

Policy and Sustainability Committee

10am, Tuesday, 21 March 2023

Equality and Diversity Framework 2021-2025: Equality Outcomes and Mainstreaming Interim Progress Report

Executive/routine
Wards
Council Commitments

1. Recommendations

- 1.1 Note the Interim Progress report on the Equality and Diversity Framework attached as an appendix to this report.
- 1.2 Agree the proposed revisions to the framework outcomes as set out in paragraph 4.4.

Dr Deborah Smart

Executive Director of Corporate Services

Contact: Julia Sproul, Senior Policy and Insight Officer

E-mail: Julia.sproul@edinburgh.gov.uk | Tel: 0131 629 8302

Report

Equality Outcomes and Mainstreaming Interim Progress Report

2. Executive Summary

- 2.1 This report summarises the progress made in implementing the Equality and Diversity Framework 2021-2025, together with proposals for next steps in how the Council takes forward its approach to equalities.

3. Background

- 3.1 The Equality and Diversity Framework 2021 -2025 fulfils a statutory requirement and sets out the outcomes the Council will seek to achieve in meeting the equalities duties under the Equality Act 2010 and associated Scottish regulations.
- 3.2 The current framework was approved on 20 April 2021 by the Policy and Sustainability Committee. A subsequent progress report was provided after one year, with this published in March 2022.
- 3.3 Under the statutory requirements, the Council is required to produce an interim progress report at the mid-point of the implementation of the framework and this is set out in the appendix.

4. Main report

- 4.1 The Equality and Diversity Framework 2021-2025 identifies ten outcomes that the Council is seeking to progress over a four year period. These outcomes were based on consultation with stakeholders, albeit this activity was curtailed by the pandemic, and service and community intelligence.
- 4.2 In line with statutory requirements, a review of the framework has been carried out and a mid-point interim progress report produced (see appendix) which details progress against each of the Equality outcomes and describes the mainstreaming actions that have been undertaken in relation to each of these outcomes.
- 4.3 In reviewing progress, a programme of engagement has been carried out with services, community stakeholders and external partners. This activity has been facilitated by the Equality and Rights Network (EaRN). Details of this are set out in the attached report.

Our proposed revised equality outcomes for April 23-April 25

4.4 Whilst noting the progress made, the review and engagement programme has identified the need to amend the framework outcomes as set out below.

4.4.1 Continue to progress the outcome as currently defined:

- People at risk from harm through poverty and deprivation, hate crime or discrimination, violence against women, children and young people, or of becoming involved in crime, are protected and supported.
- Museum stakeholders, visitors and staff perceive greater fairness, representation and justice in their communities and local authority area.
- People can access the facilities and support they need within their communities.
- Stakeholders experience easier access to services through increased digital inclusion and alternative access to services.
- Children and young people have improved health and wellbeing because there is a reduction in bullying and prejudice-based incidents.
- A more diverse and inclusive working environment is experienced by colleagues who share protected characteristics and colleagues are supported by an inclusive workplace culture and feel confident to challenge prejudice-based
- Colleagues are supported by a holistic and preventative approach to financial, mental and physical wellbeing.

4.4.2 Continue outcome but with wording refined to provide a sharper focus, changing from

- Increasing the availability of affordable homes, making sure that they meet people's needs, making heating more affordable and making the process of applying for a home easier.

to

- Ensuring all applicants including those with specific needs or who are vulnerable can use and access the application and choice based letting process as required as we move to having more services online.

4.4.3 Remove outcomes:

- Homelessness – activity now mainstreamed.
- Increasing the life chances of all young people by increasing attainment at school – this work will continue to be progressed but under the auspices of the End Poverty Edinburgh programme.

4.5 Committee is asked to approve these amendments.

5. Next Steps

Looking ahead at the equalities landscape

- 5.1 [The Public Sector Equality Duty Review in Scotland](#) may make changes to how equality outcomes are established, work with partners, and how progress is reported. However, it is not anticipated that local authorities will be required to make any changes before 2025.
- 5.2 The Scottish Government's [Equality Evidence Strategy 2023-2025 consultation](#) makes proposals aimed helping local authorities and other bodies in the use of equality data.
- 5.3 Other relevant developments that may impact include:
 - 5.3.1 Children's rights and human rights in both Scotland and the UK.
 - 5.3.2 The Scottish Government's Race Equality Framework 2016 - 2030
 - 5.3.3 The National BSL Plan 2017 – 2023
 - 5.3.4 The Gender Recognition Reform (Scotland) Bill
- 5.4 In addition to these, the current challenges facing the city will impact on the approach. These include but are not limited to: support for Ukrainian refugees, cost of living crisis and financial pressures. What is done to address these issues is critical in advancing equality, upholding human rights and creating a fair society.

