteristics impacted: Age; Sex; Disability

Measurements of Success:

1. Involvement and influence of Disability Equity Partnership (DEP) on policy and planning issues
2. Percentage of accessible council buildings
3. The usage of the ACC website, in terms of using larger fonts and other accessibility options
4. Range of efforts (and outcomes of these efforts) to address social isolation (via new strategy)
5. Early intervention in planning processes (evidence of due regard to disabilities in planning proposals)

1. Involvement and influence of Disability Equity Partnership (DEP) on policy and planning issues

DEP is recognised as a source of consultancy and advice and has had positive influence on developments regarding accessibility, surfaces, signage and disabled parking spaces around the Union Terrace Gardens, Broad Street, Marischal Square, Robert Gordon's College Triangle at Schoolhill, Windmill Brae, the annual Winter Festivals and the Last Straw – which was a contribution to eliminate the use of plastic straws.

DEP has built up a successful, meaningful and effective relationship with the Chief Executive and Corporate Management Team at Aberdeen City Council enabling open and transparent conversations.

2. Percentage of accessible council buildings

Figures from 2018 indicate that 81.88 % of buildings from which the council delivers services from were assessed as accessible. Changes in the asset portfolio are predicted to lead to an improvement in the figure over the next 2 years.

3. The usage of the ACC website, in terms of using larger fonts and other accessibility options

As with most modern technology, accessibility is being addressed in the development stages of software which allows users to change font sizes, background colour and choices of audio options. This data can be challenging to collect. However, our council website offers users the option to change formats and offers translation into other languages.

4. Range of efforts (and outcomes of these efforts) to address social isolation (via new strategy)

Information to follow.

5. Early intervention in planning processes (evidence of due regard to disabilities in planning proposals)

- Awareness raising sessions to be delivered in June 2019 to Planning Services by the Legal Services Team.
- Participation in consultations through DEP members and the Accessibility and Wellbeing subgroups.

Outcome 5 Improved lives for British Sign Language (BSL) users

We have in place support for BSL users to access services, information on services and to be involved in making improvements for the Deaf and Deaf/blind communities

Protected Characteristics impacted: Age; Disability

Measurements of Success:

1. The extent to which support is in place
2. Extent and range of involvement of communities. Numbers of people involved and level of engagement with BSL communities
3. Increase BSL representation on the Disability Equity Partnership

British Sign Language (Scotland) Act 2015

On 17 September 2015 the British Sign Language (BSL) (Scotland) Bill was unanimously passed by the Scottish Parliament. The aim of the Act is to promote and facilitate the use and understanding of BSL, including tactile BSL, across the public sector.

1. The extent to which support is in place

- The provision of BSL/ English interpreters is made at meetings and events to enable a fair chance for BSL users to be actively involved.
- The Equalities Newsletter and bulletins are offered in BSL on request
- A pilot training was carried out with the Equalities Ambassadors Network on 30th November 2018 by the Scottish Council of Deafness (SCoD) to raise awareness about BSL and opportunities for learning BSL.
- Awareness raising and promotion of the use of ContactSCOTALND-BSL – which is a free service initiative which allows BSL users to contact public sector services and for our services to contact our customers.

2. Extent and range of involvement of communities. Numbers of people involved and level of engagement with BSL communities

- Produced our BSL Plan in October 2018 and launched it at a community engagement event on 12th December 2018, attended by over 50 people. There was also performance by 'Singing Hands' – a group of performers who signed songs.
- An awareness raising session with elected members will be carried out by October 2019.
- Collaborative working with Education Services and Aberdeen Health and Social Care Partnership is ongoing.
- Positive engagement with Deaf School staff, pupils and parents held at Aberdeen School for the Deaf on 20th September 2018 which enabled members of the Deaf community, Deaf pupils and their parents and staff working with Deaf pupils to contribute to the BSL plan and what it means for those living within Aberdeen City Council.

These engagement events have enabled relationships to be built between council members and the Deaf Community/ families of Deaf pupils and has heightened awareness of BSL across the education service within Aberdeen City Council.

3. Increase BSL representation on the Disability Equity Partnership

The Disability Equity Partnership currently has 3 members representing the BSL community. Opportunities are also available for BSL users to join and support the work of the two sub groups – Accessibility Group and the Wellbeing and Opportunity group.

