

EAST LoTHIAN COUNCIL  
EQUALITY OUTCOMES  
PROGRESS REPORT 2013 - 2015

## 1.0 Purpose of Report

1.1 The purpose of this report is to demonstrate current progress against equality outcomes detailed in East Lothian Council Equality Plan 2013 – 2016.

1.2 This equality outcomes progress report uses the terms 'East Lothian Council/Council' as shorthand for the Council, Education Authority and Licensing Board (all three bodies).

1.3 The Council has also produced a Mainstreaming Equality Report which outlines how the Council has taken forward work to mainstream equality across the Council both in its role as a service provider and as an employer. The mainstreaming report also contains examples of good practice in terms of equality.

## 2.0 Background

2.1 In October 2010 the Equality Act 2010 came into force. This was a consolidating piece of legislation designed to strengthen the rights of the individual against harassment, victimisation and discrimination at work, at home, and in the wider community as well as advancing equality of opportunity and fostering good relations between those who share protected characteristics and those who do not.

2.2 Created by the Equality Act 2010, on 05 April 2011 the Public Sector Equality Duty came into force. This Duty consisted of a general equality duty and specific equality duties, the latter being given as a framework for 'listed bodies' to follow in order to achieve the general duty. (Appendix 1 provides details of all listed bodies under the terms of the Act).

2.3 The general equality duty required all listed bodies, of which East Lothian Council is one, to have 'due regard' in the exercise of their functions to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

2.4 Having 'due regard' in relation to advancing equality of opportunity included:

- Removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic;
- Taking steps to meet the needs of persons with protected characteristics that are different from persons who do not share it; and

- Encouraging participation in public life and other areas where representation is disproportionately low

2.5 Having 'due regard' in relation to the need to foster good relations between those who have a protected characteristic and those who do not required particular attention to the need to:

- Tackle prejudice; and
- Promote understanding

2.6 On 27 May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force. These regulations imposed on all listed bodies a set of duties and responsibilities that would allow them to meet the General Equality Duty in the planning and delivery of their services and public role.

2.7 The specific duties are to:

- Report on mainstreaming the equality duty;
- Publish equality outcomes and report progress;
- Assess and review policies and practises;
- 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; and
- Publish in a manner that is accessible

2.8 The Protected Characteristics are:

- Age
- Disability
- Gender Re-assignment
- Marriage & Civil Partnerships (restricted to elimination of unlawful discrimination in employment)

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- Pregnancy & Maternity
- Race
- Religion or Belief
- Sex (formerly known as gender)
- Sexual Orientation

2.9 Dedicated timescales exist for reporting on the specific duties, and in accordance with those by 30 April 2013 East Lothian Council produced and published its:

- East Lothian Equality Plan 2013 – 2016;
- Mainstreaming Equality Report 2013;
- Employee Information;
- Gender Pay Gap & Equal Pay Statements

2.10 The specific duties now require East Lothian Council by 30 April 2015 to produce and publish its:

- 1<sup>st</sup> Equality Outcome Progress Report 2013-2015;
- 1st Mainstreaming Equality Progress Report 2013-2015 including;
  - Workforce Profile & Analysis Report 2013 – 2015; and
  - Gender Pay Gap Information for the period 2013 – 2015

2.11 This is the Council's first Equality Outcomes Progress Report 2013 - 2015

### **3.0 East Lothian Council Equality Plan 2013 – 2016 progress 2013 - 2015**

3.1 In the Council's first equality Plan 2013 – 2016 it was noted that: *'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. During the period 2013 – 2015 East Lothian Council has been working to achieve this fairness of opportunity and existence through the Equality Plan.

3.2 The Council has been doing this through the 2013 agreed equality outcomes and submits for noting its progress over the last two year period.

3.3 It should be noted that as this is the first progress report sometimes a benchmark figure only is available. It should also be noted that in some instances no figures are as yet available as they are not available until June 2015.

