

## How We Have Mainstreamed Equality (2015-17)

### Progress Report on the Equality Outcomes (2015-17).

<b>Equality Outcome 1</b>			
<b>General Duties:</b> GD1. Eliminating discrimination, harassment and victimisation. GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it. GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.		General duty met:	Protected characteristic met:
<b>Protected characteristic supported through equality outcome:</b> A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation			
<b>Equality Outcome</b>	<b>An engaged community:</b> 1. Improved opportunities for people with protected characteristics to participate in public life.	GD1 GD2 GD3	ALL
<b>Evidence</b>	1. Launch of a new Multi Faith Forum for the city – October 2015.  2. A new Disability Equity Partnership (DEP) as a working group of Communities Housing and Infrastructure committee established September 2015.  3. A revised and refreshed North East LGBT+ Equality Network and Ethnic Minority Forum (EMF) November 2015. Gypsy/ Traveller involvement in planning and delivering event for Gypsy/ Traveller History Month June 16 and now working on June 2017.  4. The City Centre Masterplan (CCMP) team has set up a schools group to improve engagement with youngsters. Nine schools are involved: a special school; three secondaries; five primaries. The CCMP team has also worked with the Children’s Parliament in reaching youngsters and giving them a voice and the Ideas Hub, and innovative		

digital platform aimed at identifying challenges and crowd-sourcing solutions within schools. The team has also held meetings with the local Health and Social Care Partnership to explore ways of capturing the views of those in receipt of services and support when progressing plans and projects. Other stakeholders engaged with directly on CCMP projects include the groups representing the disabled: the Disability Equity Partnership (DEP) and Bon Accord Access Panel. When conducting surveys, copies are sent to Sheltered Housing complexes and family centres. Meetings are planned in the weeks ahead with representatives of the Chinese and Bangladeshi communities to discuss greater engagement with members.

5. Through our joint funding of an Ethnic Minority Housing Outreach worker post, ethnic minority communities are consulted and involved where appropriate and better able to articulate their housing needs.
6. Development of the 10 year Local Outcome Improvement Plan ( LOIP) as part of the new powers from the Community Empowerment Act, reviewed previous engagement events within the 3 localities to determine what the priorities for the locality plans should be.. o Locality Partnershipshave been set up with at least 50% of Community representation aiming to represent the demographics in the area.to
7. run alongside LOIP development. . . .
8. One of the Locality Managers has an overview of city wide tenant participation and engagement. A an annual City wide participation event t brings together all the localitiesto gain feedback and is usually held in a centrally located Hotel. Following Feedback from the Community resulted in the selection of a more accessible venue (both in facility and location).
9. Involvement of local communities in Participatory Based Budgeting process, with communities submitting bids and voting on priorities.