Outcome 6 Needs of Gypsy/ Travellers are met

There is learning provision and accommodation in place to meet the needs of Gypsy/ Traveller families

Protected Characteristics impacted: Race

Measurements of Success:

- 1 Review and update of strategies and policies reflecting best practice
- 2 Range of new support (and feedback on this support) in place for schools to be more inclusive and engage with Gypsy/Traveller children
- 3 Perception of Gypsy/Travellers
- 4 No. of adults engaging with adult learning
- 5 Attainment and attendance levels of Gypsy/Traveller pupils
- 6 Extent to which accommodation needs are reflected in local housing strategy and HNDA
- 7 No. of unauthorised encampments
- 8 No. of pitches/new pitches provided

1. Review & update of strategies & policies reflecting best practice

A multi-agency working group has been established to focus on how best to support the Gypsy/Traveller community. From this group a multi-agency on education sub-group has been developed to identify barriers to education in relation to Gypsy & Traveller communities; this group brings together relevant partners across Aberdeen City, Aberdeenshire and Moray Councils, as well as reps from the Travelling community, Police Scotland, Grampian Regional Equality council, Article 12 in Scotland among others. The education sub-group has analysed the make-up of the Gypsy/Traveller community attending schools in Aberdeen. Most children attending city schools live in settled accommodation whereas in Aberdeenshire the population is more transient, and this affects planning to support educational needs. The group has focused on the following actions:

Action 1. Adopt procedures and protocols on areas such as Children Missing in Education, Named Person, and GIRFEC which are consistent and coherent across the region

Action 2. Address the barriers that prevent young people and families from identifying as Gypsy/ Travellers in schools

Action 3. Engagement with young people and families on sites and encampments (with a view to breaking down barriers, improving access to education)

Action 4. Provide schools with the professional support and expertise they require to create an inclusive environment for young Gypsy/Travellers

Significant progress has been around Action 1, with updated protocols and guidance being developed around Children Missing in Education and Named Person. There has also been increased engagement between the council and community representatives. This has included regular inclusion of a community rep on the working group, as well as the Education Officer visiting Clinterty Travellers Site to meet with young people and parents.

There has been development of partnership working between Aberdeen City Council and Aberdeen Foyer to provide flexible education support to young people who are not currently enrolled in school but wish to access areas of education provision.

2. Range of new support (and feedback on this support) in place for schools to be more inclusive and engage with Gypsy/Traveller children

A Children Missing from Education Policy has been approved and work is ongoing to ensure that the particular needs of the Gypsy/Traveller community are reflected in the next policy refresh planned for September 2020.

3. Perception of Gypsy/Travellers

An accommodation needs assessment was undertaken along with partners (Grampian Regional Equality Council and the University of Aberdeen) which engaged with the Travelling community as well as collated national research and data. The assessment produced valuable data to further the Council’s understanding of the accommodation needs of Gypsy/Traveller communities in Aberdeen and this information will be used for future housing needs demand assessments, local housing strategies and local development plans. The report made several recommendations, which are being progressed via a multi-agency forum at a Grampian level:

1. A review of the approach of including the provision of Gypsy/Traveller sites as part of wider housing/accommodation developments (e.g. within Local Development Plans).
2. Looking at how Gypsy & Traveller communities can realise aspirations with respect to private site development, including working in partnership with agencies such as Planning Aid Scotland.
3. Working with Gypsy & Traveller communities to explore options for improving the management of encampments and the potential for developing more informal stopping places, e.g. those historically used by Gypsy & Traveller communities before being closed off.
4. Agree joint protocols for data gathering around encampments and needs assessment on an on-going basis.
5. The Scottish Government’s Race Equality Action Plan (and associated Framework) should be used as a means to drive forward action at a local level, as well to continue, and enhance, joint working at a regional level.
6. Initiatives to improve relations between Gypsy & Traveller communities and settled communities.

4. No. of adults engaging with adult learning

During the period the Adult Learning team engaged with 10 families consisting of 19 Adults and 14 Children and Young People. The type of work and activity delivered included:

- Developing contacts/support to new families
- Continued identification of needs/support with established families on site
- Partnership working to develop site, Action Plan Developed 2015/16.
- Social Inclusion encouraging adults and children to access off site activities.
- One to one working with adult learners, literacy and numeracy are most highlighted need but we are also asked about ICT. This is provided when requested.
- We also have learners undertaking SVQ and Adult Achievement Awards.
- Parents and under 5s group

The Adult Learning team have been meeting the learning needs and supporting families for over three years, building on earlier success and reviewing/updating plan based on identified need.

Partnerships across agencies and services have been key to this positive development. Activities continue to be well attended with parents helping out and becoming actively involved.

5. Attainment and attendance levels of Gypsy/Traveller pupils

Children/Young People’s Activity Group, run by Aberdeen Play Forum, at Clinterty Traveller’s Site, run by the Council’s Adult Learning Team. Young people are encouraged to play and participate, e.g. in fun science projects. The young people are very vocal about their group and activities. They are at the core of all relevant developments. Numbers vary but are quite steady at around 10-12 for homework group, parents/ grandparents are becoming more actively involved and using these sessions as an opportunity to support their child’s learning.

