

East Lothian

Equality Plan

2017-2021

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Introduction

East Lothian Council, Education Authority & Licensing Board believes that equality is a fundamental right that everyone should have. No one should be denied opportunities because of who they are and everyone should be able to be themselves. This principle must underpin all of the work that the Council, Education Authority & Licensing Board does. To put this into practice, we need to:

- recognise that some people are not always treated fairly and can experience discrimination and inequality;
- ensure our services meet the needs of people in our communities and that communities have choice and control over the services they use where appropriate;
- challenge ourselves to tackle the inequality that exists in our communities and work together with our partners to improve outcomes for equality groups; and
- tackle prejudice and negative attitudes towards people and celebrate the diversity within our community.

East Lothian has changed significantly in recent years. The county continues to have population growth ahead of other local authorities, as well as large numbers of young people and a growing elderly population. In East Lothian we have also welcomed new communities including Syrian refugee families, and the needs of existing communities continue to become increasingly diverse. At the same time, the Council's budget is under pressure and the need to reduce costs and modernise the way we deliver our services has never been more important.

The Community Empowerment (Scotland) Act 2015 brings new requirements for the Council and its partners to work with the community and ensure that everyone has the opportunity to participate in local decision making. The East Lothian Poverty Commission has reminded us all of the negative impact of poverty on individuals and communities, and the need to work together to tackle inequality.

This plan sets out our commitment to tackling inequality and promoting inclusion. We believe that we need to lead the way in planning and delivering services which meet the needs of our diverse communities and respond to the changes ahead. We also must strive to be a good workplace for all our employees and to promote positive work experiences for our young workforce.

We look forward to supporting equality in all aspects of the Council, Education Authority & Licensing Board's work and employment practices and to reporting the progress we make to you over the coming years.

Angela Leitch, Chief Executive, ELC & **(Note: add new Council Leader post May 4th)**

Section 1: Why we developed an Equality Plan

The Importance of Tackling Poverty and Promoting Equality and Inclusion

'An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals and removes the barriers that limit what people can do and be.' UK Equalities Review 2007

This definition of equality captures three aspects of equality:

Opportunity - whether everyone really has the same chance to reach their potential

Agency - what degree of choice and control an individual has in taking part

Process – whether discrimination (or the way we do things) causes or contributes to a particular inequality.

What is the purpose of the Equality Plan?

The purpose of the Equality Plan is to clearly state the Council's commitment to equality and diversity and to demonstrate how we are meeting the requirements of the Equality Act 2010. It also frames this work in the context of the Council's overarching commitment to 'reducing inequality within and between our wards' and connects all work which is aimed at reducing the impact of poverty and inequality.

Together with its action plan, the Equality Plan identifies key priorities for achieving improved equality outcomes in a targeted and consistent way across the Council. The Equality Plan contributes to all aspects of the Council's Plan 2017-2022 and to the following strategic themes outlined in the Plan:

- Growing our Economy
- Growing our People
- Growing our Communities
- Growing Our Capacity

East Lothian Council through its work on reducing inequality and promoting equality and diversity aims to:

- Continue to lead a culture where respect, choice and understanding is fostered and diversity positively valued;
- Maintain a working environment where unlawful discrimination, harassment, victimisation or bullying is not tolerated;
- Continue to develop our understanding of the needs of different individuals and communities in a time of rapid change;

- Continue to embed the equality agenda in all our work, and contribute to the early intervention and prevention approach adopted by the Council and its Partners;
- Improve understanding of the impact of poverty and inequality on people's lives; and
- Ensure that we plan and deliver services which meet modern standards of delivery and that are inclusive of a wide range of different needs from digital services to face to face interactions

The Council as an **Education Authority** also needs to meet the requirements of the Equality Act, including the specific duties. The Council also administers the **Licensing Board** and needs to meet the requirements of the Act when undertaking its duties in this regard. The commitments of these bodies are also contained in this Plan.

Through this work, we will meet our legal obligations to remove disadvantage, advance equality of opportunity and promote good relations with various groups. The Plan also aims to develop our work on all protected characteristics. It furthers work of previous equality schemes and action plans.

The Equality Act 2010

The purpose of the Equality Act is to ensure that everyone, whether at work or in using a services has the right to be treated fairly. It protects people from discrimination on the basis of certain characteristics. These are known as protected characteristics and they vary slightly according to whether a person is at work or using a service.

During the course of 2017, the Scottish Government intend to enact a further requirement on public sector bodies to consider 'socio economic status' alongside the protected characteristics outlined below.