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<p>Outputs</p>	<ol style="list-style-type: none"> <li>1. Multi-faith Forum 2 meetings with active enthusiasm and participation. Involvement in the Holocaust Commemoration event led by the council – January 2017.</li> <li>2. DEP – now has 2 subgroups on Accessibility and Wellbeing &amp; Opportunities, working with planning and design team on Marischal Square development, Art Gallery and Union Terrace Gardens.</li> <li>3. LGBT+ event as Part of Anti- bullying week November 2016 - more than 80 participants and many young people.</li> <li>3. EMF themed meetings at venues away from the council with different partner hosts.</li> <li>4. The schools group has been involved in making a film about the city centre and the importance of youngsters having their say about its transformation. Pupils across a number of schools have taken part in surveys on CCMP projects – the redevelopment of Union Terrace Gardens (UTG) and the creation of a Hall of Heroes for a new visitor attraction. Feedback from school pupils is to be highlighted in a report for the Council on UTG. The “City Centre” is one of three strands being promoted on the Ideas Hub along with “School” and “Community”. The CCMP team is to work with DEP (and hopefully local students) in creating an audio representation of the city centre.</li> <li>5. Issues arising through Ethnic Minority Housing worker’s casework being tackled with partners.</li> <li>6. Delivery of £40,000 in community engagement activities and events, with allocation of funding to most deprived communities. Communities were engaged to put forward applications. The Middlefield Hub was opened in early 2017 and was built to serve the local community. Co locating services in one hub, including public, 3<sup>rd</sup> and private sector.</li> <li>7. The issue with an accessible location also created a Lessons Learned for the Locality Managers that going forward they need to involve the Community in procurement. Not only for participation events but also in terms of contractors and individual requirements based on their disability/ access need. The regular tenant participation events held improve customer service provision which advances equality and addresses people’s different needs.</li> <li>8. 8. Northfield Total Place - developed groups for younger and older people for whom English is not their first language, a disability group, “ Northfield Champions” poster campaign to highlight people from local community who had gone on to positive destinations, “ Local Heroes” putting something back into community, resident groups, young women representatives from the Middlefield Community Project supported to do fact-finding trip to Poland to experience Eastern European culture to help community integration and cohesion in local Aberdeen communities</li> </ol>
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	<p>on their return, older isolated people encouraged and supported to join in activities at the Cummings Park Flat. All are evidence of the success of the Northfield Total Place approach with its commitment to community outreach and “pavement pounding “.</p>
<p>Measurement</p>	<ol style="list-style-type: none"> <li>1. Equalities monitoring.</li> <li>2. Levels of participation.</li> <li>3. Changes influenced through involvement in servicer design, impact assessment etc.</li> <li>4. 11% of those taking part in a major survey on options for the design of new public realm space in Aberdeen – a CCMP project – were aged over 65.</li> <li>5. Increase in the uptake of housing advice: applications to social housing: reduction in homelessness for ethnic minority communities.</li> <li>6. Developing services fit for purpose in the local community.</li> </ol>

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<b>Equality Outcome 2</b>		General duty met:	Protected characteristic met:
<p><b>General Duties:</b>            GD1. Eliminating discrimination, harassment and victimisation.            GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it.            GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p><b>Protected characteristic supported through equality outcome:</b>            A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
<b>Equality Outcome</b>	<p><b>An Informed Community</b></p> <ol style="list-style-type: none"> <li>1. All services to implement the communications guidelines.</li> <li>2. Clear, fast, reliable and accessible procedure to contact people and deal with complaints.</li> </ol>	GD1 GD2 GD3	ALL
<b>Evidence</b>	<ol style="list-style-type: none"> <li>1. Equality News Collective published fortnightly.</li> <li>2. Improved website presence.</li> <li>3. Greater use of social media to promote events.</li> <li>4. Reader friendly information.</li> <li>5. Promotion of InterTrans in house Interpreting/ Translation service within council.</li> <li>6. Through our joint funding of an Ethnic Minority Housing Outreach worker post, ethnic minority communities are better informed of their housing rights, their housing options and how to access them.</li> </ol>		

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<b>Outputs</b>	<ol style="list-style-type: none"><li>1. Regular news bulletins.</li><li>2. An enhanced website and Zone presence.</li><li>3. Use of electronic news boards within reception.</li><li>4. Promotional Posters.</li><li>5. Up to date mailing / contact lists.</li><li>6. Increase in the uptake.</li></ol>
<b>Measurement</b>	<ol style="list-style-type: none"><li>1. No of hits, no of tweets.</li><li>2. No of requests for InterTrans.</li><li>3. No of participants at our equality events.</li><li>4. Increase in the uptake of housing advice: applications to social housing: reduction in homelessness for ethnic minority communities.</li></ol>

