



THE EDINBURGH PARTNERSHIP

Adaptation and Renewal Equalities Principles

1. Executive Summary

- 1.1 Equalities officers across the Council, NHS Lothian and the IJB identified a need to provide a practical and shared partnership approach to equalities to support the development of partner recovery programmes following the Covid-19 emergency response.
- 1.2 With the new Council and NHS Equalities, Diversity and Rights Frameworks in development, and not due for completion until April 2021, it was necessary to find a reasonable stepping stone that would allow for key public bodies to have a coherent approach to equalities in the immediate term.
- 1.3 Officers from across a number of partner organisations have collaborated to develop a set of principles that aim to support a cultural shift enabling equality to be mainstreamed into the redesign and delivery of services as the city recovers from the pandemic. These principles will provide a basis for the new Equalities, Diversity and Rights Framework.
- 1.4 The Council is considering how to meaningfully embed these principles into its Adaptation and Renewal Programme in order to ensure that all citizens' experience of accessing public sector services is positive and that recovery plans have the greatest impact on those citizens identified as being most disadvantaged before and during the pandemic as a result of sharing protected characteristics.
- 1.5 This report updates the Edinburgh Partnership Board on progress, setting out the draft equalities principles and next steps.

2. Recommendations

- 2.1 The Board is recommended to:
 - i. consider and contribute to the development of the equalities principles;
 - ii. commit to promote to the development and adoption of the equalities principles in partner organisations as part of renewal plans;
 - iii. note that the equality principles are still to be considered by each of the partner organisations involved as described in paragraph 3.5; and
 - iv. agree to consider a final version of the equality principles for Edinburgh Partnership proposed adoption at the December meeting of the Board.

3. Main Report

Partners' Equality Officers Group

- 3.1 The Partners' Equality Officers Group consists of representatives from NHS Lothian, Edinburgh Health and Social Care Partnership, West Lothian Council, Midlothian Council, the Equality and Rights Network and the City of Edinburgh Council. The groups primary focus is promoting a shared approach to equalities and specifically the development of shared equalities outcomes.
- 3.2 With the identification of the need for a partnership approach to equalities to support partner recovery planning and delivery, activity to progress the development of a shared set of equalities principles was remitted to this group.
- 3.3 In developing a set of equality principles consideration was given to the respective legal duties, together with the practicalities and complexities within the prioritisation of the re-opening of services.
- 3.4 From initial discussions, the group produced a draft set of principles which were considered at a round table discussion event involving a wide range of officers from across the Council and partners organisations. Feedback from this discussion has informed the draft principles as set out in appendix 1.

Next steps

- 3.5 The proposed principles require the consideration and agreement of the Council together with each of the partner organisations through their governance arrangements. This work will be carried out during September and October 2020.

4. Contact

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Partner shared equality principles – August 2020

We want all citizens to live and work in a place where they can live long, happy and healthy lives – no matter what their background or circumstances are.

Together, we have agreed a common set of principles to help each of us prioritise the actions we take within the redesign and re-opening of services – principles that will enable us to confront these injustices and inequalities head on throughout the re-enabling phases and beyond to help improve outcomes for the people most affected by them.

We recognise the importance of strengthening our joint working arrangements and having a common approach to equalities issues - whilst at the same time - we appreciate each of our organisations are different and that our priorities and actions may not always perfectly align.

These following statements outline our principles in the key areas we have agreed to address and the additional steps we will take together towards achieving positive equality outcomes.

1. We will increase the visibility of the injustices that people experience by: -

- Scrutinising the potential to tackle discrimination and advance and address the challenges of inequality before any decision is made in the re-design and re-opening of our services.
- Ensuring citizens can feel comfortable and can easily highlight any inequity or discrimination.
- Being accountable and transparent for equality and justice in our decision-making processes across our recovery planning.
- Prioritising opportunities for the most disadvantaged groups who share protected characteristics and vulnerabilities.
- Proactively identifying and acting upon opportunities to advance equality within all our areas of work.

2. We will ensure our planning is developed by involving communities affected by: -

- Investing in our communities to help build their capacity and resilience.
- Engaging with people from across our communities and across groups who share protected characteristics; are vulnerable or disadvantaged.
- Listening to the voices of those who have not engaged previously.
- Using language that everyone can understand.

3. We will challenge and re-examine our internal practices and processes by: -

- Prioritising provision of services that actively meet the needs of groups protected under The Equality Act 2010 and others who may face discrimination.



- Examining where institutional discrimination still exists – where it does, we do all we can to eliminate it.
- Improving our understanding of how our profile reflects the wider community.
- Building an inclusive culture where each individual feels valued, included and able to be themselves.
- Attracting and retaining a diverse workforce through our approach to talent and resourcing.
- Extending our inclusive approach beyond the scope of the legislation to support colleagues more broadly around e.g. carer responsibilities, adoption, paternity, social mobility and wellbeing.

4. We will invest in the skills and awareness of our staff to help them tackle discrimination and advance equality by: -

- Actively welcoming the involvement and input of trade unions and representatives of employee safety.
- Supporting colleagues to influence positive change through employee networks.
- Ensuring we are complying with Equality legislation.
- Challenging our behaviours.
- Sending clear and highly visible messages that difference is celebrated and respected.
- Offering learning opportunities to support cultural change.

5. We will measure and evidence our success based on the experiences of the people most affected by change by: -

- Using comparators and the National Performance Framework outcomes.
- Examining studies of society as a whole.
- Sharing real life stories in designing change and articulating progress.
- Asking ourselves ‘in 50 years’ time – how will others perceive the work that we are doing?’