At this time (April 2017), further information is not yet available about the scope of this new requirement. This plan will be updated as appropriate following issue of guidance on socio economic status.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (the law provides protection in the area of employment and vocational training only)
- Pregnancy and maternity
- Race
- Religion and Belief

- Sexual Orientation
- Sex (formerly known as gender)

What is Discrimination?

Discrimination comes in different forms. It can be:

- **Direct** when someone's gender, ethnicity, faith, sexual orientation, age, disability or being transgender is used as an explicit reason for treating them differently. This is the kind of discrimination that people often recognise easily.

An example might be where a community learning and development worker refuses to work with someone because they are gay.

- **Indirect** when there are rules, services or ways of doing things that have the effect of discriminating against certain groups

For example, the venue you choose for a local event or training might not be accessible to everyone with a disability.

This kind of discrimination is more subtle and can be harder to spot. It often results from simply not understanding or thinking about the needs of certain groups.

- Treating a disabled person unfavourably because of something connected with their disability when this cannot be justified (known as **discrimination arising from disability**).
- Failing to make **reasonable adjustments** for disabled people e.g. making a hearing loop available at meetings where you know people will be using hearing aids.
- **Discrimination by association** occurs when someone is discriminated against because of their association with someone protected by the Equality Act.

An example might be a Bed and Breakfast refusing a block booking for your group because one of the couples are gay. This would be direct discrimination against the gay couple. It would also be discrimination against you by association.

- **Discrimination by perception** allows someone to claim discrimination even if they do not have the protected characteristic, An example would be an atheist bullied at a football match for being catholic can claim discrimination even though he is not catholic.
- It is important to remember that some people experience discrimination on several grounds – this is sometimes called **multiple discrimination**.

The law also protects against:

- **Harassment** is when an individual is subjected to unwanted conduct which has the intent or effect of violating someone's dignity or of creating an intimidating, hostile, degrading, humiliating or offensive environment.

An example of this would be when a person has made inappropriate sexual comments about a colleague's clothing.

- **Victimisation** is where an individual has sought to enforce their rights, or helped another to do so, and as a result is treated less favourably than others who have not complained.

An example of this would be when a person is excluded from a social work/ work event because they have complained about the conduct of a colleague.

What responsibilities does East Lothian Council have under the Act?

As a local authority, East Lothian Council is required to implement the Public Sector Equality Duty in addition to the provisions relating to employment, education and training. This is comprised of two elements, the general duty and the specific duty.

The general duty was developed for public bodies recognising the significant impact that the delivery of public services has on people's lives. The general duty is designed to ensure that, if followed, services are designed to meet the diverse needs of the community and also builds inclusive services. The three general duties are to:

- 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 **specific duty** is designed to help authorities to put the general duty into practice. It includes a requirement for the authority to:

- Report on mainstreaming the equality duty
- Publish equality outcomes and report progress
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information

- Publish statements on equal pay
- Consider award criteria and conditions in relation to public procurement
- Publish in a manner that is accessible

Section 2: How we developed the Equality Plan

Outcomes are the consequences of the actions that we undertake; things that make a difference to the lives of people.

This Equality Plan builds on the previous Equality Plan which was developed after a series of consultations with local groups and individuals. These outcomes continue to reflect the needs of our communities, and reflect ongoing work to achieve positive outcomes for individuals and communities across the county.

To inform our outcomes we continue to:

- engage with people with protected characteristics;
- engage with voluntary and third sector organisations that work with equalities groups;
- consider feedback from consultation on the existing equality objectives;
- consider equality issues raised by members of staff and the community previously;
- look at what existing service areas are doing about equality;
- look at external factors which will impact on local people and the way in which the Council delivers services; and
- consult on a draft set of equality outcomes

Factors influencing the new Equality Plan

East Lothian continues to grow and change. There are many factors which influence people's individual circumstances and their life experiences. In developing this plan, the following are some of the factors we have considered:

- 1) Welfare Reform;
- 2) Findings of the East Lothian Poverty Commission;
- 3) Community Empowerment (Scotland) Act 2015;
- 4) Gender based Violence;
- 5) Welcoming of Syrian Refugee families;
- 6) Increasing diversity across our population, especially from Eastern Europe;
- 7) Local Development Plan;
- 8) City Deal;
- 9) Living Wage;

- 10) Focus on Digital Services;
- 11) Wider Council Transformation Programme; and
- 12) Brexit and potential implications for Equality and Human Rights legislation arising from the exit of the EU.