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<b>Equality Outcome 3</b>		General duty met:	Protected characteristic met:
<p><b>General Duties:</b>            GD1. Eliminating discrimination, harassment and victimisation.            GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it.            GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p><b>Protected characteristic supported through equality outcome:</b>            A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
<b>Equality Outcome</b>	<p><b>An Accessible City</b></p> <ol style="list-style-type: none"> <li>1. People with protected characteristics making better use of cultural and sporting facilities.</li> <li>2. The city environment and green spaces are cleaner, better maintained and more family friendly, taking account of physical accessibility and the needs of older people.</li> </ol>	GD1 GD2 GD3	ALL
<b>Evidence</b>	<ol style="list-style-type: none"> <li>1. .?</li> <li>2. Café Culture Working Group to assess trial in Belmont Street area August – October 2015.</li> <li>3. Renewal of contract with Disabled Go website providing accessibility audits – December 2015.</li> <li>4. New post of Disability Access Officer in the council – August 2016.</li> <li>5. Establishment of new Disability Equity Partnership (DEP) – September 2016.</li> </ol>		
<b>Outputs</b>	<ol style="list-style-type: none"> <li>1. Audit by Café Culture Working Group and subsequent report on trial by planners.</li> <li>2. Presentation by Disabled Go to disability contacts – June 2016.</li> <li>3. Input from DEP on planning proposals.</li> </ol>		

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<p>Measurement</p>	<ol style="list-style-type: none"><li>1. Changes influenced through involvement in servicer design, impact assessment etc.</li><li>2. ?.</li><li>3. Report from Scottish Council on Disability Equality Forums.</li><li>4. No. of consultations responded to by Disability Equity Partnership.</li></ol>
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<b>Equality Outcome 4</b>		General duty met:	Protected characteristic met:
<p><b>General Duties:</b>            GD1. Eliminating discrimination, harassment and victimisation.            GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it.            GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p><b>Protected characteristic supported through equality outcome:</b>            A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
<b>Equality Outcome</b>	<p><b>Aberdeen City Council - a fair employer</b></p> <ol style="list-style-type: none"> <li>We will maintain a diverse workforce and a culture that is free from unlawful discrimination.</li> <li>Achieve and maintain pay equality within the workforce</li> </ol>	GD1 GD2 GD3	ALL
<b>Evidence, Outputs &amp; Measurements</b>	<p><b>*Please see Employment Information Appendix (4)*</b></p>		

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<b>Equality Outcome 5</b>		General duty met:	Protected characteristic met:
<p><b>General Duties:</b>            GD1. Eliminating discrimination, harassment and victimisation.            GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it.            GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p><b>Protected characteristic supported through equality outcome:</b>            A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
<b>Equality Outcome</b>	<p><b>Improved customer service provision which advances equality and addresses people’s different needs</b></p> <ol style="list-style-type: none"> <li>Continually researching, monitoring and identifying issues of communities with protected characteristics and taking these issues into account in service provision.</li> </ol>	GD1 GD2 GD3	ALL
<b>Evidence</b>	<ol style="list-style-type: none"> <li>Research carried out on council’s behalf by Grampian Regional Equality Council. Please see Appendix 3 – A summary of GREC’s “Creating a Fairer and more Equal Aberdeen” report.</li> <li>City Voice questionnaire - please see section within Equalities Mainstreaming and Progress Report 2017-2.</li> <li>Review of InterTrans service.</li> <li>Work with Customer Services and Facilities Team to make council buildings and council information more accessible e.g. promotion of InterTrans, BSL training</li> </ol>		
<b>Outputs</b>	<ol style="list-style-type: none"> <li>Completion of InterTrans review with report and recommendations to committee February 2017.</li> </ol>		
<b>Measurement</b>	<ol style="list-style-type: none"> <li>Unit costs to meet Interpreting/ Translation request.</li> <li>% satisfaction levels from client and from requesting InterTrans service.</li> <li>% of customers of Communities, Housing &amp; Infrastructure services reporting they have been treated fairly.</li> </ol>		