6. Extent to which accommodation needs are reflected in local housing strategy and HNDA

The Local Development Plan 2017 has identified sites as part of the 25% affordable housing contribution offering opportunities to the north, west and south of the city. Grandhome, Newhills, and Loirston are considered most appropriate for on-site provision of smaller transit sites with a net area of approximately 0.5 hectares providing six pitches on each site. Provision at the remaining locations will take the form of a commuted sum (equivalent to 15 affordable units) as set out in the Local Development Plan Supplementary Guidance.

7. No. of unauthorised encampments

Figures for Gypsy/Traveller “unauthorised encampments” during this time period are as follows:

2016	41	2017	26	2018	14
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8. No. of pitches/new pitches provided

During the period 0 pitches continued to be available at Aberdeen City Council’s Gypsy/ Traveller Site at Clinterty. 17 of these pitches are rented on a permanent basis, while 4 are rented on a short-term basis during peak travelling months (March-September). A range of improvements have been identified for the site and a business case for the improvement is currently being considered by the council.

Outcome 7 A city of diverse communities where everyone is welcomed and respected

Aberdeen is a city of sanctuary with positive relations amongst Aberdeen's diverse communities, where everyone is welcome and respected, regardless of religion, belief or background.

Protected Characteristics impacted: All (particularly race and religion/belief)

Measurements of Success:

1. Extent to which people feel Aberdeen is a welcoming place
2. Extent to which people feel those in their neighbourhood are friendly
3. Extent to which people have friends from different nationalities
4. Extent to which people from ethnic minorities/different faith groups are involved in a range of community groups
5. Extent to which people from ethnic minorities/different faith groups use a range of different facilities
6. Number of Prejudice incidents and hate crimes

GREC Social Cohesion Research

- **Life in Aberdeen Survey, 2018.** 351 participants: 105 ethnic minorities (29.6%) (several completed the surveys in Polish), 197 Scottish/British, 19 'white,' 29 skipped ethnicity question.
- **Tackling Economic Barriers pilot study, 2017.** Targeted to ethnic minorities, who were 64 of 65 participants.
- **Creating a Fairer and More Equal Aberdeen, 2016-17.** Ten community engagement events with groups representing seven equalities characteristics (race/ethnicity, religion/belief, age, disability, sex, sexual orientation, gender reassignment). 225 participants: 120 Scottish/British, 84 ethnic minorities, 18 skipped ethnicity question.

1. Extent to which people feel Aberdeen is a welcoming place and;

2. Extent to which people feel those in their neighbourhood are friendly

In the 2018 research, 90% of ethnic minority participants felt that Aberdeen was a safe place to live, 82% felt that Aberdeen was a welcoming place, and 71% felt part of their communities. The figures for Scottish/British participants were 86%, 67% and 58%. There were similar findings in the 2016-17 research: more than three-quarters of both Scottish/British and ethnic minority participants agreed that Aberdeen is a safe city, just over half of both groups said they were active in their local communities, and around 90% said they felt able to participate in public life. 77% of ethnic minority participants felt that equality and diversity are welcomed and celebrated in Aberdeen, compared with 64% of Scottish/British participants.

In the 2017 pilot study, 83% of participants agreed that their neighbourhoods were welcoming places, 79% felt part of the communities where they lived, and 57% said they were active in their local communities.

In the 2018 research, around three-quarters of Scottish/British participants, and two-thirds of ethnic minority participants, felt that ethnic minorities are treated with respect. Three-quarters of both

Scottish/British and ethnic minority participants agreed that people from different nationalities get along well in their local area. In the 2016-17 research, 46% of Scottish/British participants and 55.4% of ethnic minority participants felt there are good relations between communities.

It is worth noting that opinions seem to be more positive when focussing on individuals rather than groups.

3. Extent to which people have friends from different nationalities

As with other areas, there were similar patterns between ethnic minority and Scottish/British participants here. In the 2018 research, the largest proportion of both groups met their friends at work – two-thirds for ethnic minorities, and nearly 80% for Scottish/British participants. Around half of both groups found friends at school, college or university, or through other friends, or through their children or other family members. Around 30% of both groups were friends with their neighbours, and around 10% met friends online. Half of Scottish/British participants met friends through hobbies, sports, cultural groups, pets, or other types of groups, and this was the case for a third of ethnic minority participants. 19% of ethnic minority participants met their friends through religious groups, compared with 7.6% of Scottish/British participants.