## East Lothian Council Equality Outcomes Progress Report 2013 – 15

Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
Long term SOA Outcome: East Lothian Council is a positive workplace for all employees	East Lothian Council is a workplace free of harassment and discrimination	Implement the Equality in Employment Action Plan	2013 - 2016	Number of cases of harassment reported to HR annually	All	None on the grounds of EPC 2013/15
				% of employees who agree with the statement 'I have been bullied in the past 12 months'	All Further analysis by equality strand will be available later in 2015	Further analysis of the 2015 employee survey is currently underway
				% of employees who agree with the statement 'I am treated fairly at work'	All Further analysis by equality strand will be available later in 2015	88.1% (2015)
				% of employees who agree with the statement 'I feel able to disclose personal information such as religious belief, sexuality or any disability'	All Further analysis by equality strand will be available later in 2015	90.6% (2015)

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Long term SOA Outcome: East Lothian Council is a positive workplace for all employees				Rank in the Stonewall Workplace Equality Index	All	2012:170/363 2011: 219/378 2010: 174 2009: 184/317
				Number of employees with caring responsibilities sustaining employment	All	This indicator is currently under development
	East Lothian Council will eliminate the pay gap between employees and have a range of flexible working policies in line with business need	Implement the Equal Pay Statement  Development of Flexible working options	Ongoing  Ongoing	ELC Gender Pay Gap  Number of employees working flexibly (male/female)  % of applications for flexible	Sex (Gender)	Data for 13/14 and 14/15 will be available later this year

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Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
				working successfully granted		
Long term SOA Outcome: 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 schools	East Lothian Literacy Action Plan	2013 - 2014	% of young people whose performance in reading and maths is in line with expectations given their developed ability (PIPs P3, P5, P7	Sex (Gender)  Looked After Children (LAC)	Data being analysed – will be available later this year
				% of young people in positive post school destinations	Sex (Gender)  Looked After Children (LAC)	92.2% (2013/14)  Indicator for LAC needs to be reconsidered to accurately reflect all LAC in East Lothian
				Average Tariff S\$ Scores (Scottish	Sex (Gender)	



## East Lothian Council Equality Outcomes Progress Report 2013 – 15

Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
				Government Statistics)	Looked After Children (LAC)	
	Reduced incidence of identity based bullying in youth settings e.g. homophobia	<p>East Lothian Hate Crime Action Plan</p> <p>Diversity Network events and campaigns</p> <p>Revise the East Lothian Anti-Bullying Policy</p>	<p>2013 – 2015</p> <p>Ongoing</p> <p>2013</p>	Number of Incidents of identity based bullying by protected characteristic	<p>Sexual Orientation</p> <p>Disability</p> <p>Race</p>	A new anti-bullying policy is currently out for consultation with key stakeholders
	All children are ready to start primary school	Revise and implement the East Lothian Accessibility Strategy	2013 – 2015	Number of Looked After Children accessing Active Schools Activities	Disability	<p>EL Champions Board launched 1<sup>st</sup> May 2015</p> <p>27.3% (2012)</p>
		Finalise and implement the East Lothian Carers and Young Carers Strategy	2013 – 2015		Looked After Children	
		Implement the East Lothian Corporate Parenting Strategy	2013	Increased number of young carers identified and supported	Carers	
		Support from the Start East Lothian	Ongoing	% of children assessed as		

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Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
				<p>'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>11.6% (before housing costs)</p> <p>18.6% (after housing costs)</p>
Long term SOA outcome: In East Lothian we live healthier, more active and independent lives	People have more choice and control over the services that they use	Implementation of Self Directed Support in line with the Self Directed support Act	2014	<p>% of people who understand the options available through self-directed support</p> <p>Number of people selecting from the four options available through Self Directed Support</p>	Age Disability	Data will be available later this year

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Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
		Implement East Lothian's Physical Disability, Sensory and Visual Impairment Strategy				Data will be available later this year
		East Lothian Older People's Strategy 2011  East Lothian Learning Disability Strategy  East Lothian Carer and Young Carer Strategy		Increased uptake of short breaks by people with a physical disability, carers and young carers		Data will be available later this year
		East Lothian Integrated Children's Services Plan  Update the Children and Young People's Participation Strategy		Number of young people with disabilities accessing East Lothian's Summer Activity Programme		This plan is currently under development with the Young Peoples Participation Strategy revised. 'Golden Rules' now adopted. Champions Board launch