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<b>Equality Outcome 6</b>			
<b>General Duties:</b> GD1. Eliminating discrimination, harassment and victimisation. GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it. GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.		General duty met:	Protected characteristic met:
<b>Protected characteristic supported through equality outcome:</b> A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation			
<b>Equality Outcome</b>	<b>Housing and Infrastructure which takes into account the different needs of different communities</b> 1. Pavements and footpaths that are safer and easier to use for pedestrians. 2. Accommodation that meets the needs, culture and lifestyle of Gypsy/ Travellers normally resident in and visiting Aberdeen.	GD1 GD2 GD3	ALL
<b>Evidence</b>	1. Reduction in the number of unauthorised Gypsy/ Traveller encampments, particularly in high profile unsuitable places resulting in less complaints from the settled community and businesses.  2. High occupancy rate at Clinterty Traveller Site, the council's official site.  3. Increased customer satisfaction levels with Clinterty.  4. Participation in activities at Clinterty site- families accessing literacy , ICT etc.  5. Improvements to facilities and programme of activities on site.  6. Less negative media coverage of unauthorised sites 2016-17.  7. % of Gypsy/ Traveller families or unauthorised sites meeting the Good Neighbour Code.  8. Also cross- reference to Ethnic Minority Housing Outreach Worker information on Equality Outcomes 1 and 2		

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	<p>9. Housing Managers try to keep tenants in their homes as long as possible if wanted by the Tenant and adapt to suit their needs where possible. A Housing Occupational Therapist is now in place, this ensures tenants can have a home adapted for their own use. Timeline to carry out rep[airs has now improved with fund in place to cover rent for those waiting for their property to be brought up to standards. This has been a catalyst for housing managers to speed up repairs/ amend process.</p> <p>10. The Mastrick Access Point has been in place since 2006, on average it serves 150 members of the public per day; from Blue Badge applications to reporting repairs. As evident by the foot fall, both local residents and as far as Garthdee and Peterculter, are using this opportunity to access front line services locally with free parking available to avoid using Marischal College. .</p>
<p>Outputs</p>	<p>1. No of tenants on the official site and no of families on unauthorised sites.</p> <p>2. Patterns of stoppage on unauthorised sites.</p> <p>9. A particular area of improvement in this has been for younger people who are parents who have a disabled child. This can include downstairs extensions bathrooms, bedrooms. But in sheltered housing the biggest request is for walk in showers, as other sheltered housing is refurbished this is being put in as standard. The improvement in repair turn around has also meant that unoccupied stock has reduced from 299 (October 2015) to 162 (April 2017) for the Mastrick locality.</p> <p>10. 2013 marked the conclusion of a review of Sheltered and Very Sheltered Housing and consultation with residents. 2014/ 15 has seen the start of the Implementation Plan to better reflect the changing needs of people in the city In Torry at Provost Hogg Court with adaptations and upgrades there has been a transition from Sheltered Housing to Very Sheltered Housing.( colour coding for people with Dementia and former common room is now a preparation kitchen and dining room. . This reflects the additional support needs of tenants and the efocus now shifting to the provision of Very Sheltered Housing.</p> <p>10. Tenants helped shape the building and its services, the 2015 report – Housing Management Review Report (issued 2016) Tenants were heavily involved with engagement. Found hearing loops should be standardised and there is a big social aspect to having a local access point. They have also seen an increase in those from the Traveller community accessing housing services through the access points.</p>