Direction of travel

- 5.5 Whilst immediate amendments to the current framework are proposed, there is recognition that more can be done to strengthen the Council's approach to equalities, moving away from a compliance focus to embedding the work within the organisation and support positive culture change. A progress report on this activity will be presented to Committee in June 2023.
- 5.6 A recent motion agreed by Council on 15 December 2022 provides a rationale for this:
 - 6) *Further notes that both the Tanner Report and the Best Value Audit Report highlighted the need for culture change within the City of Edinburgh Council, and recognises that the aforementioned best practice guidance forms part of a larger project to improve and embed a culture of inclusion and accessibility in the council, including work to remove barriers to elected office.*
 - 7) *Therefore requests that the papers brought to February Full Council include an overview of all of the initiatives pertaining to equality, diversity, inclusion and culture change within CEC, their remits and how they interlink, and brings recommendations for a programme of future work to embed these principles remove barriers to elected office.*
- 5.7 As part of any activity, there is recognition of the need to review and strengthen the governance arrangements to provide a robust and aligned structure which provides the necessary oversight and accountability.

6. Financial impact

- 6.1 The costs associated with the delivery of the framework will continue to be contained within approved budgets.
- 6.2 Resource implications arising from any proposed revisions to the approach will need to be considered within the context of existing budgets and pressures.

7. Stakeholder/Community Impact

- 7.1 Consultation was undertaken at the time the Framework was developed. Since then, on-going engagement continues to inform the work. Groups that share protected characteristics have been targeted and engagement feedback is contained in the Interim Progress Report.
- 7.2 An IIA was undertaken when the Framework was launched. This has been reviewed and a revised IIA published reflecting the proposed changes to the Framework.

8. Background reading/external references

- 8.1 [Equality and Diversity Framework 2021-2025](#)
- 8.2 [Equality and Diversity Framework 2021-2025 12-month Update](#)
- 8.3 [Revised Integrated Impact Assessment](#)
- 8.2 [Public Sector Equality Duty Review latest report](#)
- 8.3 [Equality Evidence Strategy 2023-25 Consultation](#)

9. Appendices

Equality and Diversity Framework 2021-2025 Statutory Interim Progress Report

Equality outcomes and mainstreaming interim progress report

March 2023

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Introduction

Through our 2021-2025 Equality and Diversity Framework, we aim to make a real and lasting difference to the lives of citizens who share protected characteristics, bringing practical improvements to the life chances of people at risk of discrimination and disadvantage.

The Framework responds to our public sector duty and our Scottish specific duties under The Equality Act 2010, as well as taking account of wider legislative responsibilities. Two of our Scottish specific equality duties are to publish equality outcomes and report on progress; and to report on mainstreaming the equality duty.

The report details progress against the Framework outcomes and in doing so, describes many of the wider mainstreaming actions that have been put in place across the Council.

Context

The first two years of the implementation of the Framework has been challenging, with the COVID-19 pandemic, social distancing restrictions and consequent disruption to services impacting progress in some areas. Additionally, the pandemic and lockdowns have negatively impacted on the health and wellbeing, income and employment of significant numbers of residents.

Similar challenges remain, as we strive to return to pre-pandemic stability. Additionally, factors such as Brexit, the war in Ukraine, and fuel costs continue to negatively impact on incomes and the cost of living, potentially placing more people in poverty. The lack of affordable housing in Edinburgh and the high costs of rent add a further pressure in the city.

Whilst acknowledging we are operating in challenging times, there are positives. There is recognition of the need for culture change and greater focus on prevention. New models of delivery are being introduced for example, via the city-wide advice services review, 20-minute neighbourhoods and Edinburgh Learns for Life.

Progress with our equality outcomes and mainstreaming

Our progress against each of the themes and outcomes is summarised below, together with our priorities for the next year. A mixture of qualitative outputs and quantitative measures alongside some case studies are used to illustrate progress.

Within this summary, we have described mainstreaming actions that are being or have been taken forward to progress the 10 outcomes. They seek to integrate equality into the day-to-day operations, policies and functions of the Council. It is important to note that the Equality and Diversity Framework does not encapsulate all the equality work across the Council and that the work mentioned has been prioritised and promoted after a process of evidence gathering and consultation prior to the framework being launched.

Theme 1: Inclusive communities

Outcome 1: People at risk from harm through poverty and deprivation, hate crime or discrimination, violence against women, children and young people, or of becoming involved in crime, are protected and supported.

The delivery of this outcome is currently focussed on two major workstreams:

- [Community Justice Outcome Improvement Plan](#)
- [Poverty in Edinburgh Delivery Plan 2020-30.](#)

1.1 Criminal justice

One of the aims of the [Community Justice Outcome Improvement Plan](#) is to reduce violence and domestic abuse by delivering integrated, high quality responses to violence against women, children and young people.

