Communities and Neighbourhoods Committee

10.00am, Tuesday 5 May 2015

Progress Report – A 'Framework to Advance Equality and Rights 2012/17' and 'A Framework to Tackle Poverty and Inequality'

Item number	7.4
Report number	Executive
Executive/routine	
Wards	All

Executive summary

Approval is sought for a progress report on outcomes and objectives described within the Council's 'Framework to Advance Equality and Rights 2012/17', and the Edinburgh Partnership's 'Framework to Tackle Poverty and Inequality'.

Links

Coalition pledges	All
Council outcomes	All
Single Outcome Agreement	SO1, SO2, SO3 and SO4

EDINBVRGH
THE CITY OF EDINBURGH COUNCIL

Report

Progress Report – A 'Framework to Advance Equality and Rights 2012/17' and 'A Framework to Tackle Poverty and Inequality'

Recommendations

1.1 The Committee is asked to approve the progress report, at Appendix 1, on the Council's 'Framework to Advance Equality and Rights 2012/17', and the Edinburgh Partnership's 'Framework to Tackle Poverty and Inequality'.

Background

2.1 The Council's 'Framework to Advance Equality and Rights 2012/17' was agreed in June 2012. It sets out the Council's response to the legal requirements of the public sector equality duty, described within the Equality Act 2010, and the accompanying Specific Duties (Scotland) Regulations 2012.

2.2 The public sector equality duty has three components, namely, to (i) tackle unlawful discrimination, harassment and victimisation, (ii) advance equality of opportunity and (iii) foster good relations. These duties are placed on a range of listed public authorities, which includes all Scottish local authorities.

2.3 The Equality Act 2010 Specific Duties (Scotland) Regulations 2012 came into force on 27 May 2012, and require listed public authorities in Scotland to, (i) report progress on action to mainstream equality, (ii) publish equality outcomes and report progress, (iii) assess and review policies and practices (impact assessment), (iv) gather and use employee information, (v) publish gender pay gap information and an equal pay statement, (vi) consider award criteria and conditions in relation to public procurement, and (vii) publish all of this in an accessible manner.

2.4 These legal duties require the Council to agree and publish a progress report every two years. Approval of the progress report, attached at Appendix 1, will enable the Council to meet these legal duties.

2.5 In addition to approving progress relating to the equality and rights framework, the Committee is also requested to approve progress relating to action to deliver the Edinburgh Partnership's 'Framework to Tackle Poverty and Inequality', which was agreed by the Edinburgh Partnership Board in December 2014. Progress on this framework is also reported in Appendix 1. However, it should be noted that the development of targets and measures for this framework are at a much earlier stage than those for the equality and rights framework.

2.6 If approved by the Committee today, an easy read version of Appendix 1 will be developed in order to ensure the Council meets the legal duty to report in an accessible manner, identified at paragraph 2.3 (vii).

Main report

3.1 This report outlines the progress being made by the Council to deliver on the commitments set out in its 'Framework to Advance Equality and Rights 2012/17, over the period 2013 to 2015. It also identifies progress on the delivery of commitments in the Edinburgh Partnership's 'Framework to Tackle Poverty and Inequality'.

3.2 At the heart of each framework there are a set of outcomes, with associated actions and indicators. In the case of the equality and rights framework, these are aligned to the five strategic themes of the Council's Corporate Plan. As a result of the Organise to Deliver reports by the Chief Executive to Council in late 2014, these five strategic themes have now been replaced with three new strategic themes for the period 2015 to 2020, namely, to (i) improve quality of life, (ii) ensure economic vitality and (iii) build excellent places. In light of these developments, outcomes in the equality and rights framework will be realigned to these new strategic themes. Consequently, in the next biennial report due by April 2017, progress on the delivery of outcomes will reported in line with the new strategic themes.

3.3 A detailed description of progress on commitments described in both frameworks is provided at Appendix 1. A summary of this progress is provided below, under key headings:

3.3.1 **Evidence Gathering and Community Engagement**

i) The Council and its partners continue to deploy a wide range of mechanisms to engage with community and third sector groups that are engaged in advancing equality and rights, and tackling poverty and inequality. The Council and its partners have agreed to strengthen their approach to this area of work through the new Equality and Rights Network (EaRN).
ii) Knowledge of the issues facing Gypsy / Travellers has improved greatly over the last two years as a result of new engagement activity.
iii) The Council's approach to gathering evidence about prejudice based bullying in schools has been commended as good practice by the Equality and Human Rights Commission (Scotland).
iv) There have been some problems with gathering employment data, as a result of organisational and employee database changes. There is also continued under-reporting with regard to staff characteristics, particularly disability, sexual orientation, faith/belief and race. These matters will be addressed through the inclusion theme within the Council's new 'Workforce Development Strategy'.
v) The Council is involved in a number of new evidence gathering initiatives that

include information on equality and rights. These include evidence gathered to inform (i) local police and fire and rescue service plans, (ii) the new Edinburgh Partnership Community Plan 2015/18, (iii) new Neighbourhood Partnership Local Community Plans 2014/17, and (iv) the health and social care integrated joint needs assessment.

vi) The Council published new poverty and inequality profiles for the City, and for each of the 12 Neighbourhood Partnerships.

vii) The Poverty and Inequality Partnership in the City engaged with a wide variety of community interests to inform the development of the 'Framework to Tackle Poverty and Inequality'.

3.3.2 **Outcomes and Mainstreaming Actions**

viii) Of the 23 published equality and rights outcomes 15 were assessed as green (met), 6 were assessed as amber (partially met) and none were assessed as red (not met) over the period April 2013 to March 2015. Two were assessed as having insufficient evidence to report on progress, and/or were assessed as no longer fit for purpose. With regard to these two outcomes, engagement will take place with stakeholders to re-define or remove these outcomes.

ix) Appendix 1 provides detailed information about mainstreaming actions delivered in the last two years. Specifically, work in schools, with Gypsy Travellers, on hate crime and domestic violence, and ensuring dignity in care is identified as good practice.

x) As indicated above, the tackling poverty and inequality framework is relatively new, so providing an up to date assessment of the progress made on outcomes is not possible at this time.

xi) However, a number of mainstreaming actions on poverty and inequality are well developed. Significant examples include a strategic response to welfare reform, economic development activity to reduce poverty, including significant corporate social responsibility action on promoting the living wage, preventive work to reduce health inequality and substance abuse and mental ill health including suicide, and development of a new inclusive approach to supporting people with multiple and complex needs.

3.3.3 **Impact Assessment**

xii) The Council undertook an interim review of its approach to impact assessment in late 2013 to early 2014. This involved a review of the internal systems established to monitor impact assessment activity, the quality of guidance, training and support provided to officers undertaking impact assessment, the quality of completed impact assessments, and the publishing process. The review concluded that the impact assessment process was largely fit for purpose, whilst recommending some improvements to monitoring and publishing arrangements.

xiii) The Council has continued to improve its annual programme of equality and

rights impact assessment of all budget proposals. Further improvements will be made in 2015/16 with regard to direct engagement with service users from equality groups, who are affected by budget proposals.

xiv) The Council has developed a new on-line directory for publishing completed impact assessments.

xv) As a result of health and social care integration, a new integrated impact assessment tool is being piloted, which includes references to poverty and inequality, and the environment.

3.3.4 **Employment**

xvi) The Council has developed a new 'Workforce Strategy'. This strategy will include a workstream on 'inclusion', within which will sit all improvement activity to mainstream equality and rights across employment policies and practices.

xvii) The Council has now implemented the 'Living Wage' across all employees, and is working with funded and non-funded partners in the City to adopt the living wage as standard practice.

xviii) New programmes have been established to recruit more young people to the Council through the Edinburgh Guarantee, and more people with learning disabilities through Project Search.

3.3.5 **Procurement**

xix) The Council has agreed a new procurement manual within which sits strengthened references to advancing equality and rights within employment and service delivery amongst funded third parties.

xx) The Council continues to apply community benefit clauses across a range of grants and contracts, specifically with regard to training and employment opportunities for young people, many of whom have protected characteristics and are more at risk of unemployment.

xxi) The Council completed a 'Grant to Third Parties Review' which examined the impact of £25m of council investment. New grant programmes are being developed, using co-production techniques with providers and service users, with equality, rights, poverty and inequality emerging as key future priorities.

3.3.6 **Governance and Reporting**

xxii)The Council has established a Communities and Neighbourhoods Executive Committee, which provides for improved scrutiny and public reporting of equality, rights, poverty and inequality issues.

xxiii) A new Equality and Rights Lead officer Group has been established to co-ordinate, monitor and evaluate delivery of council activity to advance equality and rights

xxiv) In 2013 The Edinburgh Partnership Board appointed a new Member for Equality and Rights, and set up a new Poverty and Inequality Partnership. The new Edinburgh Partnership Community Plan has numerous references to

equality and rights, and the main strategic priority is to tackle inequality and poverty.

3.4 As indicated above, the Council has a duty to report progress in an accessible manner. If this progress report is approved, then work will be commissioned, in line with the Council's standing orders, to produce an 'easy read version' of Appendix 1 and to publish this on the Council's website.

3.5 It should also be noted that in line with the Committee's recommendations, further work will take place to better integrate the approach to advancing equality and rights, and tackling poverty and inequality, within the Council and as part of the Edinburgh Partnership's work in this area. A good example of this is the establishment of the new Equality and Rights Network, information about which is covered in another report to this Committee, and work to develop an integrated impact assessment tool (see paragraph 3.3 - XV above).

Measures of success

4.1 The Equality and human rights, including children's rights, legislative duties are met.

4.2 Progress achieved in delivering the agreed set of equality and rights and tackling poverty and inequality outcomes and actions and other commitments described in each framework.

4.3 Delivery of Capital Coalition pledge commitments relating to equality and rights and tackling poverty and inequality.