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<b>Measurement</b>	<ol style="list-style-type: none"> <li>1. Percentages – occupancy and satisfaction rates with Clinterty.</li> <li>2. No of complaints to council re unauthorised sites.</li> <li>3. % of Gypsy/ Traveller families or unauthorised sites meeting the Good Neighbour Code.</li> </ol>
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<b>Equality Outcome 7</b>			
<b>General Duties:</b> GD1. Eliminating discrimination, harassment and victimisation. GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it. GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.		<b>General duty met:</b>	<b>Protected characteristic met:</b>
<b>Protected characteristic supported through equality outcome:</b> A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation			
<b>Equality Outcome</b>	<b>A Safe Community</b> <ol style="list-style-type: none"> <li>1. People who feel safe in their homes and in a city that is family friendly by night.</li> <li>2. Promote Prejudice Incident Reporting Form.</li> <li>3. Reduced violence against women.</li> </ol>	GD1 GD2	ALL
<b>Evidence</b>	<ol style="list-style-type: none"> <li>1. New User friendly Prejudice and Discrimination Reporting Form (PDRF) launched November 2016. Promoted as part of Anti Bullying week and now much easier to report on line. Council website has a Report It function.</li> <li>2. Across the Councils 7500 tenancies, there have been only 2 reported cases to the Council. One was for racial harassment towards a member of the Traveller community. The second was also racial abuse against a white Rhodesian female, this investigation is still ongoing. Aberdeen Community Safety Partnership's multi-agency approach and Hub is recognised as a model of Best Practice</li> <li>3. Violence against Women work – Caledonian Project , Ask Angela initiative and events to mark the 16 Days Against Violence campaign( 25 November- 10 December) run in Aberdeen. Violence against Women Partnership achieved funding package to create a new post of dedicated worker to support the partnership.</li> </ol>		

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	<ol style="list-style-type: none"> <li>4. Home safety checks have provided young single parents and older people with fitted stairgates where required .</li> <li>5. Event in March 2016 marked a starter conversation and first steps in engaging young Muslim people in the beginning of a discussion around what might be some of the complexity of reasons that bring young people to become involved in radicalisation.</li> <li>6. Partnership Work in localities working towards a “ Connected Community” – walkabouts in communities to highlight “HotSpots” e.g. motor cycle crime, overflowing wheelie-bins</li> </ol>
Outputs	<ol style="list-style-type: none"> <li>1. Promotion of new PDRF online form.</li> <li>2. Generally it has been found that overall despite a number of mixed communities PDRF reporting remains low.</li> </ol>
Measurement	<ol style="list-style-type: none"> <li>3. No of Prejudice and Discrimination Reporting Forms (PDRFs) received - N.B. Increase (raised awareness and confidence in reporting) and then reduction in forms completed.</li> </ol>

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<b>Equality Outcome 8</b>		General duty met:	Protected characteristic met:
<p><b>General Duties:</b>            GD1. Eliminating discrimination, harassment and victimisation.            GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it.            GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p><b>Protected characteristic supported through equality outcome:</b>            A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
<b>Equality Outcome</b>	<p><b>A fair and diverse social care service.</b>            1. People with protected characteristics have their Social Care needs met.</p>	GD1 GD2	ALL
<b>Evidence, Outputs &amp; Measurements.</b>	<p><b>*Aberdeen Health and Social Care Partnership now has its own Equality Outcomes – April 2016*</b></p>		

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<b>Equality Outcome 9</b>		General duty met:	Protected characteristic met:
<p><b>General Duties:</b>            GD1. Eliminating discrimination, harassment and victimisation.            GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it.            GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p><b>Protected characteristic supported through equality outcome:</b>            A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
<b>Equality Outcome</b>	<p><b>Equality and Diversity welcomed and celebrated.</b></p> <ol style="list-style-type: none"> <li>1. Effective customer service that is aware of the differences and requirement of different groups.</li> <li>2. Promote equality and good relations between communities.</li> </ol>	GD1 GD2 GD3	ALL
<b>Evidence</b>	<ol style="list-style-type: none"> <li>1. Annual Events organised by the Equalities Team and others where we support the community to plan and deliver:            Holocaust Memorial Day – Jan,            LGBT+ History month events in February,            International Mother Language Day 25 February,            International Women’s Day 8 March,            International Day against Racism – 21 March,            International Day against Homophobia and Transphobia 17 May,            Gypsy/ Traveller History Month – June,            Aberdeen Mela (organised by Aberdeen Multi-Cultural Centre with funding and support from ACC) September 2016            International Day against Violence against Women – 25 November.</li> <li>2. Review of Service Level Agreements with third sector groups who are helping the council deliver its Equality Outcomes.</li> <li>3. Welcome by Aberdeen and level of goodwill towards Syrian refugee families.</li> </ol>		