Key actions over the last year

- The **Equally Safe Edinburgh Committee** has expanded its membership to include organisations working primarily with women and girls from minority backgrounds and made links with Higher Education and the Fearless Edinburgh Group.
- **Workshops for young people about safety online** were held, together with child protection training for 561 heads of schools and 1971 school employees.
- In September 2021, the Newkirkgate Social Work Centre was repurposed as a new Women's Centre providing a one stop trauma informed hub **for women in the justice system**. A part time Clinical Psychologist provides oversight of the trauma informed model and training provided.
- **Gender specific supports** provided for people in the justice system in 2021/22 include 102 men supported through the Crossroads programme and 133 women supported through Willow programme.
- Justice partners arranged 13 winter liberation packs and 30 mobile phones, with credit balances, for **vulnerable women attending Willow**, to help them maintaining contact with support networks and services, supporting digital inclusion.
- Delivery of training:
 - 2042 staff members completed the Council's Overview of Equalities module.
 - 47 Council social work and early years practitioners were trained in the **Safe and Together** model to support people experiencing domestic abuse.
 - 101 people completed **anti-racist practice training** (this figure does not include training sessions arranged by teams locally)

Evidence of trends

Service closures and changes in working arrangements during the pandemic have led to challenges in monitoring trends in criminal justice activity, for example, in

determining trends in the number of young people aged 16- 20 being diverted from prosecution. However, the following trends are apparent:

- The three year trajectory of the [latest crimes recorded](#) by Police Scotland for Edinburgh under the Domestic Abuse (Scotland) Act 2018 shows a downward trend, with an increase during the second year of COVID-19 restrictions:
 - 2019-20 = 205
 - 2020-21 = 135
 - 2021-22 = 171
- Charges brought for racial and religiously aggravated crimes have reduced, while the number of charges brought for disability aggravated and sexual orientation aggravated crimes have increased:

Charges reported, Edinburgh Procurator Fiscal's Office	2020/21	2021/22
Racial crime	617	588
Religiously aggravated crime	61	38
Disability aggravated crime	56	92
Sexual orientation aggravated crime	179	243

Next Steps

Equality priorities in our Community Justice Outcomes Improvement Plan for 2023 to 2028 include effective interventions to address need, established pathways to trauma informed services and accessible and effective community supports to reduce reoffending.

1.2 Tackling poverty

People with disabilities, women, people from BAME communities and some young people (e.g., those living in areas of deprivation) are at higher risk of poverty. Recognising these higher risk groups:

- The Action Group's Black and Ethnic Minority Advice Service (BEMAS) is dedicated to **BAME carers** with disabled children.
- The **Whole Family Equality Project** was launched in 2022 and combines family support, money advice, progression support and youth work to lift 200 families from **minority ethnic communities** out of poverty. The project is underpinned by a diverse citizen's panel to lead, scrutinise and develop policy for minority ethnic families in poverty.
- **All in Edinburgh** delivers the Scottish Supported Employment Model for **people with disabilities and long-term health conditions** to help people sustain and retain their employment.
- **The Young Person's Guarantee** team set up to co-ordinate support for people leaving school without a positive destination has worked.
- FAIR (Family Advice and Information Resource), The Action Group, Lothian Centre for Inclusive Living (LCiL), Grapevine Service and VOCAL combine

expertise on informal carers and welfare benefits and aim to prevent crises and maximise the positive impact on people by connecting them to a range of support and resources for **disabled people**.

Key actions over the last year

- 234 roles were filled with people from Edinburgh **aged under 21** through the Edinburgh Guarantee
- No one Left Behind, supporting **young people**:
 - 179 new young people were engaged
 - 233 young people were supported
 - 122 of these young people went on to a positive destination i.e. college, training, employment
- 1, 051 people with **mental health issues** were supported by the Council's Employability Scheme
- 157 minority ethnic families were supported and 32 families where one or more parent is disabled were supported

Advice and income maximisation

- The Action Group's Black and Ethnic Minority Advice Service (BEMAS) is dedicated to **BAME carers with disabled children**. Together, these services generated £3,298,555 for 2,240 households.
- The Whole Family Equity project provided advice to 396 families (211 were care experienced), achieving £1,000,501 in financial gains.

Next steps

In line with the Council Business Plan, priority outcomes for next year are:

- people can access fair work and the support they need to prevent and stay out of poverty.
- people have decent, energy efficient, climate proofed homes they can afford to live in
- attainment, achievement, and positive destinations are improved for all with a particular focus on those in poverty.

Outcome 2: Museum stakeholders, visitors and staff perceive greater fairness, representation and justice in their communities and local authority area

Anti-racism pledge in Council museums and galleries

Museums and Galleries Edinburgh has made a [commitment to an anti-racism pledge](#), actions to address which are a key part of the new museums Equality, Diversity and Inclusion (EDI) plan.

Key actions over the last year

- Curatorial staff worked with Black Lives Matter protest organisers to collect objects related to the protests and developed an online exhibition with Libraries.
- A range of Black History Month activities were delivered, with development and delivery supported by members of Edinburgh's Caribbean community.
- The Acquisitions Committee is working to increase representation of BAME artists within the city's art collection and has recruited a member with lived experience to inform their work.
- Museums have also hosted a range of traineeships aimed at diversifying the sector, including hosting 2 trainees through the Next Step Initiative Programme aimed at bringing BAME people into heritage.
- As part of the development of the EDI plan, and support staff development:
 - Museums have carried out staff diversity benchmarking.
 - online training was reviewed and a suite of training offered to staff including basic e-learning around equalities and unconscious bias, the Human Library, inclusive leadership, disability awareness / reasonable adjustments, neurodiversity, anti-racist practice, inclusive communications and inclusive recruitment.