Local communities across East Lothian remain active in highlighting equality and inclusion issues that are affecting their lives. These include:

- 1) LGBT equality in local schools and communities;
- 2) Sex (Gender) Equality issues, including domestic abuse, female representation on boards, maternity leave and mental health for new parents;
- 3) The impact of Poverty- particularly on women and children, including access to sanitary products;
- 4) Understanding the needs of vulnerable families;
- 5) Hate crime experienced by local BME communities, particularly BME business owners, those with physical and learning disability, LGBT hate crime;
- 6) Promoting understanding of mental health, including suicide awareness and prevention;
- 7) Inclusion of children with additional support needs in mainstream services and fun activities;
- 8) Ensuring our services are accessible to all regardless of age, race or disability; and
- 9) Requests for meeting spaces to meet religious needs during special religious periods

For our services, emerging issues include:

- 1) Supporting services including schools, housing services and care homes to consider transgender equality, and ensure a positive experience for those who need services;
- 2) Continued issue of high levels of sex (gender) based violence, including emerging issues of GBV in dementia households;
- 3) Facilitating interpretation and translation services across a broader range of services, including British Sign Language;
- 3) Dealing with concerns about racism and victimisation in the community;

- 4) Dealing with service users in distress as a result of the impact of welfare reform including expressing suicidal thoughts;
- 5) Supporting sports clubs to consider equality and inclusion and encouraging them to think about these issues differently;
- 6) Supporting those providing Early Years services to think about inclusive play and the importance of equality in early years;
- 7) Meeting the needs of Syrian refugee families; and
- 8) Increase the demand for emergency food provision and continually increasing number being referred to local foodbanks

Equality Evidence Review- (This section is under review)

- East Lothian Council employees: Of the Council's XXXX employees XXX are female employees. XXX of the Council's workforce is made up of women working part time. XXX XXXXXX of the council's male employees work full time. These figures show that men and women participate in the workforce differently.
- There are unacceptably high instance of Violence Against Women in East Lothian. 925 cases of domestic abuse were reported in East Lothian in 2011/2012 and we know that many more go unreported. The impact of domestic abuse on women and children is devastating and can be long lasting. It is recognised that men are also affected by domestic abuse and that it is also present in same sex relationships.
- Reported hate crime has increased in recent years in East Lothian. Victims of racist hate crime are often repeat victims as they work in public facing jobs in the retail and catering industries. Racial hate crime accounts for XXX of all hate crime in the Force area. Disability and other forms of Hate Crime remains underreported across East Lothian
- The ability to 'be you' and feel respected in the community has a big impact on an individual's mental health and wellbeing and also their sense of community. East Lothian social attitudes show that prejudice and negative attitudes towards equality groups remain a problem in our communities.
- We need to recognise that different people have different needs when accessing and using our services. All services need to take account of equality in designing, developing and implementing their services.
- Male life expectancy varies by almost XXX years between the most affluent and the most deprived areas of the county. This highlights that although we are living longer healthier lives, some groups in the community are not benefiting equally from improvements in health.

Building on existing work

The Council has been working to meet the requirements of previous equalities legislation for a number of years and has developed good practice and skills arising from this work. The Council also works within a complex legislative requirements and provides a range of services for vulnerable people as required. For more information about previous equality work and examples of good practice, please read our 'Mainstreaming Equality Reports'. These are available on our website.

Section 3: Delivering Equality in East Lothian

How can we advance Equality of Opportunity?

As a service provider East Lothian Council plays a significant role in people's lives. We need to ensure that our services are accessible to all those who need them and demonstrate that we have considered the diverse needs of the community when developing them. We can do this by:

- removing or minimising disadvantages suffered by people who share a relevant protected characteristic that arise from them having that characteristic;
- taking steps to meet the needs of people who share a relevant protected characteristic that are different from the needs of those who do not share it; and
- encouraging individuals or groups who share a relevant protected characteristic to participate in public life or in any other activity in which their participation is disproportionately low

Outcomes are the consequences of the actions that we undertake; things that make a difference to the lives of people. East Lothian Council has set the following equality outcomes to work towards. These outcomes reflect the work that is being undertaken to mainstream equality into all areas of the Council's work and the work we do in partnership with others. Therefore the outcomes are similar, and in some cases the same as the outcomes contained in the Council's Single Outcome Agreement.