Financial impact

5.1 There are no additional financial implications as a result of the contents or recommendations of this report. However, continuing budgetary pressures on Council services may impact on full delivery of all outcomes and mainstreaming actions by March 2017.

Risk, policy, compliance and governance impact

6.1 All risk, policy and governance matters relating to the equality and rights framework are managed through the Council's Equality and Rights Lead Officers Group. In addition, the Council's Corporate Policy and Strategy Manager reports to the Council's Corporate Management Team on such matters. The Edinburgh Partnership Board Member for Equality and Rights also reports on such matters to the Edinburgh Partnership Board.

6.2 All risk, policy and governance matters relating to the poverty and inequality framework are managed through the Edinburgh Partnership's Poverty and

Inequality Partnership.

Equalities impact

7.1 This report describes the Council's progress towards meeting its Scottish specific public sector equality duties, enacted as a result of the Equality Act 2010. The agreed Framework aims to improve outcomes for groups with protected characteristics, and the delivery of mainstreaming actions will (i) eliminate unlawful discrimination, victimisation and harassment, (ii) advance equality of opportunity and (iii) foster good relations

Sustainability impact

8.1 The impacts of this report in relation to the three elements of the Climate Change (Scotland) Act 2009 Public Bodies Duties have been considered. In summary, the proposals in this report will help achieve a sustainable Edinburgh because they improve Council action to improve social justice and economic wellbeing outcomes.

Consultation and engagement

9.1 Both frameworks have been developed based on extensive engagement with citizens, service users and communities, and other evidence gathering activities, including social needs and census data analysis, service delivery data, and local and national research.

Background reading/external references

A Framework to Advance Equality & Rights – report to Policy and Strategy Committee, 12 June 2012.

The Equality Act 2010.

The Equality Act 2012 (Specific Duties) (Scotland) Regulations 2012.

Equality & Human Rights Commission Guidance Notes.

Alastair D Maclean

Director of Corporate Governance

Contact: Nick Croft, Corporate and Policy and Strategy Manager

E-mail: nick.croft@edinburgh.gov.uk Tel: 0131 469 3983

Paul Hambleton, Social Strategy Manager

E-mail: paul.hambleton@edinburgh.gov.uk Tel: 0131 469 3867

Links

Coalition pledges	All
Council outcomes	All
Single Outcome Agreement	SO1,SO2, SO3 and SO4
Appendices	Appendix 1 - Progress Report – Framework to Advance Equality and Rights 2012/17 and Framework to Tackle Poverty and Inequality

Appendix 1

The City of Edinburgh Council Framework to Advance Equality and Rights 2012/17

The Edinburgh Partnership Framework to Tackle Poverty and Inequality 2014/17

Progress Report

Contents:

Section 1	**Introduction**
Section 2	**Evidence Gathering and Community Engagement**
Section 3	**Outcomes and Mainstreaming**
Section 4	**Impact Assessment**
Section 5	**Procurement**
Section 6	**Employment**
Section 7	**Governance and Reporting**

Section 1 - Introduction

This report describes the progress made against outcomes, actions and objectives described in the Council's 'Framework to Advance Equality and Rights 2012/17' (http://www.edinburgh.gov.uk/info/20218/council_wide_plans_and_strategies/881/equality_and_rights), which is aligned to (i) the articles of the Human Rights Act 1998 and associated rights conventions, like children's rights, (ii) the Equality Act 2010 public sector equality duty, and (iii) the protected characteristics identified in the Equality Act 2010. Progress is reported over the period April 2013 to March 2015.

Detailed outcome and action planning on tackling poverty and inequality has been developed recently through the Edinburgh Partnership's Framework for Tackling Poverty and Inequality, which was agreed by the Edinburgh Partnership Board in September 2014, and formally adopted by the Council in November 2014.

Outcomes and actions described in both frameworks help to deliver the Edinburgh Partnership's vision, that 'Edinburgh is a thriving, successful and sustainable capital city in which all forms of deprivation and inequality are reduced'. They also support delivery of the Capital Coalition's six key priorities (1. ensuring every child has the best start in life; 2. reducing poverty, inequality and deprivation; 3. providing for Edinburgh's economic growth and prosperity; 4. strengthening and supporting our communities and keeping them safe; 5. ensuring Edinburgh, and its residents are well cared for and 6. maintaining and enhancing the quality of life in Edinburgh), and accompanying 53 pledge commitments.

Table 1 below provides a summary overview of the Council's 23 outcomes for equality and rights, and the Edinburgh Partnership's 6 outcomes for poverty and inequality, and how these align to the Council's strategic outcomes. It should be noted that as a result of recent reports to the Council by the Chief Executive, the Council now has three strategic outcomes (i) improving the quality of life, (ii) building better places and (iii) ensuring economic vitality. In future, progress reported on equality and rights outcomes and actions and tackling poverty and inequality outcomes will be aligned to these new strategic outcomes.

In addition, it should also be noted that the work of defining actions and targets for poverty and inequality outcomes is at a much earlier stage than for the 'Equality and Rights Framework' which has been an established approach for a number of years. Consequently, comprehensive reporting of progress is limited at this time, and therefore a summary of the main areas of progress are provided.

Table 1: Alignment between Council Strategic Outcomes, Poverty and Inequality Outcomes, and Equality and Rights Outcomes

Poverty and Inequality Outcomes	COUNCIL OUTCOMES	Equality and Rights Outcomes *
None	THE COUNCIL IS AN EFFICIENT AND EFFECTIVE ORGANISATION AND A GREAT PLACE TO WORK	ER1 - There is improved data collection and reduced under recording for all CEC employees across the protected characteristics ER2 - All employees receive equal pay for doing equal work or work of equal value regardless of age, sex, race, disability, gender identity, sexual orientation, marital status, religion or belief. ER3 - We have a Council workforce that better reflects the City population across the protected characteristics and barriers to employment for people within those groups are removed. ER4 - There is improved knowledge of the equality profile of the Edinburgh population and service users to enable services to better meet client/customer needs. ER5 - The Council is attentive to people with communication support needs in its consultation and engagement and delivers information in an accessible form which helps to remove physical, language, and psychological barriers to engagement
TPI1 - Our children and young people's outcomes are not undermined by poverty and inequality	EDINBURGH'S CHILDREN AND YOUNG PEOPLE ENJOY THEIR CHILDHOOD AND FULFILL THEIR POTENTIAL	ER6-Sustained positive destinations for young people across protected characteristics ER7-All children achieve their potential regardless of race, disability, sex or looked after status ER8-Improving children's mental health and wellbeing; ER9-Improving parents confidence ER10-Children in Council schools say their school is good at dealing with bullying, racism and homophobia ER11-The school and life experience for children with a disability is improved ER12-Other achievement of children with protected characteristics is improved ER13-Children's outcomes and life chances are not undermined by poverty

Poverty and Inequality Outcomes	COUNCIL OUTCOMES	Equality and Rights Outcomes *
TPI2 - All citizens are able to enjoy their potential and live well without barriers from poverty and inequality TPI3 - Improved wellbeing and life expectancy for all citizens and reduced inequality of health outcomes.	HEALTH AND WELLBEING ARE IMPROVED IN EDINBURGH AND THERE IS A HIGH QUALITY OF CARE AND PROTECTION IN PLACE FOR THOSE WHO NEED IT	ER14-The impact of Welfare Reform change is monitored and vulnerable clients are supported ER15-People receive personalised services which maintain independence ER16-Good advice and guidance networks in place for vulnerable clients to maintain choice and safety ER17-Improved quality of life for people across all protected characteristics through reductions in social isolation ER18-The rights, health and wellbeing of the Gypsy Traveller community are understood and met
TPI4 - Sustainably improved and safe neighbourhoods, which benefit people in all income groups who live and work there TPI 5 - Sustainable and safe communities which are strong, resilient, and engage all income groups	EDINBURGH IS AN EXCELLENT PLACE IN WHICH TO LIVE, STUDY, WORK, VISIT AND INVEST	ER19-Individuals and communities who are vulnerable to, or victims of, hate crime feel safe and secure ER20-Adults vulnerable to and survivors of, domestic abuse feel safe, have access to support and feel confident in reporting issues of domestic abuse and forced marriage. Children affected by domestic violence are identified and have access to support ER21-People can live in a home they can affords that meets their needs ER22-There are accessible and inclusive transport systems ensuring people feel safe using the City's public transport, road, footway and cycle networks
TPI 6 - All citizens achieve at least the minimum income for healthy living, fewer people live in poverty, and more people sustain employment, training or learning	EDINBURGH'S ECONOMY DELIVERS INCREASED INVESTMENT, JOBS AND OPPORTUNITIES FOR ALL	ER23-Across the protected characteristics people are able to access job opportunities in Edinburgh

Section 2 - Evidence Gathering and Community Engagement

Introduction
This section provides information on activities to improve information and evidence gathering, and to improve community engagement. Legal duties under the Equality Act 2010 require the Council to ensure that the development of outcomes and mainstreaming actions are underpinned by evidence and engagement activity with communities, individuals and groups who share protected characteristics. Information is also provided on similar activity to improve understanding of, and responses to, poverty and inequality.

Equalities and Rights Network
Discussions amongst the Council and community planning partners in 2014 led to proposals to establish a new Equality and Rights Network. The rationale for this was a result of the need to improve:

- approaches to meeting legal duties and guidance, including the requirement to publish equality outcomes;
- engage with equalities communities and undertake impact assessment;
- opportunities for joint work with NHS Lothian, Edinburgh College, Universities, Police Scotland, Fire and Rescue Service Scotland, and neighbouring local authorities;
- engagement with groups involved in promoting human and children's rights, and tackling poverty and inequality; and
- links to between community planning partnerships and equalities groups.