Monitoring progress

Staff and public surveys were carried out in May – August 2021, to establish a baseline level of performance against this outcome:

- 48% of the public felt that we were reaching our equalities outcome but only 3% of staff felt that that this was the case.
- 59% of staff felt that Museums & Galleries Edinburgh is partially reaching its equalities outcome and 42% of the public said they did not know.
- 55% of staff felt they had a good understanding of equalities. **The survey identified a desire for more staff training and skill sharing in this area.**

Next steps

Continue delivery of the Museums and Galleries Edinburgh Equality, Diversity and Inclusion plan including:

- development and phased delivery of a major decolonisation programme for Museum and Galleries, and support to establish a new independent stakeholder legacy group
- delivery of the service's first digital engagement strategy which commits to an inclusive approach.
- development of a new temporary exhibitions policy and a new collections development policy.

Case study: Respect! Caribbean life in Edinburgh

In October 2022, the Museum of Edinburgh opened an exciting new exhibition, Respect! Caribbean life in Edinburgh. The exhibition is a celebration of the culture of Caribbean Scottish people through museum objects, poetry and film and has been created in collaboration with the Edinburgh Caribbean Association (ECA).

The exhibition explores what it is like to grow up in the Caribbean, what it means to be Caribbean, links with Scotland and how Caribbean food and music has influenced British culture. The exhibition is part of a £250,000 community-led collections research project, Exchange, funded by the Arts and Humanities Research Council in partnership with the National Museums Scotland and Royal Museums Greenwich.

The exhibition was developed from January 2022. Museums & Galleries Edinburgh has run 13 workshops exploring legacies of empire, migration and life in Britain in the Museum of Childhood collections. These sessions were very much community-led and co-created with the group and their interests.

Theme 2: Accessing Facilities and Support

Outcome 3: People can access the facilities and support they need within their communities

The actions described here will benefit a range of groups, including disabled people, people experiencing poverty, women (parents with young children and carers, who tend to be women) and older people.

Key actions over the last year

- Establishment of a £400k annual budget in the Capital Investment Programme to deliver accessibility improvements across the existing operational properties.
- Progressing the Council's 20 Minute Neighbourhood Strategy, approved on [June 2021](#) supporting people to live well locally, and being able to meet most of their daily needs from within their own community (see update report from [November 2021](#))
- Projects looking at linking up and co-locating multiple services such as early years, primary and secondary schools, sports centres, community centres, libraries, and flexible workspaces within community hubs include the MacMillan Hub in Muirhouse, the new Maybury Primary School and Liberton High School.
- Work is underway in Gorgie/Dalry and Portobello to develop a plan for improving these town centres.

Next steps

- Continue to implement the 20-Minute Neighbourhood Strategy and embed the principles in projects across the Council.
- Develop and implement a planned programme of accessibility audits and improvements for the physical estate.

Outcome 4: stakeholders experience easier access to services through increased digital inclusion and alternative access to services

This outcome is being delivered through the [Digital and Smart City Strategy 2020-23](#) recognising the potential benefits of online services for a range of people, including those experiencing poverty, disabled people and older people.

Actions and progress to date

- We continue to exceed the target of providing five new online services per year.
- We have worked to ensure our core web sites comply with accessibility regulations¹, which make sure that the websites can be used by as many people as possible, including people with disabilities including visual impairments, hearing impairments and learning disabilities.
- By December 2022, all pupils in P6 to S6 had individual iPads which they can take home at the end of each day, providing equality of IT provision to all learners across the city
- In 2022 we successfully completed the upgrade of the Peoples Network within libraries which provides members of the public with free and secure access to computers and the internet, and Wi-Fi connectivity for customers who wish to use their own devices.

Our Channel Shift programme is a core theme of our [Digital and Smart City Strategy 2020-2023](#) under the heading “Customer Digital Engagement” (see [Quarterly Status Update](#) January 2023).

Next steps

We will:

- revise the Digital and Smart City Strategy for 2023-2026, including equality issues.
- continue to launch at least five new online services or transactions per year.
- continue to ensure that the Council’s core web site and intranet are accessible to all.
- continue to support the delivery of new devices to assist educators, learners, and parents to take advantage of digital technology opportunities.

¹ Public Sector Bodies (Websites and Mobile Applications) Accessibilities Regulations (No. 2) 2018

- continue to provide and sign-post a wide range of digital support tools within libraries including providing access to computers, the Internet, digital content, and digital literacy programs.

Theme 3: Having a warm and affordable home

Outcome 5: Ensuring all applicants including those with specific needs or who are vulnerable can use and access the application and choice based letting process as required as we move to having more services online.

This outcome replaces: *increasing the availability of affordable homes, making sure that they meet people's needs, making heating more affordable and making the process of applying for a home easier*, recognising the barriers that online systems present for people with specific needs including visual impairments, low literacy, or who do not speak English.