East Lothian Council Equality Outcomes 2017-2021 - (This section is under review)

1. East Lothian Council is a positive workplace for all employees

- East Lothian Council is a workplace free of harassment and discrimination
- East Lothian Council will revise and implement the pay gap between employees.
- East Lothian Council will have a range of flexible working policies in line with business need.
- East Lothian Council will have a range of opportunities for employees to develop successful career paths

2. All of East Lothian's young people are successful learners, confident individuals, effective contributors and responsible citizens

- Close the gap in literacy rates between boys and girls in primary school and SIMD areas

- Reduced incidence of identity based bullying in youth settings e.g. homophobia
 - All children are ready to start primary school
- 3. In East Lothian we live healthier, more active and independent lives**
- See East Lothian Health & Social Care Partnership Equality Outcomes 2016 – 2018 [here](#)
- 4. Everyone in East Lothian has access to quality sustainable housing**
- People with particular needs are able to get and sustain their choice of housing, including independent living
 - Increase housing supply and improve access to housing, including affordable housing
- 5. Fewer people are the victim of crime, disorder and abuse in East Lothian**
- Improved levels of safety for women and children experiencing domestic abuse
 - Reduced incidence of hate crime
 - Increased confidence in reporting hate crime
- 6. East Lothian has strong, vibrant communities where residents have a sense of belonging**
- East Lothian equalities communities can meet to celebrate or raise awareness of cultural heritage or specific issues affecting them
 - East Lothian Communities are well informed and can influence decisions that matter in their local areas
- 7. Fewer people experience poverty in East Lothian**
- 8. East Lothian Council services will meet the needs of all those in the community**
- Equality is taken into account when planning and designing services and when making decisions
 - East Lothian Council has increased knowledge and capacity about equality, diversity and poverty

- East Lothian Council Procurement Practices ensure equality is a core part of the tendering process
- East Lothian Council is meeting its responsibilities and duties under the Equality Act 2010 and subsequent Regulations

East Lothian Council as an Education Authority- (This section is under review)

East Lothian Council as an Education Authority is founded on inclusive values, and seeks to provide a wide range of high quality services to all, while giving priority to the most vulnerable and disadvantaged individuals and groups in our communities.

The Department's vision is 'to make a positive difference to the lives of children, young people and their families'. We recognise the individuality and diverse needs of all children, young people and their families.

Curriculum for Excellence

The Curriculum for Excellence is a new way of looking at the curriculum that builds on best existing practices in Scottish education. It is a continuing process to encourage more learning through experiences to best ensure that children and young people are prepared for the complex world they will be living in when they leave school. Children and young people are at the centre of learning provision. Our aspiration is that they should all develop the four capacities to become:

- successful learners
- confident individuals
- responsible citizens
- effective contributors

To achieve these we follow key principles to underpin the development of policies and procedures for meeting the needs of all pupils:

- all children and young people residing in East Lothian will have access to educational and social opportunities of the highest quality
- the individuality and diverse needs of all children and young people will be recognised and met where possible
- positive partnerships with parents, children and young people will be established to enable the sharing of common aims, views and aspirations
- collaborative working with other agencies and networking of services will be a requirement

Our long term outcome is that 'All of East Lothian's young people are successful learners, confident individuals, effective contributors and responsible citizens'. This is outlined in the Curriculum for Excellence Plan 2013. Our shorter term outcomes include:

- Close the gap in literacy rates between boys and girls in primary school
- Reduced incidence of identity based bullying in youth settings e.g. homophobia
- All children who require additional support have the right support in place

Integrated Impact Assessment (IIA)

The East Lothian Council Education Authority will use the Integrated Impact Assessment Tool that has been developed by East Lothian Council. All reports presented to the Council committees proposing new policies or guidelines setting out new functions, or proposing any other changes with implications for equality strands will include details of the results of the impact assessment.

Publication

Information about all Education functions, including a copy of this Plan, Annual Reports and results of impact assessments will be published on the Council website and Edubuzz.

East Lothian Council: Licensing Board- (This section is under review)

The East Lothian Licensing Board is constituted in terms of the Licensing (Scotland) Act 2005 and the Gambling Act 2005. The regimes under these Acts set out broad aims which the Board must and will support in all its functions. The pursuit of these aims is a principal feature of this Board's statement of policy. A copy of the Board's Statement of Licensing Policy can be viewed http://www.eastlothian.gov.uk/downloads/download/524/east_lothian_licensing_board_statement_of_policy-licensing_scotland_act_2005

The Licensing (Scotland) Act 2005:

- Preventing crime and disorder;
- Securing public safety;
- Preventing public nuisance;
- Protecting and improving public health ; and
- Protecting children from harm

The Gambling Act 2005:

- Preventing gambling from being a source of crime and disorder, being associated with crime or disorder or being used to support crime
- Ensuring that gambling is conducted in a fair and open way
- Protecting children and other vulnerable young persons from being harmed or exploited by gambling

Our Outcomes

In all the Licensing Boards' work we will contribute to the long term outcome:

'Fewer people are the victim of crime, disorder and abuse in East Lothian'.