A large majority of both ethnic minority and Scottish/British participants had friends who were different nationalities – 89.5% and 80.2%, respectively. A slightly smaller proportion had friends who spoke a different first language: 87.6% and 71.1%. In the 2017 pilot study, 84.6% of participants had friends of many nationalities, and 80% said their friends included Scottish people. Unsurprisingly, participants who felt part of their communities were more likely to have diverse friendships.

4. Extent to which people from ethnic minorities/different faith groups are involved in a range of community groups

There were similar levels of involvement in local groups between ethnic minority and Scottish/British participants – just under 70% were involved in at least one group. As shown in the chart below, charities were the top groups, followed by religious, community and sport groups for ethnic minorities, and hobby and sport groups, political/campaign/civic groups, and trade unions for Scottish/British participants.

5. Extent to which people from ethnic minorities/different faith groups use a range of different facilities

In the 2016-17 research, 60.3% of Scottish/British participants and 70.8% of ethnic minority participants said they used the city's cultural and sporting facilities. In 2018, the frequency of using some community facilities was similar between Scottish/British and ethnic minority participants; nearly all used local shops and a health centre or GP, three quarters used local parks, and around half used a gym or swimming pool. Ethnic minorities made more use of libraries (64% versus 39%), schools or nurseries (54% versus 27%), community centres (53% versus 35%), places of worship or religion (30% versus 16%), and advice services (13% versus 8%). Scottish/British people were more likely to use local pubs or restaurants (82% versus 57%), and slightly more likely to use buses (75% versus 67%). For both groups, those who felt part of their communities tended to use more community facilities.

6. Number of prejudice incidents and hate crimes

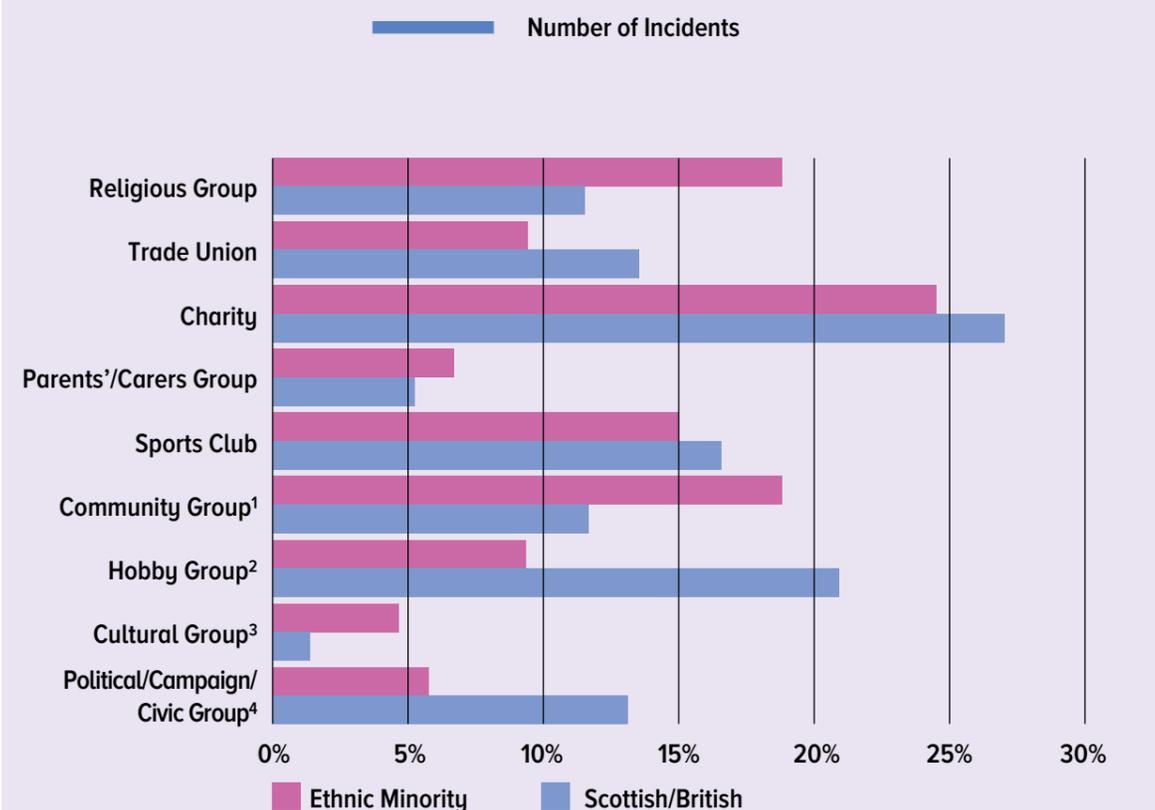
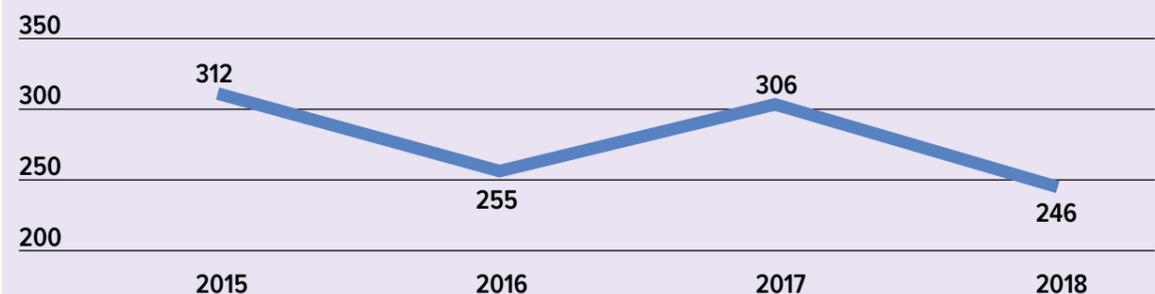
Hate Crimes and prejudice incidents

