

Title of report	Equality, Diversity and Inclusion Policy
Public/confidential	Public
Action	For decision
Summary/purpose of report	This report contains a revised Equality, Diversity and Inclusion policy and asks for Council approval.
Recommendations	The Council is asked to consider and agree the revised policy.
Author	Neil Macleod Policy and Intelligence Manager
Responsible Officer	Laura Shepherd Director of Strategy and Performance Tel: 01382 721918
Link to Strategic Plan	The information in this report links to all Outcomes in the Strategic Plan 2020-2023.
Link to the Risk Register	Risk 3: We fail to meet corporate governance, external scrutiny and legal obligations.
Equality Impact Assessment (EIA)	An EIA was developed. The revised policy sets out the three requirements of the Public Sector Equality Duty and our approach to addressing each. For example, the policy refers to our use of EIAs and our mainstreaming report. The policy also refers to steps agreed by EMT in February 2020. This includes revising our EIA process to help staff to draw out key actions or recommendations from their policies.
Documents attached	Appendix 1: Equality, Diversity and Inclusion Policy
Background papers	None

1. INTRODUCTION

- 1.1 This paper contains our draft Equality, Diversity and Inclusion policy. The Council is asked to approve this policy.

2. EQUALITY, DIVERSITY AND INCLUSION POLICY

- 2.1 We have revised this policy to ensure that it provides updated information on our responsibilities, the way we support registrants and our approach to meeting the Public Sector Duty.

3. WIDER APPROACH TO MAINSTREAMING EQUALITY

- 3.1 The revision of this policy is one of several activities that we are undertaking to promote equality, diversity and inclusion throughout the SSSC.
- Raising awareness of our equality duties. Our Council, Executive Management Team (EMT) and Operational Management Team (OMT) have all held development sessions on the Public Sector Equality Duty. We are identifying a strategy for the wider staff group which includes induction and ongoing training.
 - Promoting Equality Impact Assessments (EIAs): We are updating our form and developing training and guidance.
 - Reinforcing the Equality, Diversity and Inclusion Group's role. The Group is now chaired by a member of the EMT and its remit will be extended to include monitoring our next Corporate Parenting Plan.
 - Revising our Equality, Diversity and Inclusion Policy.
 - Improving our approach to data collection: we are required to gather information on the composition, recruitment, development, and retention of our staff. We are updating the questions and will shortly ask staff to provide updated information.
 - Reporting on and developing our mainstreaming and outcomes report; our next report is due to be published by April 2021.

4. RESOURCE IMPLICATIONS

- 4.1 Departments must consider how they can address statutory obligations in their work. We are developing more detailed proposals, setting out options for training and meeting wider statutory objectives such as corporate parenting and promoting children's rights.

5. LEGAL IMPLICATIONS

- 5.1 The policy is driven by the organisational characteristics and values that support us to embed a culture of equality and diversity across the SSSC.
- 5.2 The Regulation of Care (Scotland) Act 2001 requires us to act in a way which encourages equal opportunities. Our responsibilities on equality issues are expanded by the Equality Act 2010 including the Public Sector Equality Duty (PSED) detailed in section 149 of the Act. This section is known as the General Duty. The duty covers age, disability, gender reassignment, pregnancy and maternity, religion or belief, sex and sexual orientation. The General Duty requires us to have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation
 - advance equality of opportunity between different groups
 - foster good relations between different groups.

The recommendations in this report ensure that we are complying with our legal duties under the Equality Act 2010.

6. STAKEHOLDER ENGAGEMENT

- 6.1 The draft policy was developed following consultation with HR, The Equality Diversity and Inclusion Group, OMT, EMT and the Partnership Forum.

7. IMPACT ON PEOPLE USING SOCIAL SERVICES AND CARERS

- 7.1 This policy sets out our commitment to mainstreaming equality, diversity and inclusion throughout the SSSC. Delivering on these aims will ultimately contribute towards a positive impact on people who use social services and carers.

8. CONCLUSION

- 8.1 The Council is asked to approve the revised Equality, Diversity and Inclusion policy.