Our short term priorities include:

- Developing the Licensing Application process to ensure fair access, including the development of electronic applications
- Licensing Board works in partnership with a range of stakeholders to ensure the most effective decisions are made to meet the aims of the Board
- Licensing Board works with license holders and other Council services to support positive behaviour on and around license premises.

Gathering Information

The Licensing Board works with a range of partners to ensure that they have the appropriate information they need to make the right decisions about applications presented. Key partners include police, health and fire services, anti-social behaviour team, community councils, child protection teams and any other relevant

stakeholders. Where relevant this can include information about equalities issues and experiences of equality groups in the community.

Integrated Impact Assessment

The East Lothian Licensing Board will use the Integrated Impact Assessment Tool that has been developed by East Lothian Council. All reports presented to the Board proposing new policies or guidelines setting out new functions, or proposing any other changes with implications for equality strands will include details of the results of the impact assessment.

Publication

Information about all Licensing functions, including a copy of this Plan, Annual Reports and results of impact assessments will be published on this page <http://www.eastlothian.gov.uk/downloads/1125/licences>

East Lothian Council as an Employer – (This section is under review)

East Lothian Council's vision is to be “an Employer of Choice” delivering quality services needed by the residents of East Lothian and this is fundamental to the People Strategy. The four key drivers identified as crucial to delivering on this are as follows:-

- High achieving leadership and management
- Building workforce capacity
- Competitive recruitment and retention
- Positive employment experience

Key areas of work include:

- Implementing Equal Pay
- Equality in recruitment and selection
- Conditions of service
- Prevention of harassment
- Employee development

Fundamental to achieving this goal is equality of employment opportunities and the Council strives to ensure that equal opportunities underpin all aspects of employment and employment policies.

Equal Pay

East Lothian Council is committed to the principle of equal pay for all our employees. This is outlined in the Council's Equal Pay Statement. The Council implemented the national Single Status Agreement at a local level on 01 June 2008. This saw the introduction of a new pay and grade structure for all affected Local Government Employees. Craft workers, teachers and Chief Officer's pay are generally regulated by national conditions of service

Living wage

In October 2012, East Lothian Council agreed to introduce the Scottish Government's 'Living Wage' structure. The introduction of the living wage will particularly benefit women who are more highly represented in lower paid and part time jobs.

The Council supports a range of work that supports the equalities agenda including:

- A comprehensive Employee Assistance programme
- Childcare voucher scheme
- Use of the Two Ticks symbol
- Participation in the Stonewall Workplace Equality Index
- Taking the See Me campaign pledge
- Healthy Working Lives

Our Employment Outcome:

Our long term outcome is that 'East Lothian Council is a positive workplace for all employees'

- East Lothian Council will be a workplace free of harassment and discrimination
- East Lothian Council will revise and implement the pay gap between employees
- East Lothian Council will have a range of flexible employment practices in line with business need
- East Lothian Council will have a range of opportunities for employees to develop successful career paths

Mainstreaming Equality

'Mainstreaming equality' means taking equality into account in the way East Lothian Council undertakes its day to day functions. In practice this means that we think about equality as a core part of everything that we do from our employment practices to the services we plan and provide.

Mainstreaming equality has a number of benefits including:

- Embedding equality into the culture of the Council and influencing our attitudes and behaviours;
- Allowing the Council to demonstrate how we are meeting our legal obligations to promote equality; and
- Allowing us to continually improve our performance and the services we plan and provide.

Key ways we can help to ensure we consider equality as part of everything we plan and do :

1. Ensuring high level commitment to Equality through all levels of the Council structures and planning procedures.
2. Understanding the impact of our work
3. Gathering information about the experiences of equality groups
4. Building organisational capacity
5. Ensuring that those who provide services on our part consider equality
6. Working in partnership with others.

Detailed information about how the Council has mainstreamed equality can be found in the Mainstreaming Equality Reports that can be accessed [here](#).

1. Ensuring high level commitment to Equality through all levels of the Council structures and planning procedures.

- **Service Planning and Performance - (This section is under review)**

The service planning structure at East Lothian Council includes the Local Outcomes Improvement Plan, the Council Plan, the Council Improvement Plan and Business Plans. Each of these plans makes a contribution to achieving the Council's desired outcomes. A strong commitment to equal opportunities is made at each level of the Planning process. Guidance developed for each stage of the planning process includes guidance on how to include equality.

Local Outcome Improvement Plan



East Lothian Council Plan



Business Plans (including Service Plans, Unit Plans and Teams Plans)

2. Understanding the Impact of our work

- **Integrated Impact Assessment (IIA)**

East Lothian Council has developed an 'Integrated Impact Assessment Tool' to allow us to examine the impact of our decisions on the community. The tool brings together key social, environmental and economic priorities to highlight whether the decisions we make or the plans we put in place will have a positive, neutral or negative impact in the community. The process also helps the Council to be more transparent and accountable for the decisions we make.