The EaRN Project Board has now agreed the primary aim of the network is to 'enable individuals, groups, organisations and communities of interest to work in partnership with public services to advance equality and rights, and tackle inequality and poverty'. The development of this new network will assist the Council and partners to better deliver key equality and rights outcomes, and the Equality Act 2010 public sector equality duties to (i) eliminate unlawful discrimination, harassment and victimisation, (ii) advance equality of opportunity and (iii) foster good relations.

Gypsy Traveller Engagement
In 2009 the City of Edinburgh Council resurrected the Gypsy Traveller Site Advisory Group and in 2012 this group became a sub group reporting directly to the Council chaired Gypsy Traveller Strategic Development Group. It is through the work of the Gypsy Traveller Site Advisory Group that the Council and its partners engage with the residents of both the site and those Gypsy Travellers living in settled accommodation. In addition to influencing site developments and associated budget spend, the residents of the site have engaged positively in:

- Scottish Housing Regulator surveys including thematic inquiry into the standard of services and rental charges.
- Negotiations with power suppliers.
- Development of an action plan to consult with young Gypsy Travellers.
- COSLA Education services for Gypsy Traveller children consultation response.
- Youth clubs in the local area.
- Local community based employment initiatives.
- Future use of the former site manager's residential accommodation.

The partnership developed between the Gypsy Traveller Strategic Development Group and NHS Lothian's Joint Gypsy Traveller Health Steering Group has enabled Gypsy Travellers on the site and the surrounding locality to influence health care provision. In addition, via the work of the Light and Life Church based in the Gypsy Traveller Site, the local Gypsy Traveller communities have worked positively in partnership to eradicate hate crimes and hate incidents.

Throughout 2014 the City of Edinburgh has experienced an increase in the number of unauthorised encampments in and across the city as well as an increase in the period that Gypsy Travellers are travelling from between April and October to all year round. In 2014 the City managed in excess of 25 unauthorised encampments within the city's boundaries and successfully engaged with the residents of each encampment. This was only achieved by the continually improving management of unauthorised encampments. Examples of the services provided are as follows:

- Provision of waste collection material.
- Waste collections.
- Children's health services.
- Children's educational services.
- Inoculations.
- Midwifery services.
- General health advice.
- Site safety advice.
- General safety advice.
- Interpretation and Translation Services.
- Housing/accommodation advice.

Having reviewed performance over the past two years, the Gypsy Traveller Strategic Development Group and the Site Advisory Group are now in the final stages of completing and agreeing the actions plans for the period 2015/17.

Tackling sectarianism
The City of Edinburgh Council has mainstreamed its anti sectarian activities in and across its Equality & Rights Framework. It achieved this by being the first local authority in Scotland to enter into a partnership with Scotland's leading anti sectarian charity. The charity has identified the Edinburgh model as excellent practice and uses this as the model when developing relationships with other public sector organisations. Prominent examples of the ways in which the City of Edinburgh Council are working with Nil by Mouth are:

- The delivery of general awareness raising sessions (in excess of 150 hours).
- Using An introduction to Sectarian Behaviour as a way of making human resources policies such as the Code of Conduct come to life.
- Responding positively to reports of Sectarian behaviours using existing policies.
- Recognising that staff understand this to be unacceptable behaviour and taking the appropriate actions to address it when it does happen.
- Promoting the links between social networking sites and the potential for negative impacts on reputational damage.

The City of Edinburgh Council has, also through our partnership with Nil by Mouth, been able to:

- Share best practice with other organisations.
- Develop further awareness raising packages to support line managers take appropriate actions.
- Promote the achievements to date jointly to the Scottish Councils' Equality Network with a view to ensuring all local authorities in Scotland support the Scottish Government achieve its objectives.

The Council has also been invited to sit on Nil by Mouth's national steering group to embed an understanding of sectarianism in the workplace and how it manifests in our communities. In addition, the Council is undertaking research on behalf of the Scottish Government which will enable both organisations to:

- Identify the positive contributions made by the Polish and Italian communities to Scottish Life.
- Understand the experiences of prejudice (religious, racial or otherwise) amongst the Italian & Polish communities in Edinburgh.
- Gain and insight into how these communities are perceived by the host communities in Edinburgh.

In recognition of the above the work the Council's Health Improvement and Diversity Manager in Services for Communities was presented with the first ever individual award as a Champion for Change, in recognition of the work undertaken to raise awareness of sectarianism in the workplace.

Bullying and Prejudiced Behaviour in Schools
All council schools record incidents of bullying and discrimination, and monitor them on an annual basis. Data from surveys of pupil's views, and focus groups with pupils, informs discussions with head teachers on these matters. Good practice is gathered and shared through the Council website and via the Equalities Coordinators, which are appointed in every school. A recent anonymous sample survey showed the percentage of children in Edinburgh schools who said they were bullied at school in the previous year was 29%. This is in line with the national findings of 30%. In 2010, 67% of children and young people said that their school was good or fairly good at dealing with bullying, in 2014 this increased to 73%.

Case study - Stonewall Education Champion
Children and Families Department were ranked 7th place in the Stonewall Equality Index in 2012. Children and Families' policy and procedures were considered sector-leading by Stonewall (2012) and the Coalition for Race Equality and Rights (2012). More recent acknowledgement of the department's good practice in this area has come from the Equality and Human Rights Commission (Scotland) in March 2015. Five schools are currently engaged with Stonewall Scotland's Education Champions programme. To continue this good practice Children and Families have now taken the initiative to engage the Council in the journey to the LGBT Youth Charter Mark. This involves key social work services in Support for Children and Young People. Since then, a new LGBT Youth Charter Mark for individual schools was released in November 2014 and schools may wish to go for this Charter Mark.

Employment monitoring
The Council continues to try and improve information gathering from its employees on matters relating to application and recruitment, diversity in employment, fair treatment at work, retention, equal pay, training and through employee surveys. Analysis of this data indicates further small increases in the diversity of the Council's employee base, but also indicates under-reporting with regard to race, disability, faith/ belief and sexual orientation. The Council's new Workforce Development Strategy will have a specific section on Inclusion, within which will sit objectives to address this and other equality and rights matters. The Council's most recent employee survey results in 2014 (based on 7,336 responses – response rate 39%) indicated that there were no significant differences between groups of staff who share protected characteristics on the main questions sets like (i) satisfaction with working with the

Council, (ii) personal morale, (iii) fair treatment at work, (iv) quality of line management, (v) performance management, and (vi) managing change. The main areas of variance related to part time female members of staff and disabled staff who reported proportionately less satisfaction with performance management arrangements and managing change. However, it should be noted that these were not significant variations, and that these matters will be addressed with the Inclusion section of the Workforce Development Strategy.

Council Transformation Programme – Citizens and Neighbourhoods Services Workstream

The Council has embarked upon a major transformational change programme in order to address a savings gap of £107M by 2020. The programme also aims to improve outcomes for those citizens who are vulnerable, or who experience poverty and inequality. A major feature of this programme is the Citizens and Neighbourhoods Services workstream, which is aiming to develop a new approach to locality and place based working in the City. Critical to informing this approach is the needs assessment which will inform new joint planning and service delivery arrangements in neighbourhoods across the City. Arrangements are already in place to ensure equality, rights, poverty and inequality issues inform these assessments.

The City of Edinburgh's Housing Register and ECCO Database

The Council holds information on the protected characteristics of all 27,268 applications held on the EdIndex database. The ECCO database monitors all clients who receive housing support, housing advice and homeless services funded by the council. 71 Services currently use ECCO (68 external / 3 internal). The Council also funds a number of sheltered housing schemes who do not use ECCO. We do not collect equalities details from these schemes. However, allocation is via Edindex therefore the data will be held in the EdIndex database. The Council is currently switching to a new way of monitoring to support a move to a more outcomes based approach. The majority of clients are on ECCO 1 which monitors gender, disability, age and ethnicity. The system also documents information relating to homelessness, rough sleeping, domestic abuse, addictions and HIV/AIDS. ECCO 2 monitors gender, age and ethnicity but no longer looks at disability. Eventually all clients will move to ECCO2. The way the Council monitor ethnicity has also changed over the two systems, and ECCO2 has a more inclusive list of Ethnicity than ECCO1. Over 8330 (6226 ECCO1/ 2104 (ECCO 2) records were live 2014 15. There may be some crossover as some clients may appear on both ECCO1 and 2 as services began to move over midyear. In addition to ECCO the HIS and Swift database also collate and monitor equalities data and it is suggested that we now carry out an annual equalities analysis of service users and the services they are using. In addition an analysis of demographics in terms of population percentages could be used as a comparator for percentages using homeless services provided by the Assessment, Homelessness and Support Services.

The Integration of Health and Social Care Services and the development of Integrated Children's Services

Joint integrated needs assessments are already underway to inform new strategic plans for the integration of adult health and social care services in the City. A prominent feature of the evidence gathering is work to gather information of the needs of people with protected characteristics, and those experiencing poverty and inequality. These needs assessments will also inform the development of Integrated Children's Services in Edinburgh

Budget engagement

In 2014, the approach to budget engagement set out to engage a large and diverse group of staff, citizens and other stakeholders to inform budget decisions through a variety of social media, interactive e-tools and partnership networks across the Council. The approach was successful in achieving the Council's highest recorded response rate to budget engagement, generating 3,458 responses across a range of formats. Specifically, the Council employed an online planner[1] to show where the Council expects to incur costs by 2017/18, and to demonstrate the impacts of increasing or decreasing spending in all of its services, and to give respondents the opportunity to express what they feel the Council's priorities should be.