Key actions taken to make the process of applying for a home easier

- The 'Browsealoud' application has been introduced on the website which allows applicants to translate the website and documents into any language of their choice. Applicants can also change the font, contrasts and brightness etc to suit any visual impairments. Browsealoud will also read the website and documents to applicants with additional literacy needs.
- Several guides have been added to the website, including applying for housing and guides how long it might take to find a home.

Next steps

- An online EdIndex application form is being developed, with paper copies still being available for people who need or prefer them; help in completing the online application will be available in local libraries.
- Automated bidding will allow applicants without internet access, or without assistance to bid for homes through the choice-based letting process.

Outcome 6: stakeholders at risk of homelessness are enabled to access suitable accommodation on leaving hospitals or prisons (via pathways and with support established)

The delivery of this outcome is based on the [Council's Rapid Rehousing Transition Plan](#). The actions will support older people, disabled people, people with mental health issues and people leaving prison, who may be at risk of poverty.

Key actions over the last year

Leaving hospital

- Review of the Council's Home Accessibility Referral Team and the Cyrenians Health and Homelessness Team, to maximise use of resources to support people at risk of homelessness access secure accommodation that meets their needs (e.g., mobility, mental health issues),
- Pilot scheme for people with mental health issues who are homeless and due for discharge from the Royal Edinburgh Hospital and considered to be able to manage a tenancy of their own, awarded urgent exceptional housing need to secure permanent accommodation.

Leaving prison:

- The Council's Prison Based Housing Outreach Officer engages with prisoners due for release at least 12 weeks before their release to consider housing options and where appropriate, to carry out a homeless assessment. Options may include Housing First, which provides mainstream, settled housing with wrap around support for **people with the most complex needs**, who are predominantly people with a history of rough sleeping. The Officer will also work with the person to request suitable temporary accommodation if this is required.
- Pathways have been established to support transition at the point of leaving prisons and hospitals into accommodation including housing options for **young people** who offend.
- Introduction of a Prison Outreach Officer has meant people in HMP Edinburgh are able to access housing options advice at all stages of their time in prison:
 - 363 referrals were received with 27 tenancies being maintained, 14 tenancies being terminated timeously, and 24 homeless assessments being completed.

Next steps

- Continue work with partner agencies and landlords to explore options to support people to access more secure housing upon release.

Theme 4: Improved Health, Wellbeing and Attainment for Young People

Outcome 7: Increasing the life chances of all young people by increasing attainment at school

This outcome is also found in 'Opportunities that drive justice and boost prospects', part of the [End Poverty in Edinburgh Delivery Plan](#). This outcome addresses the poverty-related attainment gap. Families who are at greater risk of poverty are households with:

- someone who is disabled.
- 3 or more children, the youngest child being under 1 year of age.

- a single parent
- minority ethnic households.

Key actions over the last year

Continuing the long-term work to change the culture in our schools, build effective practice, and reshape the way that services are delivered, actions have included:

- **Early years support:** since August 2021, all eligible children aged between 2 and 4 have received 1,140 hours of high-quality learning and childcare in their chosen locality, benefitting child learning and development, helping to narrow the attainment gap, and giving parents the chance to work, train or study.
- Continued roll out of Leadership for Equity training giving school staff the understanding, attitudes and skills needed to improve outcomes for learners facing poverty related barriers.
- Focusing on family learning and involving parents in deciding what actions are needed and how funding should be used.
- Addressing low attendance: a review of current practice and challenges was carried out to help develop an attendance strategy.
- The key focus areas for Equalities work in 2021-22 were preventing and responding to bullying and prejudice; revising and decolonizing the curriculum; and increasing diversity in the workforce.

[Appendix 1](#) provides an overview of the most recent data on attainment.

While disability is referenced, the data in Insight is on 'Additional Support Needs' which is different and applies to a much higher proportion of pupils.

More information on equality work taken forward can be found in the latest [Promoting Equality report](#) to the Education, Children and Families Committee in November 2022.

Priorities for the next year

Further development of data and evidence to support the assessment of progress to support decision making.

Outcome 8: Children and young people have improved health and wellbeing because there is a reduction in bullying and prejudice-based incidents.

The Education and Children's Services Equality, Diversity and Inclusion Action Plan 2022-23 provides details of the work that the Council is undertaking on equality.

This outcome relates to groups of children and young people at increased risk of bullying and prejudice because of disability, race, gender, sexual orientation and transgender.

Actions taken span prevention, protection and response

- Review and strengthen procedure for preventing and responding to bullying and prejudice at school level
- Implement procedure and guidance for tackling racist incidents and creating an anti-racist culture
- Annual/refresh training for equality co-ordinators
- 'Respectme' training for parents-carers
- In all schools, children and young people are taking a leading role in equalities work through membership of an equalities group which often involves them in leading assemblies and school wide campaigns.