East Lothian Council requires all reports to the Council committees to include the findings of the Integrated Impact Assessment where proportionate and relevant.

Integrated Impact Assessments are published on the Council's website

www.eastlothian.gov.uk

- **Equalities Monitoring**

Equalities 'Monitoring', means gathering and analysing information on the personal characteristics of our service users. Gathering information about our service users helps us to understand the profile of our community, who is and who isn't using our services and what people think of them.

Equalities monitoring allows us to establish:

- The nature or extent of inequality
- The areas where action is most needed to encounter inequality
- Whether or not measures aimed at reducing inequality are succeeding

East Lothian Council's 'A Guide to Monitoring Equalities in Council Services' provides clear guidance on how to monitor equalities effectively in service areas, and is currently being updated.

- **Self Evaluation**

'SELFIE' is used across East Lothian Council to assist services and the Council as a whole to evaluate how well it is doing in a rigorous, robust, systematic and consistent way. It provides a framework with which all services will be able to identify their strengths and areas of development, thereby allowing learning and improvement to take place throughout the Council. The framework picks up on both qualitative and quantitative information and encourages service areas to collect examples from practice to demonstrate and evidence their self evaluation.

- **Reporting on equalities performance**

The Council has developed a series of performance indicators which relate to equalities. These comprise both statutory performance indicators and indicators gathered through service plans or the Single Outcome Agreement.

Key Performance Indicators (including the Statutory Performance Indicators) are published on the Council's performance website:

<http://www.eastlothian.gov.uk/performance/>

The Key Performance Indicators are reported to the Policy & Performance Review Committee for scrutiny by the Elected Members. Performance reports are also analysed by the Council Management Team and Board of Directors. Indicators relating to equalities are reported in relation to several outcomes and also in relation to the outcome of 'Prioritising prevention and promoting equality'.

(This section is under review)

Information on performance against the performance indicators in the Single Outcome Agreement are presented on 'East Lothian Performs' within the ELCPP website

<http://www.eastlothiancommunityplanning.org.uk/eastlothianperforms.aspx?dowhat=elplocal>.

3. Gathering Information about the experiences of equality groups

East Lothian Council recognises that gathering evidence about the needs and experiences of those with protected characteristics is an important way for us to plan and deliver services that meet the needs of the community. Further, having this information also helps us to assess the impact of proposed and revised policies.

We seek to:

- Identify what issues people in local communities are facing which might be stopping them from accessing our services or making it harder for them to access our services
- Learn more about the diverse experiences of people in the community
- Build trust and improve communication with harder to reach communities
- Understand which issues are within the remit of the Council to address, together with our partners where relevant.

The Council does this in a number of ways including community engagement, research and working in partnership with other specialist organisations.

Community Engagement- (This section is under review)

The Council routinely engages with a range of local equality groups to gather information about their experiences. Examples include:

- Area Partnerships
- Citizens Panel and Youth Panel
- Champions Board

- The **East Lothian Community Planning Partnership** also has a shared post between the Council and Community Health Partnership to improve and develop community engagement across the partnership. This has led to the development of a new Community Engagement Strategy for East Lothian

- The **Children's' Services Disability Team** have undertaken extensive engagement work with parents, carers, siblings and disabled children to identify areas of concern to them in relation to access to services. The Council have worked with parents to set up Family Lead Information Point (FLIP). FLIP is a group for parents and carers of children with additional support needs. It offers members the chance to meet to share experiences and knowledge of services and support that may be available.
- East Lothian has active **Community Councils** that are encouraged to be inclusive in the ways that they work. Following each Community Council Election, community councillors are offered Equalities Training and have an Equalities Manual which offers advice and support on equalities issues.

4. Building Organisational Capacity

- **Equality Training Plan**

Equality and diversity training is a key way forward for all employees to understand more about the meaning and importance of equality and diversity, and the impact of prejudice and discrimination. The Council developed an Equality Training Plan in 2016 to identify and clarify how learning and development in relation to equality and diversity contributes to the achievement of the culture change described in the 'East Lothian Way'. The aims of the Equality Training Plan are:

- To ensure that East Lothian Council is able to meet its general and specific duties under equalities and human rights legislation;
- To provide employees with opportunities for learning and awareness of their role and responsibilities under Equality and Human Rights legislation; and
- To develop a skilled, motivated and culturally capable workforce that can bring about changes that will improve services and tackle inequalities

Key aspects of the training plan include:

- Training and development for Elected Members;
- Bespoke training opportunities , including inter-agency training;
- E-Learning;
- Equality Guides and Online Resources; and
- Individual Support and Guidance

5. Ensure that those who provide services on our behalf also consider equality- (This section is under review)

East Lothian Council ensures that all duties under the Equality Act will be integral to the procurement process. The Council's current Corporate Procurement Policy contains clauses to ensure the equality of opportunity in relation to service provision and employment. The Council also actively supports the use of Article 19 (regulation 7) and is actively working to ensure that at least some Council contracts are with supported businesses.