[1] The Council's online planner was located at http://edinburgh.budgetsimulator.com, more information about the planner can be viewed at http://www.budgetsimulator.com

Consultation framework
The 'Consulting Edinburgh' framework was developed in 2013/14 and launched in May 2014. The framework provides staff with a practical toolkit that guides them through each stage of consultation activity. To support the framework, the Consultation Hub was developed for promoting and managing all Council consultations via one location. Members of the public can use the Hub to find and participate in consultations by searching using keyword, postcode, interest etc. (search for consultations) or by subscribing to automated email notifications. Equality and rights is embedded within the Framework as a result of partnership working with equality and rights lead officers in the Council.

Neighbourhood Partnership Poverty and Inequality Analysis
Evidence gathering to inform the current poverty and inequality framework included publication of a full city-poverty profile and separate profiles for each of the 12 Neighbourhood Partnership areas, policy mapping of current partnership outcomes relating to poverty and inequality, and engagement with both local communities and communities of interest who experience or are at risk of poverty. The engagement work was commissioned from, and led by, the Poverty Alliance in co-operation with Council services to identify suitable local and specialized communities. Poverty profiles developed for the city provide detailed analysis of the data and describe the cycle of cause and effect through which the experience of poverty leads to a range of negative impacts on the health, education outcomes and life opportunities.

Recent Scottish Government publications show that the number of people in Scotland who live below agreed income poverty thresholds has risen to 1 million individuals (19% of the population) in 2012/13. This is an increase of some 10% over the levels estimated in 2010/11. Further evidence shows that poverty levels in Edinburgh remain slightly above this Scottish average, with 22% of households in the city estimated to live on incomes below the poverty threshold.

A key finding is that figures showing Edinburgh as an affluent city conceal sharp inequality. The data for income levels in Edinburgh shows two clear peaks or concentrations at either end of the income spectrum. This analysis indicates a "dual city" with one of the highest concentrations of wealthy citizens in Scotland, alongside some of the highest levels of poverty and deprivation. This contrasts with the pattern in Glasgow, for instance, which is dominated by large numbers of areas at the lower end of the income range. Edinburgh's analysis includes the following key findings:

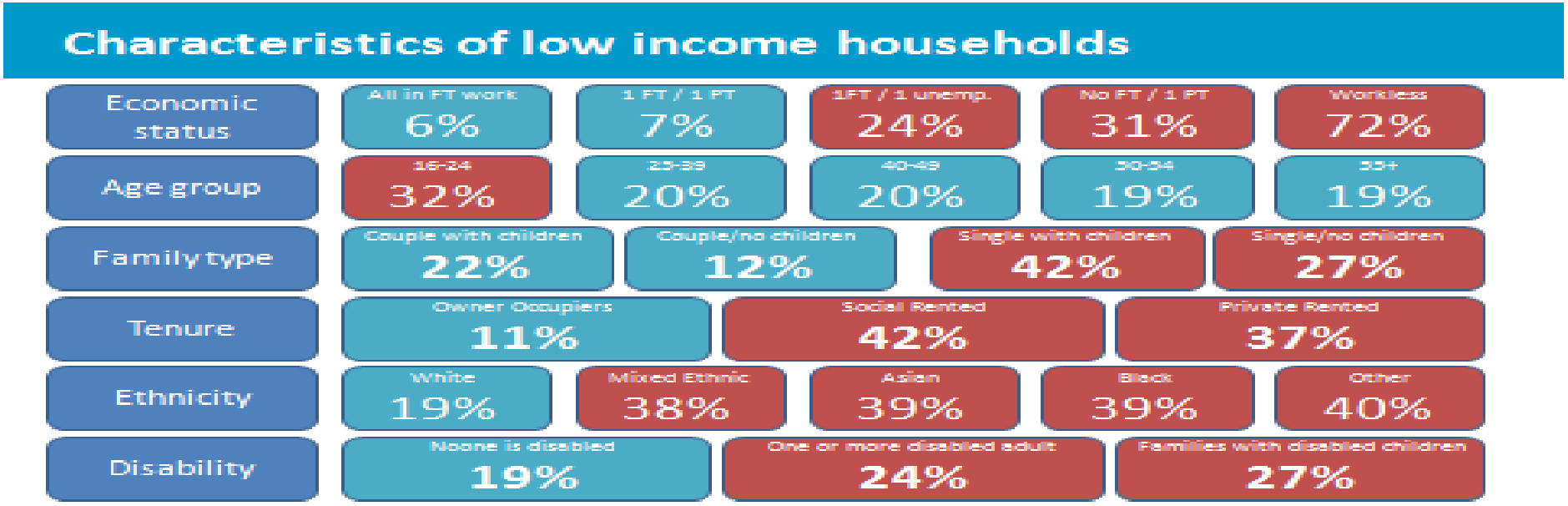
- Edinburgh is an affluent city with average household incomes estimated at 9% above the Scottish average, ranking in the top Scottish incomes quartile.
- By contrast, the city also ranks in the poorest Scottish quartile for indicators of poverty. Some 22% of all households in the city live on incomes below the poverty threshold, slightly above the Scottish average. Only four other Scottish local authorities record levels of poverty higher than Edinburgh.
- 18% of all households in the city live in material deprivation, or unable to afford several items regarded by a majority of the population as essentials of life in Britain today.
- 24% of all Edinburgh households lived in fuel poverty in 2012. This equates to some 53,600 households in the city.
- Edinburgh's childcare costs are 16% higher than the UK average for under fives[2] which can be a significant barrier for low income households

[2] Family and Parenting Institute: Childcare Costs Survey (June 2014)

who may need to allocate up to 50% of their income to childcare costs. People cite the key barriers to escaping poverty through work as the lack of work experience and qualifications, lack of confidence, literacy and numeracy skills, poor interview skills, and caring responsibilities.

Risks of Poverty and Inequality for People with Protected Characteristics

The risk of experiencing poverty and related social and income inequality is higher for people with protected characteristics, and these disadvantages compound the discrimination, prejudice and harassment which they face. The Poverty Profiles included analysis of the characteristics of low income households, described below, which shows that people with protected characteristics are over-represented among this group:



Section 3 – Outcomes and Mainstreaming Actions

Introduction – Equality and Rights

Information in this section indicates progress made against equality and rights outcomes, and associated mainstreaming actions. Information is also provided on the lead council service area tasked with responsibility for delivering the outcome; which protected characteristics the outcome relates to; which set of rights the outcomes relates to (where 1 = rights to life; 2 = rights to health; 3 = rights to physical security; 4 = rights to legal security; 5 = rights to education and learning; 6 = rights to standard of living; 7 = rights to productive and valued activities; 8 = rights to individual, family and social life; 9 = rights to identity, expression and self-respect and 10 = rights to participation, influence and voice), and which part of the general public sector equality duty the outcome relates to (where 1 = eliminating unlawful discrimination, harassment and victimisation; 2 = advancing equality of opportunity and 3 =

fostering good relations).

A summary of progress with regard to outcomes is offered, upon which a RAG status is calculated, where RED = outcome not met, AMBER = outcome partially met, and GREEN = outcome met. A BLUE assessment indicates insufficient evidence to state whether or not the outcome is met, partially met or not met, OR, the outcome may no longer be fit for purpose. In either case, a BLUE assessment indicates that a review of the outcome will take place during the next three months to see if it remains as part of the set of Council's equality and rights outcomes.

Information is also provided about progress made against tackling poverty and inequality outcomes, and associated actions, after the information on equality and rights. However, as indicated above, information on progress is limited, as the tackling poverty and inequality framework outcomes and actions were only recently agreed in late 2014. Therefore, only summary information is included at this time, with a view to presenting more detailed information in the years to come.

Council Strategic Outcome: The Council is an efficient and effective organisation and a great place to work

Ref	What we are trying to achieve (equality	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
ER1	There is improved data collection and reduced under recording for all CEC employees across the protected characteristics	The Council has implemented and new data collection system. There is continued under reporting – this includes capturing data on changes for employees e.g. becoming disabled.	CG	All	7, 9, 10	advancing eliminating	**A**
ER2	All employees receive equal pay for doing equal work or work of equal value regardless of age, sex, race, disability, gender identity, sexual orientation, marital status, religion or belief.	Produced revised equal pay statement. Gender pay gap is within acceptable parameters except for grade 11. More analysis is needed to ascertain why. Work force composition shows an increase in the numbers of employees that reported they are disabled, BME and LGBT. More information can be found in Section 6 - Employment	CG	All	7, 9, 10	eliminating	A

ER3	We have a Council workforce that better reflects the City population across the protected characteristics and barriers to employment for people within those groups are removed	The Council's response to the Edinburgh Guarantee has enhanced the age profile within our services, in 2011 less than 1 % of the staff in CEC were under 25, this figure now stands at 8% The Council aims to maintain Modern Apprenticeship numbers at 1 in 100 of FTE posts. Council apprentices receive the Living Wage and are some of the highest paid LA apprentices in Scotland. Equalities group is age. Young people are less likely to be employed and more likely to be in low paid employment than those over 25. There are slight increases in levels of staff reporting ethnicity and disability. However, there remains under reporting of these characteristics. Levels of representation by females at higher management levels remain high, reflecting significant improvements over recent years. Levels of reporting for new employees on faith/belief and sexual orientation remain high as a result of My Job Scotland data. However, for existing employees levels of reporting remain very low.	CG	S, R, D, A	7, 9, 10	advancing	**A**
ER4	There is improved knowledge of the equality profile of the Edinburgh population and service users to enable services to better meet client/customer needs	The Children and Families service examines shares and reports on the increasing diversity of the school population taken from the annual pupil census. This is used to target specific services, for example Family Learning and ESOL provision. Services for Communities profile the protected characteristics in: • EdIndex Applications (Edinburgh's Housing Register) • Tenancy Records • Support Services • Advice Services	Equality leads in all service areas	All	10	advancing	**G**