## East Lothian Council Equality Outcomes Progress Report 2013 – 15

Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
						1 <sup>st</sup> of May
	Increase positive mental health and wellbeing	<p>Lothian Mental Health Strategy and Action Plan– <a href="#">A Sense of Belonging</a></p> <p>National mental Health Action Plan</p> <p>Choose Life Strategy (including Self Harm)</p> <p>Continue membership of the 'see me' campaign</p> <p>Maintain East Lothian Council 'Healthy Working Lives Gold Award'</p>	<p>2011-2016</p> <p>2012-2015</p> <p>ongoing</p> <p>ongoing</p>	<p>Suicide rates in East Lothian (5yr average)</p> <p>% uptake for Mental Health screening of Looked After Children</p> <p>Improved social attitudes to mental health (Scottish Attitude Survey)</p>	Disability	<p>16 (2009 – 2013) Mean Average</p> <p>Data not available at present</p> <p>Data not available at present</p>

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Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
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	2012 -2017	% of people who access specialist equipment and adaptations	Disability Age Gender Religion and Belief	Data currently being analysed and will be available later this year
	Increase housing supply and improve access to housing including affordable housing	Local Housing Strategy	2012 - 2017	Number of people identifying as homeless	All	683 applications (2013/14) 831 applicants

## East Lothian Council Equality Outcomes Progress Report 2013 – 15

Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
Long term SOA Outcome: Fewer people are the victim of crime, disorder or abuse in East Lothian	Reduce incidence of Hate Crime	Implement the East Lothian Hate Crime Action Plan	2012 -2014	<p>Number of those involved in committing antisocial behaviour</p> <p>% young people reporting 'I feel safe to go out in my local neighbourhood during the evening'</p> <p>Incidence of hate crime</p>	<p>Sexual Orientation</p> <p>Race</p> <p>Religion and belief</p> <p>Disability</p>	<p>6467 reports of ASB (2013/14)</p> <p>94.7% (during the day)</p> <p>77.7% (during the evening) (2014)</p>
	Increased confidence in reporting hate crime	Implement the East Lothian Hate crime Action Plan	2012 - 2014	<p>Levels of confidence in reporting hate crime</p> <p>Number of incidents reporting via third party reporting</p>	<p>Sexual Orientation</p> <p>Race</p> <p>Religion and belief</p> <p>Disability</p>	<p>No. of hate crimes recorded by Police 12/13 = 39, no. recorded 13/14 = 47 (East Lothian Plan 13/14)</p>

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Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
Long term Outcome: East Lothian has strong, vibrant communities where residents have a sense of belonging	East Lothian communities get on well together	Develop the East Lothian Diversity Network	2013 – 2014	% of residents who agree their local area is a place where people from different backgrounds get on well together (source for this information to be identified)	Religion and belief	91% (2014) (Source: Citizen's Panel)
		Community Learning and Development Action Plan (to be updated to reflect the Education Scotland Strategic Guidance)	2013 - 2014		Age	
		East Lothian Culture Service Business Plan			Race	
					Sexual Orientation	
				Incidents of hate crime		Detection for hate crimes 79.3% 12/13, 80.9% 13/14 (East Lothian Plan 13/14)
				Number of people attending East Lothian Diversity Network events		

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Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
	East Lothian communities are well informed and can influence decisions that matter in their local areas	Development of Local Community Planning which is inclusive of all members of the community	2014	<p>% of residents reporting that they agree they can influence decisions affecting their local area</p> <p>% of P6 &amp; S2 pupils agreeing that young people's views are listened to</p>	All	<p>21.3% (2014) (Source: Citizen's Panel)</p> <p>79.4% (2014)</p> <p>Indicator to be developed to reflect participation of those with protected characteristics</p>



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Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
Long term SOA outcome: Fewer people experience poverty in East Lothian	People in East Lothian are more financially capable and less financially excluded	Implement the Tackling Poverty Strategy  Carer and Young Carer Strategy	2013 - 2015	No of households in fuel poverty/extreme fuel poverty           Number of carer assessments undertaken where financial inclusion/income maximisation is included   Number of young people with a bank account   Number of people who have access to the internet in their own home	Age  Disability  Sex (Gender)  Race  Maternity	Fuel Poverty:  30% owner occupied 43% social housing (2011 – 2013)  Extreme fuel poverty:  11% owner occupied 3% social housing (2011 – 2013)
	<a href="#">EqualityOutcomesProgressReport2013-15/version3_Final</a>					