6. Work in partnership with others- Tackling Inequality Framework – (This section is under review)

East Lothian Council facilitates the work of the East Lothian Partnership. The Partnerships' Single Outcome Agreement highlights the shared responsibility for equal opportunities and adopts the same definition of 'an Equal Society' as adopted in this strategy. Equality is a cross cutting theme throughout the SOA and work of the partnership.

For more information on the East Lothian Single Outcome Agreement, please visit <http://www.eastlothiancommunityplanning.org.uk/>

Fostering Good Relations

The requirement of the Equality Act is to foster good relations between those who have a protected characteristic and those who do not. There are two significant components to this work:

- tackling prejudice
- promoting understanding

East Lothian has strong and active communities with high levels of satisfaction about the places people live reported through local resident's surveys. However, despite a positive picture we are aware that there are pockets within our communities where tensions exist. East Lothian's population is changing and across the country we have seen a growth in support for far right political parties, increasing concerns about immigration, incidents of hate crime and global terrorist incidents. This highlights the importance of working towards community cohesion and it challenges us to build consideration about how our work can help to foster good relations in all aspects of our work.

We have included 'promotes good relations' as a core policy theme within our new Integrated Impact Assessment process to help us ensure we maximise our awareness of this area of work.

e.g. Area Partnership/ Project Work

Section 4: East Lothian Equality In Action

You can find out more information about equalities work in East Lothian by visiting our [webpage](#).

Contact us

You can get in touch with us by:

- **Email:** equalities@eastlothian.gov.uk
- **Phone:** 01620 827134 or 01620 827136
- **Write to:** Equalities Officer
East Lothian Council
John Muir House
Haddington
EH41 2HA

Equality Action Plan 2017-2021 (This section is under review)

| Long term SOA Outcome | East Lothian Council is a positive work place for all employees | | | |
|--|--|-----------|--|------------------------------|
| Short Term outcome | Action | Timescale | Indicator | Equality Strand |
| East Lothian Council is a workplace free of harassment and discrimination | Develop the Equality in Employment Action Plan | 2017-2021 | Under development | All |
| East Lothian Council will revise and implement the pay gap between employees. | Revise and continue to implement the Equal Pay Statement including race and disability | Ongoing | ELC Gender Pay Gap Number of employees working flexibly (male/female) | Gender Race Disability |
| East Lothian Council will have a range of flexible working policies in line with business need | Further development of Flexible working options | Ongoing | % of applications for flexible working successfully granted | All |
| East Lothian Council will have a range of opportunities for | Develop mentoring to increase confidence and reduce barriers to progressing careers within | Ongoing | Under development | All |

| | | | | |
|---|---|-----------|---|------------------------|
| employees to develop successful career paths | and beyond the Council Develop opportunities for young people | | | |
| Long term SOA outcome | All of East Lothian's Young people are successful learners, confident individuals, effective contributors and responsible citizens | | | Equality Strand |
| Close the gap in literacy rates between boys and girls in primary school & SIMD areas | Actions and under development | 2017-2021 | % of young people whose performance in reading and maths is in line with expectations given their developed ability (PIPs P3,P5, P7) % of young people in positive post-school destinations Average Tariff S4 Scores (Scottish Government Statistics) | Gender LAC |
| Reduced incidence of identity based bullying in youth settings e.g. homophobia | East Lothian Hate Crime Action Plan Revise the East Lothian Anti-Bullying Policy | | Number of incidents of identity based bullying by protected characteristic | All |

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|---|---|------------------|--|--|
| All children are ready to start primary school | <p>Revise and implement the East Lothian Accessibility Strategy</p> <p>Finalise and implement the East Lothian Carers and Young Carers Strategy</p> <p>Implement the East Lothian Corporate Parenting Strategy</p> <p>Support From the Start East Lothian</p> | | <p>Number of Looked After Children accessing Active Schools Activities</p> <p>Increased number of young carers identified and supported</p> <p>% of children assessed as 'vulnerable' in East Lothian in the five domains of early development as assessed by the Early Development Index</p> <p>% of children living in poverty</p> | <p>Disability</p> <p>Looked After Children</p> <p>Carers</p> |
| Long term SOA outcome | In East Lothian we live healthier, more active and independent lives | | | |
| Short Term outcome | | Timescale | Indicator | Equality Strand |
| People have more choice and control over the services that they use | Under development | | Under development | All |