ER5	The Council is attentive to people with communication support needs in its consultation and engagement and delivers information in an accessible form which helps to remove physical, language, and psychological barriers to engagement	The hard of hearing will be able to access public services independently via Contact SCOTLAND, the online video relay interpreting service, which is the first of its kind in the UK. Interpretation and Translation Service (ITS) delivers thousands of hours to clients who speak other languages. Partnership and Information Managers located in the Neighbourhood Offices actively work with members of the community to remove barriers to participation e.g. provision of community transport,	Corporate Governance	All	9, 10	advancing	**A**

Ref	**Mainstreaming Actions – Summary of Progress**
ER1	Quality data from staff surveys, leavers, recruitment process, discipline and grievance, pay data and equal pay statement was reported to Committee. Action plan being implemented from the findings of staff data analysis of the staff survey. Regularly monitoring, analysis and updates of employee profiles now taking place. Delivered induction/training modules to emphasize importance of data recording in some service areas.
ER2	Delivered training modules on recruitment and employment policy to many senior and middle managers. Undertaken a review of HR policy and practice to ensure compliance with the provisions of the Equality Act 2010. Undertaken analysis and evaluation from the modernising pay gender impact assessment.
ER3	Reviewed targets once the baseline employee population data is updated with new census information. Reviewed and implemented new recruitment and employment policy. Training and awareness sessions for those involved in recruitment and retention. Explored approaches and issues surrounding barriers to employment with representative groups such as Stonewall, ECAS, ELREC. development of a 'reasonable adjustment toolkit' with detailed guidance for managers about recruitment and retention of disabled employees. Led by example on the Edinburgh Guarantee which aims to ensure every school leaver in Edinburgh achieves a positive destination and changed the age profile of the Council.

ER4	A Corporate Business Intelligence Service. The Business Intelligence Service recently joined Customer Services, making for an exciting opportunity for our services to work together to contribute to the Council's strategic direction through the intelligent analysis of data. The Business Intelligence Service is responsible for the Council's Performance Framework, Research and Consultation Programme and Quality Improvements such as Best Value and Customer Service Excellence. Business Intelligence is now developing their services even further through a new Business Intelligence Strategy – with the aim to deliver the latest and best methods of analysis to drive decision making and support continuous improvement across the Council. This strategy will deliver information that's meaningful to the public, elected members, managers and staff through improved tools such as electronic dashboard reporting and an online hub of data and information. Business Intelligence is working closely with colleagues across Customer Services including ICT Solutions and the Customer Hub to develop tools that are fit for purpose and to access a wide range of information now coming from a range of initiatives such as Master Data Management.
ER5	The Communication Service ensures that all the communications are targeted appropriately for the specific audience taking into consideration equality groups. This will include ensuring residents can request information in Braille, large print or ethnic community languages. The Council is also developing a new online booking process which asks the clients to outline any relevant equality groups or channels we should take into consideration. We ensure we follow RNIB guidelines for print and digital communications. The Council's website is AAA compliant and the site has been redeveloped with a focus on making it simpler for all of our residents to do with business us. In the consultations the Council ensures that equality groups and all possible interest groups are engaged with in the most appropriate format and treated on an equitable basis no matter their point of view. Examples include the consultation on Portobello High School and liaising with the community group during the budget consultation, and translating information for. Use is also made of the consultation toolkit which ensures equality groups are engaged with. When commissioning or sourcing photography, Services ensure that equality groups are taken into consideration, where appropriate and relevant.

Council Strategic Outcome: Edinburgh's children and young people enjoy their childhood and fulfill their potential

Ref	What we are trying to achieve (Equality and Rights outcome)	Summary of Progress	Outcome Lead	Protected Character	Rights	General Duty	RAG Status
ER6	There is a proportionate number of sustained positive destinations for young people across the protected characteristics	The Edinburgh Guarantee has supported 1,252 individuals into jobs, apprenticeships internships or training. In 2009/10, the City of Edinburgh local authority area had the lowest percentage of school leavers going into positive destinations in Scotland, with 82.5% going on to positive destinations. The most recent figures 2013/14 show 91.0% going into positive destinations. The proportion of school leavers from minority ethnic backgrounds going on to positive destinations is proportionate with the proportion of minority ethnic pupils in the school leaver population. However issues with SLDR reporting have to be addressed before exact figures can be reported. A significant number of leavers from special schools have gone on to an appropriately structured destination/package of support to meet their continuing learning needs. Data collected on pupils leaving special schools (pupils with a disability) reflects only the number of learners leaving special schools who achieved a positive destination as defined by the Scottish Government.	C& F Econ Dev	A; S; D; R Care Leaver	5, 7, 10	Advancing	**G**
ER7	All pupils are achieving their potential regardless of their sex, race, disability or looked-after status	This is measured through levels of attainment which are comparatively good in Edinburgh compared with the rest of the country. The average tariff score for looked after children, at 86, is below the national average of 116 and well below the level achieved by all S4 pupils. The aim is to narrow the gap in achievement and is a priority for improvement. The current aim is to meet and exceed the national average in this measure. Strategic Oversight Group 3 (Disability) of the Edinburgh Children's Partnership is working to develop indicators to allow monitoring of outcomes for children with a disability.	C&F	R,D,S, A, care leaver	5, 9, 7, 10	Advancing	**A**

Ref	What we are trying to achieve (Equality and Rights outcome)	Summary of Progress	Outcome Lead	Protected Character	Rights	General Duty	RAG Status
ER8	Supporting children and young people's mental health and wellbeing is part of their pathways planning	This is now core business. There is however no evidence base from which to measure improved mental health outcomes for children and young people. Therefore it is not possible to measure progress.	C&F	A, D	2, 5, 8, 9, 10	Advancing	**B**
ER9	Improve parenting confidence and ability by increasing access and engagement with parenting programmes	While we have increased access to and engagement with parenting programmes, we have not established measures of parents' confidence nor analysed participation by protected characteristics. We are not likely to be able to report on participation by protected characteristics during the lifetime of this plan.	C&F	All A, R, D, S	5, 7, 10	Promoting	**B**
ER10	The school and life experience for children with a disability is improved.	There are reported improvements from focus groups of young people in 3 secondary schools and more evidence of progress will be available on a further 12 schools in June 2015.	C&F	A, D	3, 5, 9, 10	Eliminating, Fostering good	**G**

Ref	What we are trying to achieve (Equality and Rights outcome)	Summary of Progress	Outcome Lead	Protected Character	Rights	General Duty	RAG Status
ER11	There are an improved percentage of children in Council schools who say their school is good at dealing with bullying.	Over 6,000 pupils rated their schools on bullying and discrimination in 2014 at 73% good or very good. This is an increase of 6% since 2010. This is retained in the CF Service Plan.Information, guidance and resources, including relevant training or conferences that are relevant to schools, are distributed via Equality Co-ordinators based in schools. Head Teachers mandatory training in October 2014 included Equality and Rights. Whole school training has been delivered on request to date. Advice is also provided on an ad hoc basis to schools who make contact regarding specific issues. New equality and anti bullying procedures for nurseries and residential units has been completed and launched. Early Years establishments received guidance on developing their own policies and procedures on 'Preventing and Responding to bullying and prejudiced behaviour' in line with Council policy and procedures in June 2014. These were launched at both the Early Years Curriculum for Excellence Conference in October 2014 and by a keynote speech at the Early Years' Conference in March, 2015. Resources have been developed for schools on different cultures with supporting guidance have been issues of child protection, school attendance, participation in PE and the use of interpreters and translators. Resources include: The Edinburgh Interfaith Association booklet 'Faith and Young People' contributes towards the intention of this mainstreaming action and a link made available to schools within forthcoming guidance on religious and moral education.Female Genital Mutilation (FGM) is included in Child Protection Training for school staff. An FGM staff briefing for Head Teachers was issued by senior managers in April 2014. Forced marriage and honour based violence are included in training and policies on harmful traditional practice. The use of interpreters and translators are also discussed in Child Protection training specifically with regard to different cultures. New guidance on the use of interpreters and translators was widely promoted to all Children and Families staff during 2014.	C&F	All	3, 5, 9, 10	Eliminating Fostering good relations	G

Ref	What we are trying to achieve (Equality and Rights outcome)	Summary of Progress	Outcome Lead	Protected Character	Rights	General Duty	RAG Status
ER12	Other achievement of children with protected characteristics are recognised	Record numbers of young people are participating in the Duke of Edinburgh (DoE) Award scheme. The aim is to maintain the current participation levels. Significant progress has been made in obtaining DoE accreditation within the curriculum in some schools working in partnership with Sikh Sanjog. This gives recognition to girls from diverse cultural and disadvantaged backgrounds which will enhance their post-school prospects.	C&F	A, R,D,S	2, 5, 9,10	Advancing	G
ER13	Children's outcomes and life chances are not undermined by poverty	There are 17 Positive Action Schools which reflects no change across Edinburgh. The forecast is that this number is likely to remain unchanged. 10 'Positive Action' schools (2,200 children) were projected to participate in the NHS Child Healthy Weight Programme in 2013/14. Additional Active Schools Activity to improve healthier choices surrounding food, health, nutrition and physical activity was also envisaged. 1,414 children in six schools took part in the NHS programme. We have exceeded the target by establishing new outcomes in the Children and Young People Integrated Plan with a set of actions to directly address child poverty and this can be included in any future plan. Data on breakfast clubs cannot indicate change in outcomes for children and young people and Children and Families propose to discontinue this in future reporting. The view is that the measure has little value in regards to indicating poverty indicator.	C&F	A, S. R & Free school meal entitlement	2, 6, 8	Advancing	G