Between 2015-2018, the level of hate crime reported in Aberdeen City has remained relatively constant, with roughly 250-300 incidents per year. In 2017 and 2018, the main motivations for incidents were racism and homophobia; these made up 86% of hate crimes and prejudice

incidents in both years, though the ratio has shifted. A slight decrease in reports of racist incidents is unlikely to reflect a reduction of actual incidents – rather, it could mean that the public are taking racism less seriously due to its constant presence in the media (anti-immigrant rhetoric, etc). At the same time, an increase in reports of sexual orientation related incidents may reflect more incidents, or greater confidence in reporting them.

As part of efforts to reduce reoffending, improvement work has been identified in the LOIP, which is aimed at increasing the number of individuals who are charged with a hate crime who then go on to undertake effective interventions to address this offending behaviour – 30% by 2021

Hate crimes and prejudice incidents, Aberdeen City, 2015-18



¹ Residents' Association, etc. ² Arts/Musical Group, etc. ³ Polish Association, etc. ⁴ Political Party, Greenpeace, Rotary Club, etc.

Outcome 8: Improved opportunities for women

In Aberdeen there is a culture in which women's lives, opportunities and confidence are improved.

Protected Characteristics impacted: Sex

Measurements of Success:

1. Extent to which AWA has a refreshed vision, objectives, membership and is community-led
2. Extent to which gender pay gap has narrowed
3. Women's representation as councillors, community councillors, and have stood as candidates.
4. Rates of violence against women

1. Extent to which AWA has a refreshed vision, objectives, membership and is community-led

Aberdeen Women's Alliance (AWA)

From 2018 onwards, the Aberdeen Women's Alliance has been emerging from a quiet period and developing a clearer vision of the group's purpose. Both long-standing members and women who have recently become involved want the group to be more issues-led, highlighting concerns about women's rights, women's health, tapping into #MeToo, etc. To that end, the group has organised several key events:

- In March 2018, AWA co-hosted an event with Engender to facilitate conversations around CEDAW – the UN Convention on the Elimination of all forms of Discrimination Against Women. Around 30 women took part.
- In November 2018, AWA was awarded VAF funding to organise a 'Democracy Matters' event, inviting women to contribute to the Scottish Government consultation on local democracy; seven women participated.
- In February 2019, AWA helped to organise a focus group on changes to the process for cervical screening; eight women participated.

Aberdeen Women's Alliance – Heritage Group

The core of AWA has been its Heritage Group, which has continued to organise women's history-based activities throughout 2018.

Walking Tours. Women's History Walking Tours, led by AWA Heritage Group, have continued to be popular. Ten walks were held between May and November 2018, with between 6 and 20 people taking part in each. Highlights included walks for May Fest, the Golden Games and Rise Up Quines. Participants have included Girl Guides, history students from Aberdeen University, a church group, and the Labour Party Women's Group.

Women's History Plaques and Cairns. The Heritage Group has now completed a collection of interpretation boards mounted on cairns around Stewart Park celebrating women's contribution to the area. The project was completed in partnership with Aberdeen Libraries and Aberdeen City Council's unpaid work team. The Group has also organised plaques for some of the city's notable women, including Caroline Phillips, Nan Shepherd and Maggie Myles.

Workshops. In November 2018, the Heritage Group hosted 'Discover Your City's History,' a series of workshops with Scotland's Urban Past, including History Reconstructed, Building Detectives, Promoting Your Project and Sharing Your Project Online.