Data and evidence show

- Increase in the number of recorded incidents of bullying and prejudice in session 2020-21 and 2021-22, indicative of increased confidence of pupils to report.
- Pupil Wellbeing questionnaire and Secondary Pupil Survey responses from 2019 and 2021 show positive trends.
 - Both the primary and secondary pupil wellbeing surveys show an increase in the percentage of pupils who say that adults in school are good at dealing with bullying (from 80% to 84% in primary and from 43% to 49% in secondary).
 - The secondary survey shows an increase in the percentage of pupils who say they would know who to go to if they were being bullied (from 73% to 77%). There is a very slight decrease in primary for this statement (from 87% to 86%).
 - In both the primary and secondary surveys, pupil responses indicate that there is less bullying in schools (from 39% to 34% in primary and from 36% to 31% in secondary).
 - Pupil views across 3 primary schools and 3 secondary schools gathered during the Equalities Thematic Review in October 2022 show children and young people said that there was at least one adult in the school that they trusted and would speak to should they have a problem that worried them. In most schools, children and young people knew how to report an incident involving prejudice and were very clear about what would happen following their reporting.
 - In all schools, children and young people report that they have a platform to share their views with staff, and in most schools, can describe how their views have led to changes in policy and practice.

Further details are available in the latest [Promoting Equality report](#) to the Education, Children and Families Committee in November 2022.

Next Steps

- Strengthen communication on how to report incidents and what will happen when incidents are reported.

- Improve consistency of the recording of bullying and incidents of prejudice, especially the resolution
- Ensure that pupils are routinely informed of actions taken when they report an incident.
- Senior leaders and officers to monitor the effectiveness of communication and recording as part of school and authority quality assurance calendars.
- Continue to promote children and young people taking a lead role in equalities work.
- Create and issue a parent-carer leaflet on preventing and responding to bullying and prejudice.

Theme 5: Diverse and inclusive workplace

Outcome 9: Colleagues are supported by a holistic and preventative approach to financial, mental and physical wellbeing.

The Framework is aligned with our [HR led Diversity and Inclusion Strategy and plan](#), which includes actions around attraction and retention of staff.

Key actions over the last year

- Promotion of the **Employee Assistance Programme, benefits platform, Be Well to Lead Well/Be Well to Work Well** sessions and wellbeing roadshows/ events, and monitoring of uptake, supporting a preventative approach to all aspects of wellbeing.
- Statistics on take up are used to identify actions needed to improve take up of future events, recognising, for example, that there are challenges in service areas where shift working and/or long hours are required.
- A Workforce Dashboard with Wellbeing and Absence Deep Dive was produced in September 2022 to analyse absence and wellbeing related absence- [8.2 - Workforce Dashboard with Wellbeing and Absence Deep dive.pdf \(edinburgh.gov.uk\)](#).
- A new employee benefits platform, Vivup, has been introduced and is regularly advertised by the payroll team.
- The payroll team also offer financial wellbeing advice regarding the impact that these benefits and salary sacrifice schemes may have on an individual's finances.

Next steps

- Host a range of wellbeing events in 2023.
- Continue to consider culture change across the organisation and how this can impact wellbeing.
- Continue to create surveys/pulse checks and use results to adapt wellbeing work if necessary.

Outcome 10: A more diverse and inclusive working environment is experienced by colleagues who share protected characteristics and colleagues are supported by an inclusive workplace culture and feel confident to challenge prejudice-based behaviours

Key actions over the last year

- Building our understanding of the equalities profile of our workforce, by extensively campaigning to encourage colleagues (permanent, fixed term, casual, supply and new) to supply or update their equalities data – achieving a 20% increase for some protected characteristics
- Developments to enable a full view of the recruitment process from an equalities perspective, using the data to identify any trends or areas of potential bias (conscious or unconscious) to inform where resources may be most effectively targeted to increase the diversity of our workforce.
- Improving mechanisms for recording and reporting incidents of unacceptable behaviour, including prejudice-based incidents, as well as a review of a wide range of related policies and procedures – this work is ongoing
- Six colleague networks have been established to raise the profile and visibility of colleagues who share a protected characteristic, providing an informal mechanism to support, engage and learn from the lived experience of colleagues:
 - SPARC: long term conditions and disabilities
 - NEWS: women
 - PRIDE: LGBT+
 - Black, Asian and Minority Ethnic Network
 - Black and Minority Ethnic Equality Workers Forum
 - Sustainability Network.

Next steps

- Following the ‘culture capture’ survey in June 2022, continuing work to develop evidence about the culture of the organisation which will be closely related to organisational ‘behaviours’ due to be rolled out in 2023.
- Working towards creating an inclusive workforce and tackling prejudiced incidents through ongoing development and use of evidence
- Continuing to develop and support the colleague networks.

Other Scottish specific duties

Assess and review policies and practices

The Council uses the Integrated Impact Assessment (IIA) toolkit to meet the requirements of the Equality Act 2010, human and children’s rights conventions, Fairer Scotland Duty 2018 and the Climate Change (Scotland) Act 2009.

The IIA process:

- incorporates equality, rights, economic and carbon impact assessments.

- forms an integral part of the Council’s decision-making process, enabling any unintended consequences of its decisions to be identified and addressed.
- supports Elected Members and senior Council officers in meeting the Council’s legal responsibilities when making decisions at Council committees.