Ref	Mainstreaming Action
ER6	Children and Families request reports on post-school destinations by ethnicity, gender, disability and looked after status. However, Children and Families and Economic Development have the view that this target should be replaced by ER23, in terms of accessing jobs in Edinburgh. Since the inception of the Economic Development Strategy for Jobs in 2012 a number of key strategic developments have been taken forward in support to further enhance the service to the most vulnerable citizens particularly in reference to economic participation. For outcome ER6 these are:

	The Edinburgh Guarantee focused on increasing employment in school leavers (16 to 19) – equalities group is age. Young people are less likely to be employed and more likely to be under-employed – Progress reported under ER6 **Pilot - Project Search –** In response to concerns from the disability equalities communities that those on the autistic spectrum require more targeted intervention to access services. Equalities group is disability. Progress to be reported in 2015 to 2017 **Pilot – Mentoring Project for Looked After Children** – in response to concerns that looked after children are less likely to achieve a positive destination and that many of them have little or no awareness of the world o work. Aims to provide an employability mentor from the business community for young people who would welcome this help. Progress to be reported in 2015 to 2017 report.
ER7	There is no one measure of attainment that follows pupils from P1 to S6. Schools have access to a wide range of assessment information which is used to understand and improve pupils' performance as they progress through their school life. In academic session 2013-2014, the system of national qualifications changed for senior phase pupils (S4-S6 year groups). 'Insight' is a professional tool for local authorities to identify areas of success and areas for improvement. The focus is on the leavers' cohort in any given year and measures best achievement at the point of exit. It provides data on four national benchmarking measures aimed at (i) increasing post-school participation, (ii) improving attainment in literacy and numeracy and (iii) improving attainment for all tackling disadvantage by improving the attainment of lower attainers relative to higher attainers Schools and Community Services will provide a report on school improvements in performance to the Council's Education, Children and Families Committee in 2015.
ER8	There is no evidence base from which to measure improved mental health outcomes for children and young people. This outcome needs to be reviewed.
ER9	Reference to smaller programmes has been removed, as the capacity to monitor diversity was not realised as anticipated. Children and Families however retain focus on Family Learning as a programme that also targets families in areas of deprivation.
ER10	Extensive work has been carried out and a full report will be provided to the Director of Schools and Community Services in July 2015The Children and Families Senior Management Team will consider whether or not to include this in forward planning.
ER11	Achieved. Based on evidence provided at ER11 above. Additionally, the work of Children and Families in this regards was recently commended as good practice by the Equality and Human Rights Commission (Scotland).
ER12	Children and Families had intended to use data from Youth Services. However, measuring participation in youth work is not an outcome for young people. Instead the Service has identified the option to report on achievements within the Duke of Edinburgh Award by ethnicity and report on achievements of pupils in special schools in the Junior Awards Scheme Scotland (JASS). In 2015, 11% of pupils participating in DoE were known to be from a minority ethnic background. These pupils achieved 8% of silver awards and 19% of gold awards.

ER13	17 Positive Action Schools have been established. Considerable attention has been given to revising outcomes within the Integrated Children and Young Peoples Plan. The overall aim is to ensure that those at risk of being educationally disadvantaged, particularly those living in deprived areas are identified early and collaborative support is targeted. Examples of new outcomes in the ICYP plan which could be included in our next E&R Framework are: • Develop measures to 'poverty proof' the school day, starting with a pilot in a small number of schools by December 2015 • Develop a range of youth literacies (including financial literacy) programmes in deprived areas by March 2016 • Reduce the attainment gap between the lowest achieving pupils and their peers across the city by June 2015 • Increase participation in employability-related adult learning, including literacy, numeracy and ESOL by June 2015 • Develop more breakfast club provision by August 2015 to ensure that all children in poverty have access to a Breakfast Club, contingent upon funding being found.

Council Strategic Outcome: Health and wellbeing are improved in Edinburgh and there is a high quality of care and protection in place for those who need it

Ref	What we are trying to achieve (equality outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
ER14	The impact of Welfare Reform change is monitored and vulnerable clients are supported	In January 2015 the Council reported that the dedicated Welfare Reform Transition Team has successfully engaged with 96% of Council tenants effected by under occupancy charges. The team continues to use a range of contact methods, including working with in conjunction with partner agencies as a way to engage with those who have not contacted/worked with the service. The success of Shelter's Scottish Legal Aid Board funded Gypsy Traveller Debt Advice Service in Gypsy Traveller site accommodation has resulted in successful engagement with Gypsy Travellers living in settled accommodation in Edinburgh and in turn has contributed to the reduction in rent arrears for Gypsy Travellers. The Council currently does not equality profile tenants affected by under occupancy, people using advice and advocacy services or the food banks based in the city in the report presented to the Corporate Policy and Strategy Committee.	H&SC/ CG	across all	2,6,9 & 10	advancing	**A**

Ref	What we are trying to achieve (equality outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
ER15	People receive personalised services which improve the possibility to remain in their own home for longer through increased or maintained independence	There is extensive and ongoing work on the Social Care (Self-directed support) (Scotland) Act 2013. For children and young people the implementation date of the legislation for self-directed support was a three year period beginning 1 April 2014. A report was made to the Education, Children and Families Committee on "Progress Made to Implement Self-Directed Support" Item 7.12 of http://www.edinburgh.gov.uk/meetings/meeting/3351/education_children_and_families_committee There is improvement in joint work with voluntary sector to provide and develop innovative services such as through the Change Fund for older people. Around 20 voluntary sector projects deliver to outcomes aligned with Reshaping Care for Older People. A full evaluation is underway and feedback from service users has been very positive. Improved work indicates fewer crisis admissions to bed based care. Evidence of robust safeguarding alerts built into new processes to ensure service user protection.	H&SC/ C&F	across all		advancing	**G**

Ref	What we are trying to achieve (equality outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
ER16	There are good advice and guidance networks in place in relation to self directed support to ensure vulnerable clients maintain the right to choice over their care whilst minimising risk and maintaining the right to safety	At the end of March 2015 there 986 people receiving a direct payment. The total population in Edinburgh is 487,500, so the rate per 10,000 population is 20.23. This includes children. This compares with 895 people receiving a DP in March 2014 when the rate per 10,000 population was 18.54. The online directory Edinburgh Choices www.edinburgh.gov.uk/edinburghchoices has been established. The directory contains information about both preventative services and care and support services and is available to the public and professionals. As at August last year the directory contained details of over 500 service providers and the services they offer which includes community activities and there had been 3,700 page views since the directory went live in April 2014. The person responsible for the directory is on leave until tomorrow and I am trying to get an update on these figures through colleagues in Web Services. The landing page at Edinburgh Choices has had 4500 hits in the last 6 months and about 80% of those people looked at a category or search result. In the previous 6 months there were 5000 hits on this page. Looking at all the records together (not any of the search pages or categories, etc, just the actual records) – there have been 16000 hits in the last 6 months, compared with 8500 in the previous 6 months. So although are fewer hits on the landing page, visitors are looking at twice as many records as they were before.	H&SC/ C&F	across all	2; 6; 8; 9 & 10	advancing eliminating	G
ER17	There is an improved quality of life for people across all protected characteristics through reduction in social isolation	New contracts have been agreed with voluntary sector day services for older people, which support 1,016 places per week across the city. The Innovation Fund (part of the Change Fund for Older People) has supported around 20 voluntary	H&SC/ SfC	Across all		advancing	

Ref	What we are trying to achieve (equality outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
		sector projects to deliver outcomes aligned with Reshaping Care for Older People. Evaluation and the wider transfer of learning has been a strong focus for the programme, delivered in partnership with Edinburgh Voluntary Organisations Council. The Council and its partners are working hard to improve awareness and uptake of the range of community activities to reduce isolation and improve health and wellbeing. The LOOPs (Local Opportunities for Older People) includes the establishment of a phone line, Community Navigator and Community Champions to help older people find out about what is going on in their area. There is evidence on the level of participation of older people through ACFAA Advisory group events, Scottish Older People's Assembly, Checkpoint group for Older People. 23 meetings held in Scotland. Joint Carer strategy "Implementing through collaboration of the 3 year co-produced action plans for young carers and adult carers in line with the six priorities of the Edinburgh Joint Carers Strategy." Day services for minority ethnic communities. Report on the findings of consultation submitted to council committee June 2014. Co-production work now underway with services to develop commissioning plan, implementing the findings of consultation. Any changes to existing service arrangements to be in place from April 2016					**G**
ER18	The rights, health and wellbeing of the Gypsy Traveller community are understood and met.	Establishment of Gypsy Traveller Site Advisory Group 2009 and the Gypsy Traveller Strategic Development Group 2012. Establishment of Roma Strategic Development Group 2013. Ask to host national event to present finding of	SfC	R, A	2, 3, 5, 6, 8, 9, 10	eliminating advancing fostering	

Ref	What we are trying to achieve (equality outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
		Amnesty's review findings 2012. Invite to British Irish Parliamentary Assembly on Gypsy Travellers 2014. Member of Scottish Government Gypsy Traveller short life working group 2014. Member of COSLAs working group on Gypsy Travellers 2014.					G

Ref	Mainstreaming Action - Summary of Progress
ER14	The Poverty and Inequality Partnership (PIP) was agreed in March 2014 and remitted to support cross cutting partnership work on tackling poverty and inequality and to help the Partnership Board monitor progress. It has developed a remit to confirm its responsibilities and membership. The group provides a working arrangement and resource to help the Partnership focus on tackling poverty and inequality in the city. The core vision stated though the City Plan or Single Outcome Agreement tackling poverty. PIP acts as link between welfare reform work and the Edinburgh Partnership. There is a structure which includes partners at each level including a main member-officer Working Group and a core officers group. The Council leads a monitoring structure including a Member-Officer Working Group, Officers Working Group and Partner Forum, which have agreed a strategic approach and action plan, and monitor progress with regular reports to the Council's Policy and Strategy Committee. There is a dedicated Welfare Reform Transition Team who engage with clients who are subject to Under occupancy reductions or are benefit capped, referrals are made via Neighbourhoods or AHS and also the team pick up on rent arrears and cold call customers. The mitigation plan has the following components: Income Maximisation Service; Joint working arrangements with DWP, CHAI, EHAP Charitable organisations and Consortia; Ongoing Welfare Benefits training; DHP applications; Welfare Fund Applications; Specific Outcomes monitoring for Income Maximisation; Grants Logs And Food Parcel logs.
ER15	Drop-ins offered as 'safety net' for clients ending support services and for early intervention to prevent homelessness. Robust safeguarding alerts are built into new processes to ensure service user protection. Customer Surveys, specific outcomes reporting, Care Inspectorate inspection grades, Support Drop-In services in Neighbourhood Offices.