2. Extent to which gender pay gap has narrowed

Gender Pay Gap Information for the Council as a whole

The current gender pay gap information for the Council as a whole is set out below and is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £16.0374 ph and women's average hourly pay (excluding overtime) which is £16.1267 ph.

The current gender pay gap for all Council employees is -0.56% (in favour of women). This is a negative figure as, on average, female employees are paid at a marginally higher hourly rate than male employees across the Council. This compares with a gender pay gap of -0.70% reported in the Mainstreaming Report of 2017 indicating a slight decrease in the gap (still in favour of women). The current gender pay gap is regarded as modest and will continue to be monitored on an on-going basis.

Gender Pay Gap Information in the Education Authority

The current gender pay gap information for the Education Authority (comprising employees in the Council's Education Service) is set out below and is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £23.2050 ph and women's average hourly pay (excluding overtime) which is £17.8028 ph.

The current gender pay gap for Education employees in this council is 23.28% (in favour of men). There is a significant gender pay gap for this group with male employees being paid, on average, a higher hourly rate than females. This gender pay gap results from the higher proportion of male employees in the upper salary bands for Education Authority employees and an under-representation of men in the lower pay bands, particularly in school administration and support roles. This compares with a gender pay gap of 20.68% reported in the Mainstreaming Report of 2017.

3. Women's representation as councillors, community councillors, and have stood as candidates.

For 2017 local government elections, of the 13 out of 45 women elected,

Labour had 5 Female Elected Members
 SNP had 4 Female Elected Members
 Conservative had 2 Female Elected Members
 Independent had 2 Female Elected Members

This is comparable with the national average for female elected members; and an increase from the previous Council, where there were 11 Female Elected Members.

4. Rates of violence against women

The Violence Against Women Strategy is in the process of being refreshed and will be able to better inform our next reporting cycle for 2021.

Outcome 9: Aberdeen is an LGBT+ friendly place

Aberdeen is an LGBT+ friendly city where LGBT+ communities can confidently express their identity and views.

Protected Characteristics impacted: Sexual orientation

Measurements of Success:

1. Perceptions of community
2. Activities, impact, community led nature of the LGBT CDG

1. Perceptions of community

The first-ever Grampian Pride, on 26 May 2018, was a huge success, bringing together at least 1,000 people in the parade down Union Street and 3,000 people in the festival-style 'Pride Village,' which included both entertainment and information for and about the LGBT+ community. The event's budget of £50,000 was raised largely through sponsorship from businesses, the public sector, the third sector, and sources like the Big Lottery.

351 people took part in a feedback survey, and nearly all (97%) had a positive impression of the day, rating it 'awesome' (58%) or 'good' (39%). Around half heard about Grampian Pride on social media, around a third by word of mouth, and the rest through LGBT+ organisations, traditional media, and work, school or college. For two-thirds, it was their first Pride event. There was a good spread of ages among participants, and most came from the Grampian region.

Individuals attending the Pride event were asked to fill in a further survey about their experiences of living and working in the North East of Scotland; 71 individuals participated and provided the following feedback:

- 79% of individuals feel that LGBT+ people are treated with respect
- 86% of individuals feel that people from different backgrounds get along well
- 76% of individuals said they usually feel confident to be open about their sexual orientation
- 71% of individuals felt there was a sense of LGBT+ "community" in the area
- 87% of individuals felt their neighbourhood was a safe space to live
- 86% of individuals felt that people in their neighbourhood were friendly

Concerningly 32% of respondents said they had been the victim of prejudice or hate crime in the last 12 months. This issue has therefore been identified as a priority for the North East LGBT+ Community Development Group. In addition 34% of respondents said they felt they had been the victim of discrimination in an education setting because of their sexual orientation, though no timeframe was set on this.

Some comments from respondents included:

“We are working to bridge the discrimination gap. Let’s keep sharing the peace & love”

“Feel Grampian still has some way to go to stop discrimination between different communities. Some people are accepting of LGBT persons, yet others are not. Don’t feel safe enough to be fully open about my sexuality.”

“I feel that Aberdeen is a safe place for a gay person to live.”

2. Activities, impact, community led nature of the LGBT CDG

During the period 2017-19, a new North East Community Development Group has continued to thrive and work effectively, following its establishment in late 2016. It is now a largely self-sufficient community led forum, whilst also including representatives of the public and third sector. The aims of the group are to be a conduit of information, resources and opportunities for LGBT+ individuals in the North East, as well identifying gaps and priorities that need to be addressed (whether directly by the group or by others). Direct community engagement has played an important role for the group thus far, including identifying priority issues for LGBT+ individuals living in the area. This has included identifying the desire for a high-profile Pride event in Aberdeen.