Supporting activities for the past two years include:

- updating the suite of IIA documents on the Council’s intranet, providing more detailed guidance on evidence gathering, and the environmental and sustainability element of the process.
- providing 10 training sessions to staff in undertaking IIAs since April 2021, attended by over 160 Council colleagues, and two bespoke IIA budget training sessions were offered to support staff leading budget proposals.
- providing ongoing support to the Network of Equality, Diversity and Rights (EDR) Advisors across service areas to enable them to support service area colleagues carrying out IIAs. Additional training has been provided on equality and diversity, and disability awareness. EDR advisors are signposted to other relevant training and resources.
- two training sessions were provided for elected members in 2022: a Budget Impact Assessment webinar, delivered jointly by the Equality and Human Rights Commission and Improvement Service, and a Scottish Women’s Budget Group webinar on Gender Budgeting. In-house Equality and Integrated Impact Assessment training for elected members is planned to take place in March.
- quarterly quality assurance meetings with colleagues from partner agencies (NHS Lothian and the other Lothian local authorities), have been held where a sample of completed assessments is considered, and recommendations made.
- a cumulative integrated impact assessment was carried out on budget proposals for 2023/24, as required, to inform the decisions of the Council Budget meeting.

Employment Duties

This includes:

- gather and use employee information.
- publish gender pay gap information.
- publish statements on equal pay.

As a public sector organisation, we are required to publish a statement on equal pay every four years. This was last done in March 2019 and covers the period 2019-2023. The [full policy statement](#) is available along with a copy of the [minute](#) of the meeting at which the statement was approved.

We are also required to report our gender pay gap on an annual basis. For the second year in a row, and in addition to the pay gap report, we have voluntarily reported our pay gaps for disability and race. Further information can be found in the [full report](#) to Policy and Sustainability Committee. Having approved our first Diversity and Inclusion Strategy in 2019, we also report progress with our Diversity and Inclusion Action Plans to the same committee on an annual basis and an assessment of progress during 2021-2022 can be found in the [most recent report](#).

Consider award criteria and conditions in relation to public procurement duty

We also have a duty to consider award criteria and conditions in relation to public procurement. We fulfil this by:

- carrying out an IIA at an early stage for procurement exercises with a total value of over £50k.
- incorporating equalities considerations in all tender documents from the planning stage to contract award.
- the terms and conditions of Council contracts require service providers and any sub-contractors to deliver services in a non-discriminatory way that ensures fairness and equality to all users of the services.
- requiring organisations in receipt of Council grants to commit to mainstreaming equality and rights in accordance with the Equality Act 2010, in employing staff and volunteers and in providing services.
- using the 'Cenefits' system to monitor community benefits to help to ensure that those with protected characteristics benefit.

Engagement

At the Policy & Sustainability Committee of 29 March 2022, the [Equality and Diversity Framework 12-month update](#) noted the commitment to on-going engagement with stakeholders throughout the implementation of the Framework with the intention that feedback from this engagement inform the progress report in April 2023.

Engagement has taken place at service and strategic level, internally and across partnerships and groups.

Service specific engagement has included:

- Museums and Galleries staff and public surveys (mentioned above).
- people in the justice system subject to community payback were consulted on their experiences of participating in unpaid work, how they felt about the service and how it could be improved. Of those consulted 16% were males and 8% females from minority ethnic groups.
- the Housing Service commissioned a study to assess current availability and future need of accessible and wheelchair-friendly housing in the city. The study shows there is a continuing need and demand for accessible housing overall and outlines the challenges in meeting this need in the context of Edinburgh's housing stock profile and market pressures.
- To address bullying in education, pupil focus groups comprising of Pupil Equality Groups, mixed ethnicity groups and BAME groups were held in three primary schools and three secondary schools in October 2022. Semi-structured focus group interviews took place and the findings are detailed above.

Additionally, we have used the expertise of the Equalities and Rights Network to support our on-going strategic engagement. The main groups targeted for post-pandemic engagement consisted of BAME, age-protected groups, such as the

elderly and young people and people from the LGBT+ community. These groups were considered under-represented during the development of the Framework, which took place during the first year of the pandemic. This engagement activity will continue with the aim of reaching as wide a population base as possible, including those disproportionately affected by poverty.

Through this external engagement process, people told us that the framework needs to be more focused, clearly set out the intended impacts and include milestones and targets to increase accountability. Feedback also indicated that communications and awareness of the work could be improved, together with a greater understanding of what matters to people and the impact on their quality of life. Measures that could assist with these included sustaining the engagement with groups with protected characteristics to engender a relationship of trust and understanding.

We also continue to meet regularly with the well-established Edinburgh and Lothian Equality Partnership Group. This group is made up of equality professionals representing NHS Lothian, Midlothian Council, West Lothian Council, The City of Edinburgh and Midlothian Education Authorities, and Midlothian and East Lothian Health and Social Care Partnerships. It aims to ensure respective organisations are informed on equality issues affecting the wider population across Lothian and helps each other by sharing good practice, knowledge and understanding of the issues. Where possible resources are combined to achieve common goals and objectives.