Ref	Mainstreaming Action - Summary of Progress
ER16	There has been a substantive body of work undertaken through the Personalisation Programme for the implementation of the Social Care (Self-directed Support) (Scotland) Act 2013 on April 1, 2014. The Act places a duty on local authorities to support eligible people's unmet social care needs, to maximise their independence, make real improvements in their lives and develop more creative and person-centred ways of meeting their care and support needs. Information about personalisation and self-directed support is also available on the Orb. Further evidence of the approach in Edinburgh can be found in the Audit Scotland report on Self-directed Support. New pathways are under development and will focus on homelessness prevention and early intervention to reduce homelessness, also a young persons' pathway being developed to divert young people from homelessness by working with them through a Foyer approach (accommodation, training, employment advice etc) delivered in a one stop setting and also through a campus approach.
ER17	All day services are required to seek feedback from service users and use this to inform the development of services. A workshop will be held in early 2015 to consider tools that can support communication with people with dementia, to ensure that their views are heard. Joint Carer strategy "Implementing through collaboration of the 3 year co-produced action plans for young carers and adult carers in line with the six priorities of the Edinburgh Joint Carers Strategy."
ER18	Gypsy Traveller Strategic Development Group held an Away Day in October 2014 to review the current: Strategic landscape; Scottish Parliament ; recommendations; Hidden Carers – Unheard Voices recommendations; Where Gypsy Travellers Live recommendations; Action Plan for 2014-15 was developed. The web based information site has not progressed as far as the group would have liked due to the recent review of the Council's website. This will be a priority outcome for the 2014/15 Action Plan. Management of Unauthorised Encampment procedures agreed in October 2013. Series of awareness raising sessions delivered to Community Safety Managers and staff in all 6 Neighbourhood Offices. Case Conference approach adopted with families with complex needs. Lessons learnt/debrief meetings held after every unauthorised encampment vacated. Management of Unauthorised Encampments reviewed, revised and re circulated in July 2014. Up to December 2015 Gypsy Traveller children and young people's additional needs (beyond ASL Pathways 1 and 2*) will continue to be met, where appropriate, through outreach teaching and/or support from Pupil Support Assistants (currently funded by the Hospital and Outreach Teaching Service). This school term (August – December 2014), in line with an integrated approach to meeting additional support needs, the additional support needs of Gypsy Traveller children and young people was reviewed so that needs will be identified and supported within the appropriate ASL Pathway. Children and Families aim is for additional support needs to be met within inclusive classrooms and schools. Where additional needs require support at Pathway 3, following the Child Planning process, the Named Person will request support by submitting an Assessment of Need to the ASL Additional Support Single Access Point. Gypsy Traveller awareness raising sessions were delivered to: 6 Neighbourhood Offices (as part of the implementation of the Management of Unauthorised Encampment procedures); Police Scotland's Lay Advisors induction programme; and Roma awareness raising sessions delivered to Scotland's Law Lords at the request of the Judicial Institute.

Council Strategic Outcome: Edinburgh is an excellent place in which to live, study, work, visit and invest

Ref	What we are trying to achieve (Equality and Rights outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
ER19	ER19 Individuals and communities in the City who are vulnerable to, or victims of, hate crime feel safe and secure.	The 'Speak Up Speak Out' public protection campaign promoted by SfC, encourages reporting of harm which includes hate crime & incident. The Speak Up Speak Out campaign encourages reporting by witnesses, not just victims. Youth Justice and Criminal Justice do not deliver specific hate crime programmes as existing generic inventions are deemed to work better. A number of discussion d were held in 2013 and 2014 on Third Party Reporting & Safety on Public Transport (Transport Charter) respectively, & attended by stakeholders, public, and equalities groups. A Transport Charter is being developed between multi agency Hate Crime Strategic Development Group (includes Council, police, third sector & NHS) and transport providers to encourage responsible behaviour on public transport & provide reassurance that hate crime will be deals with robustly – Charter completion scheduled for May 2015. The Edinburgh People Survey (EPS) contains findings on whether people from different backgrounds feel they can get on well together, & perception of safety in the community. Data indicates continued high levels of respect and tolerance for diverse neighbourhoods (around 80% - 85%).	SFC/Police SfC/Police	All All	1, 2, 3, 9, 10 1, 2, 3, 9, 10	eliminating fostering eliminating fostering	**G**

Ref	What we are trying to achieve (Equality and Rights outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
ER20	Children and adults vulnerable to, and survivors of, domestic abuse feel safe, have access to appropriate support and advice networks and feel confident in reporting issues of domestic abuse and forced marriage.	Positive outcomes noted from the establishment of the multi-agency care pathway for children and young people affected by domestic abuse. Increase service improvement and co-ordination of safe community responses from service providers for children and young people affected by domestic abuse. Implementation of a joint inter-agency protocol on female genital mutilation and numbers accessing support and counseling services. There is ongoing analysis of feedback from victims of domestic abuse. Updating existing training and extensive new training in accordance with the Immigration Act 2014 which was implemented on 1st March 2015. The new legislation highlights the need to be vigilant for forced marriage or non capacity to marry cases. We are keeping these issues "current" and high priority within the service.	SfC with H&SC/ C&F	S, R, A, RB	1, 2, 3	eliminating	**G**

Ref	What we are trying to achieve (Equality and Rights outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
ER21	People can live in a home they can afford that meets their needs	The number of affordable homes completed in the city has trebled from 411 in 2008/09 to 1,285 in 2013/14. The funding invested in these homes during 2013/14 generated £107 million for the local economy as well as supporting over 1,900 jobs, thus contributing to the Edinburgh Partnership's outcome on delivering increased investment, jobs and opportunities for all. Housing priorities are identified and reviewed, with partners such as housing associations and the third sector, through the City Housing Strategy (CHS) which has three outcomes (i) people live in a home they can afford, (ii) people live in a warm, safe home in a well-managed neighbourhood and (iii) people can move home if they need to. The Council and its housing association partners provided housing for 516 people with a medical priority in 2013/14, through the Edindex partnership, using a Common Housing Register (between the Council and 20 housing association partners). People who need to be re-housed on leaving hospital are given additional priority to help prevent delayed discharge from hospital. Information taken from the 2011 The Play Action Plan which states that houses and flats should have access to at least one of the following: • A play space of good play value within 800m walking distance. • A play space of very good play value within 1200m walking distance. • A play space of excellent play value within 2000m direct distance. The 2011 stats show that 67% of houses or flats met the criteria. The target for 2016 was to increase this to 80%, however this has been reviewed and the new target date is 2018.	SfC	All	2, 6, 8	advancing	G

Ref	What we are trying to achieve (Equality and Rights outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
ER22	There are accessible and inclusive transport systems ensuring people feel safe using the City's public transport, road, footway and cycle networks	93% of people found public transport either very or fairly convenient. 73.9% feel safe and secure (sample size 543) 80.8% strongly agree or tend to agree (sample size 194) to feeling safe when travelling by train in evenings. 100% Lothian Buses + 71.4% First Bus have low floor facilities. 73% of bus stops with 24hr clearway markings. Households walking time < 6 mins to bus stop and frequency: 5+ buses/hr 55% + 3-4 buses/hr 24% + 1-2 buses/hr 6%. Handicabs Dial a Bus refusals: 0.26% in 2011 increased to 0.46% in 2014/15 Handicabs Dial a Ride refusals: 15.4% in 2011 increased to 16.26% in 2014/15 All primary (88)and secondary (23) schools are in a 20mph limit All School Keep Clear markings installed outside schools are automatically made enforceable when installed. In reviewing performance against the percentage of light repairs within 7 days, it was decided to review the application of the current repairs procedure. This has resulted in 4 repair categories being identified. Category 1 (2 hour emergency) to ensure that the right to life and health are protected/enhanced. An escalation process from Category 3 (3 to 5 working days repair) to Category 2 (24 hour repair time) has been developed to ensure this allows for the location of the faulty light and service provision for people with protected characteristics to be taken into account in prioritising repair times. Category 4 is repair within 28 days. The City of Edinburgh Council has approximately	SfC	A, D, S	6, 7, 8, 10		G

Ref	What we are trying to achieve (Equality and Rights outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
		63,500 street lights. Recent funding allowed for 7,200 obsolete street lights to be upgraded to LED. This takes the Council's total LEDs to 13.7%. Funding arrangements have still to be identified to support the continued rollout of LEDs across the city.					