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|---|--|------------------|---|--|
| Increased positive mental health and wellbeing | Under development | | Under development | Disability |
| Long term SOA outcome | Everyone in East Lothian has access to quality sustainable housing | | | |
| People with particular needs are able to get and sustain their choice of housing including independent living | Local Housing Strategy Joint Commissioning Strategy Housing Contribution Statement East Lothian Housing Options Guide | 2017 - 2021 | % of people who access specialist equipment and adaptations | Disability Age Gender Religion and Belief |
| Increase housing supply and improve access to housing including affordable housing | Local Housing Strategy | 2017 - 2021 | Number of people identifying as homeless | All |
| Long term SOA outcome | Fewer people are the victim of crime, disorder or abuse in East Lothian | | | |
| Short Term outcome | Action | Timescale | Indicator | Equality Strand |
| Reduced incidence of Hate Crime | Revise and Implement the East Lothian Hate Crime Action Plan | | Number of those involved in committing antisocial behaviour | Sexual orientation Race |

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|--|---|------------------|--|---|
| | | | % young people reporting 'I feel safe to go out in my local neighbourhood during the evening' Incidence of hate crime | Religion and Belief Disability |
| Increased confidence in reporting hate crime | Revise and Implement the East Lothian Hate Crime Action Plan | | Levels of confidence in reporting hate crime Number of incidents reporting via third party reporting | Sexual orientation Race Religion and belief Disability |
| Long term SOA Outcome | East Lothian has strong, vibrant communities where residents have a sense of belonging | | | |
| Short Term outcome | Action | Timescale | Indicator | Equality Strand |
| East Lothian equalities communities can meet to celebrate or raise | Revise methods/ways of engagement Community Learning and Development Action Plan (to be updated to reflect the Education | | | Religion and Belief |

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|---|--|--|--|-----------------------------------|
| awareness of cultural heritage or specific issues affecting them | Scotland Strategic Guidance) East Lothian Culture Service Business Plan Addressing gaps in current methods of engagement. Providing opportunities to equality groups to participate in opportunities arising from the Community Empowerment (Scotland) Act 2015 | | | Age Race Sexual Orientation |
| East Lothian communities are well informed and can influence decisions that matter in their local areas | Ensure that Area Partnerships have an understanding of equality, diversity and poverty in their development of local plans and activities | | | All |
| Long term SOA outcome | Fewer people experience poverty in East Lothian (Under development) | | | |
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| Long term SOA Outcome | East Lothian Council services meet the needs of all members of the community | | | Equality Strand |
|--|---|--------------------|--|-----------------|
| Short Term outcome | Action | Timescale | Baseline Indicator | |
| <p>Equality is taken into account when planning and designing services and when making decisions</p> | <p>All and relevant policies, plans and services are impact assessed and reported through relevant Committee Reports</p> <p>Equalities Monitoring is undertaken to ensure services provided are reflective of real need</p> <p>Engage with equality groups in service re-design and decision making when relevant and appropriate</p> | <p>2017-2021</p> | <p>Number of Integrated Impact Assessments Published</p> | <p>All</p> |
| <p>East Lothian Council has increased knowledge and capacity about equality, diversity and poverty</p> | <p>Continue to gather information about the needs and experiences of those with protected characteristics in East Lothian</p> <p>Revise and deliver the East Lothian Equality Training Plan including increasing the number of topics on Learn Pro.</p> <p>Working with Elected Members to increase their knowledge of equality, diversity and poverty matters.</p> <p>Provide a range of materials for those working with the Council including parent councils,</p> | <p>2017 - 2021</p> | <p>Number of people who undertake the E-Learning Equality Module</p> <p>% of people who undertake 'Equality in Early Years' training that agree with the statement 'the training made me think differently about inclusion'.</p> | <p>All</p> |

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|--|---|-------------|-----------------|-----|
| | community councils and area partnerships | | | |
| East Lothian Council Procurement Practices ensure equality is a core part of service delivery and employment Check and complete | Implement 'Buy Smart' (Council's Procurement Strategy) Investigate the establishment of a 'supported business' as a social enterprise in East Lothian (in support of Article 19) | | To be developed | All |
| East Lothian Council will meet our responsibilities and duties under the Equality Act 2010 | Equality & Mainstreaming Reports Self Evaluation Publishing in an acceptable manner | 2017 - 2021 | | All |