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Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
Long term SOA Outcome: East Lothian Council services meet the needs of all members of the community	People in East Lothian are supported to manage the impact of welfare reform	Deliver the Welfare Reform Action Plan	2013 onwards	% of the population who are income deprived	Age Disability Sex (Gender)	10.6% (SIMD) (2012) 9.9% (ELC developed from SIMD) (2014)
	The cycle of poverty is broken in East Lothian	Support from the Start East Lothian  Implement the Tackling Poverty Strategy	Ongoing  2013 - 2015	Uptake of free school meals  % of population (16-64) in receipt of out of work benefits  % of school leavers in positive destinations	All	9.3% (Key out of work benefits, NOMIS) (08/2014) 92.2% (2013/14)
	Equality is taken into account when making decisions	All and relevant policies, plans and services are impact assessed  Equalities Monitoring is undertaken where relevant, including	2013 – 2016	Number of Combined Impact Assessments Published	All	Ongoing Number of employees taking the Combined Impact Assessment

## East Lothian Council Equality Outcomes Progress Report 2013 – 15

Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
	East Lothian Council has increased knowledge and capacity about equality and diversity	<p>workforce monitoring</p> <p>Engage with equality groups in service re-design and decision making when relevant and appropriate</p> <p>Continue to gather information about the needs and experiences of those with protected characteristics in East Lothian (6 Ward area profiles now available incorporating equalities information)</p> <p>Revise and deliver the East Lothian Equality Training Plan</p>	2013 - 2016	<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</p>	All	<p>course since launch, 60, with 53 of these completing within the last 12 months</p> <p>Total no. since launched 278, within last 12 months 195</p> <p>47 people have taken this course, 70 have taken the mentally healthy workplace and</p>

## East Lothian Council Equality Outcomes Progress Report 2013 – 15

Long term Outcome	Short Term Outcome	Action	Timescale	Indicator	Equality Protected Characteristic (EPC)	Progress Made 2013 - 2015
				me think differently about inclusion’.		91 the learning disabilities module
	East Lothian Council Procurement Practices ensure equality is a core part of service delivery and employment	Implement ‘Buy Smart’ (Council Procurement Strategy)  Investigate the establishment of a ‘supported business’ as a social enterprise in East Lothian (in support of Article 19)	2013 - 2016	To be developed	All	Indicator under development

#### **4.0 Next Steps 2015 – 2017**

4.1 The next Equality Outcome Progress Report will be for the period 2015 – 2017 and will be published by 30 April 2017.

4.2 During that time and beyond the Council will continue its work on equality and diversity with the aim of further:

- Embedding a culture where respect, choice and understanding is fostered and diversity positively valued;
- Creating an environment where unlawful discrimination, harassment, victimisation or bullying is not tolerated;
- Understanding and addressing the needs of different groups; and
- Implanting the equality agenda in all that we provide and do to ensure that all people, irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or socio economic status have the same opportunity to live and flourish within our communities

4.3 The Council will also continue to consult with and listen to communities on agreed equality outcomes for the area which will be affected by many factors, and where prudent will build on existing work, reporting its progress every two years.

#### **5.0 Get involved and Keep in Touch**

5.1 You can get involved in supporting East Lothian's work on equalities in a number of ways.

- Contact our Equality Champions:

Councillor Shamin Akhtar  
Tel: 01620 827019/07718 669395  
Email [sakhtar@eastlothian.gov.uk](mailto:sakhtar@eastlothian.gov.uk)

Councillor Paul McLennan  
Tel: 01620 827334 / 07772 383570  
Email [pmclennan@eastlothian.gov.uk](mailto:pmclennan@eastlothian.gov.uk)

Councillor John McNeil  
Tel: 01620 827001  
Email [jmcneil@eastlothian.gov.uk](mailto:jmcneil@eastlothian.gov.uk)

- Come along to a Diversity Network event

[http://www.eastlothian.gov.uk/info/751/equality\\_diversity\\_and\\_citizenship/835/equality\\_and\\_diversity](http://www.eastlothian.gov.uk/info/751/equality_diversity_and_citizenship/835/equality_and_diversity)

- Respond to consultations via the Consultation Hub

<https://eastlothianconsultations.co.uk/>

- Read the East Lothian Diversity Newsletter

[http://www.eastlothian.gov.uk/downloads/download/1912/east\\_lothian\\_diversity\\_newsletters\\_2013](http://www.eastlothian.gov.uk/downloads/download/1912/east_lothian_diversity_newsletters_2013)

5.2 You can find out more information about equalities work in East Lothian by visiting our webpage

[http://www.eastlothian.gov.uk/info/751/equality\\_diversity\\_and\\_citizenship/835/equality\\_and\\_diversity](http://www.eastlothian.gov.uk/info/751/equality_diversity_and_citizenship/835/equality_and_diversity)

You can also find out more about Diversity Network via the Facebook page.