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<b>Outputs</b>	<ol style="list-style-type: none"><li>1. Level of engagement and participation from communities.</li><li>2. Media coverage.</li><li>3. Funding awarded to groups through SLAs or grants.</li></ol>
<b>Measurement</b>	<ol style="list-style-type: none"><li>1. Equalities monitoring.</li><li>2. % of events which have attracted people who share more than one protected characteristic.</li><li>3. SLAs in place which provide Best Value to the equality target groups, to the council and to its taxpayers.</li></ol>

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<b>Equality Outcome 10</b>		General duty met:	Protected characteristic met:
<p><b>General Duties:</b>            GD1. Eliminating discrimination, harassment and victimisation.            GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it.            GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p><b>Protected characteristic supported through equality outcome:</b>            A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
<b>Equality Outcome</b>	<p><b>Engaged and committed leaders.</b></p> <ol style="list-style-type: none"> <li>Strong and effective leadership that demonstrates an ethos of public service and treating everyone with respect.</li> <li>Equality-driven Community Planning Partnership.</li> </ol>	1.  2.	3.
<b>Evidence</b>	<ol style="list-style-type: none"> <li>Lord Provost – high visibility and commitment to equality community events. Other equality leaders/ champions include Cllr Ross Thomson ( LGBT+) 5 councillors on DEP, councillor representation on Boards such as Shopmobility and Grampian Regional Equality Council.</li> <li>Enthusiasm from Community Planning Aberdeen to have some shared Equality Outcomes and to consider sharing of Equalities training, Impact Assessment procedures etc.</li> <li>High profile backing by Council Leader and Aberdeen City Council for the Middlefield Hub</li> </ol>		
<b>Outputs</b>	<ol style="list-style-type: none"> <li>Participation by leaders at events.</li> <li>Accessibility of leaders to the community groups and their representatives.  Community Planning Aberdeen to set some Joined up Equality Outcomes.</li> <li>Raising awareness of services in localities and new ways of delivering public and 3<sup>rd</sup> sector services in one place.</li> </ol>		

Appendix 3

Measurement	1. % of CMT and % of elected members at events for city wide equality groups/ communities of interest.
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<b>Equality Outcome 11</b>		General duty met:	Protected characteristic met:
<p><b>General Duties:</b>            GD1. Eliminating discrimination, harassment and victimisation.            GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it.            GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p><b>Protected characteristic supported through equality outcome:</b>            A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
<b>Equality Outcome</b>	<b>A Human Rights based culture within our organisation.</b> 1. Building a better human rights culture.	GD1 GD2 GD3	ALL
<b>Evidence</b>	2. Whilst the council uses an integrated Equality and Human Rights Impact Assessment Form, it is recognised that more work is needed in this area. Hence this Equality outcome has been carried forward as a Mainstreaming Principle for 2017-21.		
<b>Outputs</b>			
<b>Measurement</b>			

**Licensing Board and Equality Outcomes**

<b>Equality Outcome 13</b>		General duty met:	Protected characteristic met:
<p><b>General Duties:</b>                      GD1. Eliminating discrimination, harassment and victimisation.                      GD2. Advancing equality of opportunity between persons who share a protected characteristic and those who do not share it.                      GD3. Fostering good relations between persons who share a protected characteristic and those who do not share it.</p> <p><b>Protected characteristic supported through equality outcome:</b>                      A: Age, D: Disability, GR: Gender reassignment, M: Pregnancy and maternity, R: Race, RB: Religion and belief, S: Sex, SO: Sexual Orientation</p>			
<b>Equality Outcome</b>	<b>An equality-driven licensing board.</b>	GD1 GD2 GD3	ALL
<b>Evidence, Outputs &amp; Measurements</b>	<b>*The Licensing Board is to report post May 2017 local government elections.*</b>		