To mark the LGBT History month, schools in Aberdeen celebrated and raised awareness in the following ways:

Dyce Academy

- 40 staff wore rainbow lanyards for the month to be the school ‘everyday hero’ and ally to LGBT+ students.
- Pride Group created an LGBT Icon board for staff and students to visually see how the LGBT+ community has impacted on society.
- Each day in the daily bulletin there was a different moment from LGBT history read out to all years. These moments highlighted the timeline of our struggles and accomplishments.
- There was a movie showing of the hit ‘Love Simon’ which was attended by approx. 30 students.

Lochside Academy

All S1 students took LGBT history month to look at Equality and Diversity in PSE and Drama

Skene Square Primary School

School is starting a LGBT group which is being set and run by senior pupils. The senior classes both studied Diversity, Transgender, Stereotypes and LGBTQ and incorporated religion into these studies also.

St Machar Academy

LGBT History Month was the theme of the week at the beginning of February. The school worked with a group of young people to identify single use toilets that can be identified as accessible toilets, but the age of our building does not make this easy.

Harlaw Academy

The Alliance worked with the Harlaw Defenders (school anti-bullying group) to organise a Purple Friday party on 22nd Feb. They were supported on the day by other pupils from the Harlaw Defenders (the anti-bullying group), youth workers and the Wider Achievement department.

The party was similar to the previous year’s party: a photobooth a painted flag to be signed, an LGBT music playlist, hand/face painting, glitter tattoos, food and information about Zone Youth group. This year the theme was Catalyst, so they had science props for the photobooth, and they had displayed handmade posters which showed this year’s logo around the school.

- It was attended by around 50 pupils and staff, and there was input from LGBT Zone Youth Aberdeen who spoke about the group and what it could offer for young people in the city.
- The Alliance also worked with a RE teacher to change some PowerPoints about gender identity and sexuality.
- Additionally, they have been planning an inclusivity training course for teachers and the Defenders to make the learning environment more LGBT-friendly. Currently, they are working on some primary school-based activities with the Defenders as well.

Employment Equality Outcomes (2017-21)

Duty to gather and use employee information

Introduction

The duty requires the organisation to gather annual information on the composition of employees as well as annual information on recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees. The information must be used to better perform the general equality duty.

The mainstreaming report must include an annual breakdown of the information gathered and must also include details of the progress that the organisation has made in gathering and using the information to enable it to better perform the general equality duty.

It is intended to seek to continue to develop the employee information in line with the Equality and Human Rights Commission guidance to cover other areas.

The employee information in this 2019 Mainstreaming Report comprises the following by protected characteristic: -

- Composition of employees (as at January 2018 (for year 2017) and as at January 2019 (for year 2018))
- Recruitment information, namely applicants and successful applicants for calendar years 2017 and 2018
- Development information, namely employees who undertook corporate training in calendar years 2017 and 2018 and also employees involved in discipline and grievance cases in calendar years 2017 and 2018
- Retention information, namely employees who left the organisation in calendar years 2017 and 2018

In accordance with the requirements stated in the guidance, the above has been produced for the organisation as a whole and also in relation to the Education Authority (which comprises teachers and other employees in the Education Service).

There are therefore 12 tables of figures in this report as appendices each with a sheet of analysis.

The data was gathered from three sources, the Council's HR/Payroll database, which produced the majority of the information, the recruitment system, which produced the specific recruitment information and the casework register. Relevant queries were run from the systems to produce reports, with the information then put into the tables.

It should be noted that where there were minimal numbers of employees in a category, the actual figure has been removed from the table and replaced with the words 'Under 5'. This is to help ensure that no individual employees can be identified so that confidentiality in relation to sensitive personal data can be maintained.

With regard to how the information has been used (or will be used going forward), the following has been (or is to be) undertaken:

People and Organisation have been, and will be, involved in pursuing initiatives in relation to employment equality covering the various protected characteristics. These initiatives are linked to meeting the employment related outcome and the two actions which sit below it, as follows:

Equality outcome is **'Aberdeen City Council - a fair employer'**

The two actions that sit below this equality outcome are:

1. We will maintain a diverse workforce and a culture that is free from unlawful discrimination.
2. Achieve and maintain pay equality within the workforce.

The employee information contained in this report will be used in relation to the planning of future equality related initiatives going forward.

Also, the employee information will continue to be compared to the relevant Scottish Census 2011 information to confirm what the differences are between the two sets of figures, so that there is an understanding of how the profile of the workforce compares to the profile of the working age population in Aberdeen. This is helping to provide information as to where resources should be targeted to address any under-representation in a protected characteristic group and to justify measures being pursued to address this.