## 6.0 Contact us

6.1 You can get in touch with us by:

- Email: [equalities@eastlothian.gov.uk](mailto:equalities@eastlothian.gov.uk)
- Phone: 01620 827134
- Write to: Equalities Officer  
East Lothian Council  
John Muir House  
Haddington  
EH41 2HA
- Facebook: Search for East Lothian Diversity Network



This document is available in different formats and in different languages. If you would like a copy in another language or format, please email [equalities@eastlothian.gov.uk](mailto:equalities@eastlothian.gov.uk) or phone 01620 827134

**Equality Act 2010 & Equality Act 2012 (Specific Duties) (Scotland) Regulations 2012 Listed Bodies**

**Scottish Administration**

- The Scottish Ministers
- Keeper of the Records of Scotland
- Keeper of the Registers of Scotland
- Registrar General of Births, Deaths and Marriages for Scotland
- Scottish Court Service

**National Health Service**

- A Health Board constituted under section 2 of the National Health Service (Scotland) Act 1978
- A Special Health Board constituted under that section

**Local Government**

- A council constituted under section 2 of the Local Government etc. (Scotland) Act 1994
- A joint board within the meaning of section 235(1) of the Local Government (Scotland) Act 1973
- A joint fire and rescue board constituted by a scheme under section 2(1) of the Fire (Scotland) Act 2005
- A licensing board established under section 5 of the Licensing (Scotland) Act 2005, or continued in being by virtue of that section
- A National Park authority established by a designation order made under section 6 of the National Parks (Scotland) Act 2000
- Scottish Enterprise and Highlands and Islands Enterprise, established under the Enterprise and New Towns (Scotland) Act 1990

**Other educational bodies**

- An education authority in Scotland (within the meaning of section 135(1) of the Education (Scotland) Act 1980)
- The managers of a grant-aided school (within the meaning of that section)
- The board of management of a college of further education (within the meaning of section 36(1) of the Further and Higher Education (Scotland) Act 1992) which is a fundable body (within the meaning of section 6(2) of the Further and Higher Education (Scotland) Act 2005)
- In the case of such a college of further education not under the management of a board of management, the board of governors of the college or any person responsible for the management of the college, whether or not formally constituted as a governing body or board of governors

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- The governing body of an institution within the higher education sector (within the meaning of Part 2 of the Further and Higher Education (Scotland) Act 1992) which is a fundable body (within the meaning of section 6(2) of the Further and Higher Education (Scotland) Act 2005)

### **Police**

- A police authority established under section 2 of the Police (Scotland) Act 1967

### **Other bodies and offices**

- Accounts Commission for Scotland
- Audit Scotland
- Board of Trustees for the National Galleries of Scotland
- Board of Trustees of the National Museums of Scotland
- Bòrd na Gàidhlig
- A Chief Constable of a police force maintained under section 1 of the Police (Scotland) Act 1967
- A chief officer of a community justice authority
- A Chief Officer of a relevant authority appointed under section 7 of the Fire (Scotland) Act 2005
- Commissioner for Children and Young People in Scotland
- The Common Services Agency for the Scottish Health Service
- A community justice authority
- Creative Scotland
- Healthcare Improvement Scotland
- The Mental Welfare Commission for Scotland
- A regional Transport Partnership created by an order under section 1(1) of the Transport (Scotland) Act 2005
- Scottish Children's Reporter Administration
- The Scottish Criminal Cases Review Commission
- Scottish Environment Protection Agency
- Scottish Further and Higher Education Funding Council
- The Scottish Legal Aid Board
- Scottish Natural Heritage
- Scottish Qualifications Authority
- The Scottish Social Services Council
- The Scottish Sports Council
- Scottish Water
- Skills Development Scotland
- Social Care and Social Work Improvement Scotland
- The Trustees of the National Library of Scotland
- VisitScotland