Colleague networks continue to be a valuable resource and provide a valuable opportunity for colleagues who may belong within a protected group feel more welcomed and accepted within the organisation. The networks form a progressive and important part of the Council's Diversity and Inclusion Action Plan 2022-23, which makes a commitment to support the staff networks to thrive and grow. The colleague networks will continue to be involved in engagement on the Equality and Diversity Framework. They contributed positively to the consultation on the framework's development and have expressed their willingness to assist in improving the culture of the organisation where each individual feels valued, included and able to be themselves.

Next steps

Our proposed revised equality outcomes for April 2023 to April 2025

Whilst immediate amendments to the current framework are proposed below, there is recognition that more can be done to strengthen the Council's approach to equalities, moving away from a compliance focus to embedding the work within the organisation and support positive culture change. A progress report on this activity will be presented to Committee in June 2023.

Meantime, we propose continuing with our seven outcomes around inclusive communities, museums, accessible facilities and support, digital inclusion, tackling prejudiced-based incidents in schools and in the workplace, and using preventative approaches to achieve an inclusive workforce.

We propose re-wording the outcome on housing to reflect the focus on making the application process for accommodation easier and more accessible.

We propose removing two outcomes:

- the outcome around preventing homelessness has been mainstreamed into day-to-day work.
- the attainment outcome presents challenges partly because measuring success requires looking at every individual child in their unique circumstances. In line with engagement feedback, and national guidance, it is felt this may not be a suitable equality outcome at this time but should instead continue to be progressed under the auspices of the End Poverty Edinburgh programme.

Removing outcomes does not reflect a reduction in work to address equalities. In line with engagement feedback, it helps us to make our Framework more focused and performance linked. Based on this, the outcomes for the coming period will be:

Inclusive communities

1. People at risk from harm through poverty and deprivation, hate crime or discrimination, violence against women, children and young people, or of becoming involved in crime, are protected and supported.
2. Museum stakeholders, visitors and staff perceive greater fairness, representation and justice in their communities and local authority area.

Accessing facilities and support:

3. People can access the facilities and support they need within their communities
4. stakeholders experience easier access to services through increased digital inclusion and alternative access to services.

Having a warm and affordable home:

5. Ensuring all applicants including those with specific needs or who are vulnerable can use and access the application and choice based letting process as required as we move to having more services online.

Improved health, wellbeing and attainment for young people:

6. Children and young people have improved health and wellbeing because there is a reduction in bullying and prejudice-based incidents.

Diverse and inclusive workplace:

7. A more diverse and inclusive working environment is experienced by colleagues who share protected characteristics and colleagues are supported by an inclusive workplace culture and feel confident to challenge prejudice-based behaviours
8. Colleagues are supported by a holistic and preventative approach to financial, mental and physical wellbeing.

While we continue to progress the framework, in taking stock of our future approach, we will be mindful of the equalities landscape, changing national policy and internal developments that provide opportunities to broaden our focus. Consideration of our approach will be informed by the [motion agreed by Council \(see pages 8 & 9\)](#).

We will continue working closely with EaRN to reach out to groups and communities via established networks with the intention of strengthening relationships and building trust. EaRN is also exploring more targeted meetings on specific themes where required.

Appendix 1 Summary of School Attainment

Opportunities that drive justice and boost prospects – progress indicators

Measure	Baseline	2020-21	2021-22	Target
Attainment*				
The percentage of pupils in Primaries 1, 4 and 7 who achieve their expected Curriculum for Excellence level in literacy – total and SIMD Q1	Baseline is 2018/19 Overall 77.1% Q1 61.1%	2020/21 Overall 73.8% Q1 57.3%	2021-22 not yet available	Aim is to increase the percentage for all pupils and particularly those in deprived areas. A new baseline will be created from the next set of results.
The percentage of pupils in Primaries 1, 4 and 7 who achieve their expected Curriculum for Excellence level in numeracy – total and SIMD Q1	Baseline is 2018/19 Overall 83.2% Q1 70.9%	2020/21 Overall 80.4% Q1 65.1%	2021-22 not yet available	
The percentage of secondary school leavers achieving a qualification in both literacy and numeracy at SCQF level 5 – total and SIMD Q1	Baseline is 2018/19 Overall: 67.1% Q1: 43.5%	2020/21 Overall 74.0% Q1 55.3%	2021-22 not yet available	
The percentage of secondary school leavers achieving one or more qualifications at SCQF level 6 (Higher or equivalent) – total and SIMD Q1	Baseline is 2018/19 Overall: 67.6% Q1: 45.6%	2020/21 Overall 72.6% Q1 50.6%	2021-22 not yet available	
Positive destinations for school leavers	Baseline is 2020 Overall: 92.5% Q1: 88.9%	2020/21 Overall 95.1% Q1 91.7%	2021-22 not yet available	

*Note: shift in assessing progress on improving attainment away from measuring the attainment gap, which does not show the level of change for the low and high SIMD groups; focusing on the increase in total and in SIMD Q1; note that national guidance is to set stretch targets