Examples of initiatives undertaken over the last two years have been:

Race

Ran employability skills sessions targeted at ethnic minorities to assist individuals with understanding recruitment and selection processes, in making job applications and preparing for interviews.

Gender

Undertook a gender pay audit to identify whether there were any gaps in relation to either basic pay or total pay.

Religion and Belief

Compiled a leaflet to advertise the multi-faith room in the Council's HQ building, which was distributed around the building.

LGBT

Undertook a posting on the intranet to raise employee awareness of various events taking place as part of LGBT History Month.

Age

Launched an apprenticeship programme which includes Foundation Apprenticeships, Modern Apprenticeships and Graduate Apprenticeships.

Disability

Undertook a review of the Disability in the Workplace guidance with relevant updates made to the document.

The aim of these initiatives is related to the recruitment and/or retention of people in these protected characteristic groups, with the workforce figures indicating some under-representation.

Also, the recruitment figures are to be examined to identify whether there are any significant differences between applicants and successful applicants in relation to protected characteristic groups (also comparing these to the workforce profile data) and if so to consider how these could be further explored to identify whether there are any issues in relation to the application of the Council's recruitment and selection procedure. Likewise, the leavers information will also be examined to identify whether there is a disproportionate amount of employees leaving the organisation from under-represented protected characteristic groups compared to the workforce profile data and if so what the reason(s) for this might be and how it/they could be addressed.

The Council is in the process of installing a new HR/Payroll database to replace the existing system. The new system will allow employees to enter their equality and diversity information on a 'self-service' basis. This should help to keep employee equality and diversity information more up-to-date. It is intended to promote this facility once in place and to ask employees to check over and amend (where necessary) their equality and diversity information. They will also be reassured that their data will be held confidentially and used only for equality and diversity related purposes.

The progress on Employment Outcomes are attached as Appendix 2a-p

Education Authority Equality Outcomes (2017 – 21)

A summary of the equality outcomes for the Education Authority which are now referred to as Integrated Children and Family Service are:

- **EO 1:** Children and young people with a disability and their families are supported and included enabling them to achieve their full potential.
- **EO 2:** Pre-birth children (unborn babies) at risk due to issues that parents are dealing with such as; mental health, substance use and domestic abuse are identified at an earlier stage. Vulnerable pregnant women are identified and supported at an early stage.
- **EO 3:** Lesbian, Gay, Bisexual and Transgender (LGBT) children and young people feel safe, respected and included in school.
- **EO 4:** All children and young people in Aberdeen have an understanding of their rights and develop the ethos and culture to improve well-being and develop every child’s talents and abilities to their full potential.
- **EO 5:** External Cultural/Arts organisations who receive investment from Aberdeen City Council actively promote and engage with those with protected characteristics in designing, planning and delivering activity.

Strategic Outcomes – Links to Local Outcome Improvement Plan (LOIP)

Children have the best start in life – children in Aberdeen City are healthy, happy and safe, and enjoy the best possible childhood	Children and young people are safe and responsible – children and young people are safe from all forms of harm	Children are respected, included and achieving – children and young people are listened to, respected, valued and involved in the decision-making process	Investment in infrastructure - Aberdeen City is a robust and resilient economy providing a vibrant built environment and attractive place for residents, students, business and tourists. People friendly city - a city where people to choose to invest, live and visit.
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The progress report for the Education Authority Outcomes appear as [Appendix 3](#) online.

Mainstreaming Equality by Aberdeen City Licensing Board

The Licensing Board has taken steps to ensure the mainstreaming of the general equality duty as an integral part of the exercise of its functions. The Board’s statutory Statement of Licensing Policy sets out the policies that assist in the exercise of its functions under the Licensing (Scotland) Act 2005. During the formulation of this document an Equalities and Human Rights Impact Assessment was carried out.

The proposed new Equality Outcomes 2017-2021 for the Licensing Board appear as [Appendix 4a-d](#).

Next steps

As our Organisation transforms and embraces its new Guiding Principles, we will work to:

- Gauge the level of knowledge about HR policies and to better understand the issues on which our employees most regularly seek information on
- We will continue to engage with our Equality Ambassador Network and use their feedback to inform decisions and policies being introduced through the Council
- We will continue working with officers to build on better practices at strategic and operational levels to make us and our information accessible
- Endeavour to build more sustainable relationships with the 3rd sector and partner organisations
- In the longer term and as we progress with our current outcomes, we will continue to promote equalities throughout our organisation.

Aberdeen City Council would like to thank all the community groups, forums, volunteers, partners and council officers for their input into this report, but above all for their work and continuous quest in delivering equality outcomes and promoting diversity and equality through the city.

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