Ref	Mainstreaming Action - Summary of Progress
ER19	Transport Charter is being developed between multi agency Hate Crime Strategic Development Group (HCSDG). 6 monthly HC analytical reports are produced by Police Scotland for the HCSDG. We do not audit the work of the third sector – more investigation would be required as we are not aware who would undertake an audit and which specific services would be included.
ER20	The development of a clear structured pathway from the initial reporting of a domestic abuse incident to the police, to support to the victim, a comprehensive risk assessment and the provision of multi-agency services based on risk and need. The roll out of the Edinburgh Domestic Abuse Court Support Service and associated Multi-agency Risk Assessment Conferences. A one day multi-agency domestic abuse training course has been developed, with a focus on how agencies work effectively together to increase the safety of victims and reduce risk from perpetrators. It is running monthly. The development of forced marriage guidance and the progress towards female genital mutilation and trafficking protocols. An action plan to ensure that services meet the need of male and LGBT victims of domestic abuse To ensure all staff are able to recognise potential scenarios where there may an instance of forced marriage/abuse:- Staff in local offices regularly discuss incidents and how they have been dealt with. Forced marriage/abuse is a standing item on monthly staff meeting as a way of keeping a focus on this issue, developing awareness and keeping practice current; Staff keep up to date with current legislation and Council policies and procedures to ensure an opportunity for intervention is not missed – to understand how to give necessary information without making a situation dangerous/uncomfortable for a client; and All staff have been trained to recognise and/ or respond to suspect forced marriage/ abuse and are confident in dealing with customers and reporting suspicions. The establishment of the multi-agency care pathway for children and young people affected by domestic abuse. The Integrated Plan for Children and Young People 2015-18 has created a new outcome to develop performance measures to ensure that we can clearly demonstrate that interventions for children affected by domestic abuse have made a positive difference to their lives.

ER21	City Housing Strategy 2012-2017 is being implementation through delivery plan in partnership with other service areas and key partners. Care Inspectorate regulation of housing support services ensures individual needs are being assessed and reviewed on an ongoing basis. This includes inspection in how providers are able to meet the needs of all equality groups. Housing Support drop-in is established in all Neighbourhoods to provide advice and support, including housing options advice. Visiting Housing Support – the continued provision of this service to ensure support is provided at the right time and to people with multiple needs through to help prevent homelessness and improve mental health - delivered through the Cyrenians and local neighbourhood offices. Specific outcomes about sustaining tenancy are measured by all support providers on a quarterly basis, with actions taken on results. A tenant liaison group for older people in Sheltered Housing has now been set up to improve communications and ensure older and disabled people have a voice in delivery of service.
ER22	An extensive public consultation was undertaken from July to October 2014 to establish a city wide 20mph speed limit network. The proposed network was approved by T&E Committee in January 2015, followed by a detailed implementation plan in March 2015. The implementation plan sets out a timetable for implementing the new speed limits across the city. The Speed Limit Order process will commence in April 2015, with the order being presented to Committee for approval in January 2016. Physical works are timetabled to commence February 2016, with the roll out of the network being carried out over a 24 month period in six phases. The roll out of the new speed limits will be accompanied by a comprehensive awareness raising and behaviour change programme that will focus on initiating change at a local level through partnership working.

Council Strategic Outcome: Edinburgh's Economy Delivers Increased Investment, Jobs and Opportunities for All

Ref	What we are trying to achieve (Equality and Rights outcome)	Summary of Progress	Lead	Protected Character	Rights	General Duty	RAG Status
ER23	Across the protected characteristics people are able to access job opportunities in Edinburgh	For the period 2012 to 2015 the Employability and Skills Service in Economic development supported 9835 clients. Of these clients 1854 clients (18.9%) has a disability, mental health issue and/or accessed service provision for those with a disability. 47% of clients are female and 53% are male, 9.3% were from a BME group with 88.5% White and 2.2% unknown. 16.2% of clients were 16 to 19 year old 14.6% were 18 to 24 year old and 16.7% were over 50.	Econ Dev	All R,G,D	7, 10	advancing	G

ER23	Delivery of this outcome is mainstreamed across the Economic Development Service and falls into two core components: (i) Creating a strong City Economy to increase prosperity, attract investment and create jobs; and (ii) ensuring that everyone is able to access job opportunities. Economic Development aims to ensure that every member of staff works towards advancing equalities and rights particularly through increasing economic participation. It does this through ensuring that job creation is at the heart of the Economic Development Service's ethos and ensuring that these jobs are then accessible to all groups within the community. In 2011 the Service published Edinburgh's economic strategy, "A Strategy for Jobs 2012-17" which aims to achieve sustainable economic growth through investment in jobs. The plan says that "By 2018 there could be up to 37,000 more people looking for work in the city than there are available jobs. Young and disadvantaged people will be hit hardest. Creating the conditions for growth and jobs must be the Council's number one economic priority". **Helping unemployed people into work and learning aims are:** Employability initiatives, backed by a variety of public and private sector employers, will help reduce unemployment amongst young people; Effective employability services will help long term unemployed residents back into work; The Council and its partners will work better together to equip school leavers and young people with employability and entrepreneurial skills; Employability services for priority client groups and in priority areas of the city will equip people with skills that enhance their chances of increasing their earnings from work; The use of community benefit clauses in tenders will help secure new employment and training opportunities for local residents; and Coordination of employability and skills services will improve value for money and enhance the clarity and quality of services provided to clients. **Review of Employability Service and creation of an Integrated Employability Service** focused on creating a clearer, fairer funding structure, access to employability services city-wide and increasing collaboration with service users on the design of the service. Affects all equalities groups. **Review of Disability Employability Services –** focused on improving the rights of people who have a disability who are seeking work. This through increasing collaboration in the design of services providing more accessible mainstream services and a more integrated, value for money service. The new service will launch in 2015. Equalities group is disability. Progress to be reported in 2015 to 2017. **Review of Subsidised Childcare Provision –** refocusing of subsidies on those who have the greatest need, creating a fairer funding structure increasing collaboration on the design of services and increasing participation in employment for those with caring responsibilities. Equalities groups are gender and caring responsibilities. Progress to be reported in 2015 to 2017 report. **Community Benefits, Employability Accords and Article 19 –** focused on working with contractors creating additional jobs from major infrastructure developments. Equalities groups are young people, long term unemployed and care leavers. Progress to be reported in 2015 to 2017 report. **Making Work Pay –** focused on highlighting the issues and volume of in-work poverty experienced by employees across the city and informing local organisations about the Living Wage campaign. Equalities group is poverty.

Tackling Poverty and Inequality - Outcomes and Mainstreaming Actions

Introduction

The information provided below indicates progress made against the six outcomes, and associated mainstreaming actions, described in the 'Edinburgh Partnership's Framework to Tackle Poverty and Inequality'. The information presented is also aligned to the Council's strategic outcomes. As indicated above, information is limited because delivery of the Framework is at relatively early stage.

1. Poverty and Inequality: Our children and young people's outcomes are not undermined by poverty and inequality

Edinburgh Children's Partnership

The Edinburgh Children's Partnership directs the strategic planning, development and delivery of children and young people's services on behalf of the Edinburgh Partnership, and has a vision for all children and young people in Edinburgh to enjoy their childhood and fulfil their potential, whatever their circumstances. The Partnership recognises the need to work together to strengthen support for families, schools and communities to meet their children and young people's needs. As the impact of disadvantage and inequalities on outcomes for children and young people is increasingly recognised, tackling inequalities is central to achieving this vision. The Partnership aims to achieve a number of strategic outcomes (i) Our children have the best start in life, are able to make and sustain relationships and are ready to succeed., (ii) Our children and young people are successful learners, confident individuals and responsible citizens making a positive contribution to their communities, (iii) Our children and young people in need, or with a disability, have improved life chances, (iv) Our children and young people are physically and emotionally healthy, (v) Our children and young people are safe from harm and fear of harm, and do not harm others within their communities, and (vi) Our children's and young people's outcomes are not undermined by poverty and inequality.

Flexible and Affordable Childcare

Much current childcare provision is inflexible, unaffordable and inaccessible for many families, affecting child development and family prosperity. Children and Families and Economic Development in the City of Edinburgh Council are leading the debate to address these challenges by bringing together key stakeholders to participate in developing a vision and plan for affordable, accessible and quality childcare.

Improve the percentage of young people who enter and sustain positive destinations after leaving school

Holy Rood High School is one of three Scottish schools collaborating to close the attainment gap in S4-S6 through improving the quality of feedback, attendance and parental engagement.

2. Poverty and Inequality: Improved wellbeing and life expectancy for all citizens and reduced inequality of health outcomes

Health inequality for people in poverty

The Integration Authority (Health and Social Care Integrated Joint Board) will be responsible for work to tackle health inequality, working closely with the Health Inequality Standing Group (HISG), through the health inequality framework. The framework places a clear focus on poverty as a major factor in health inequality. The HISG has prioritised action to improve approaches to food poverty and health; physical activity; healthy environments and green space; building social capital including community health initiatives; maximising incomes; and reducing stigma. Key progress over the period has included:

Food and Health

Links to 45 local organisations are supported by the Food & Health Training Hub. Recent changes to welfare reform have increased concern about food poverty and access to basic nutrition, with escalating demand for emergency provisions met by voluntary and community provision through food banks in local areas. The Hub has established communication and support for these separate initiatives, seeking to promote a more cooperative and LT approach to tackling food poverty. Edinburgh Food and Health Training Hub delivered 27 accredited REHIS Food Hygiene and Food and Health courses for 243 participants including day centre staff, lunch clubs, CLD staff, projects and organisations to promote best practice across the city. The number of people who used the services provided by Food and Health funding increased significantly in 2013-14 to 3,510, a rise of nearly 38% on the previous year.

Physical Activity

A new physical activity strategy has been agreed and work continues with Edinburgh Leisure, the Active Schools Programme, Schools and other community facilities to improve levels of physical activity, especially amongst young people.

3. Poverty and Inequality: All citizens are able to enjoy their potential and live well without barriers from poverty and inequality

Reducing Suicide Rates

The Council, NHS and third sector services are engaged in activity to reduce suicides rates, though the ‘Choose Life Strategy’, by improving (i) multi-agency training and workforce development, (ii) psychiatric emergency plans including pathway for people who present in distress, (iii) telephone counselling service, (iv) art therapy services, with a view to meeting the national 10 year target to reduce suicides by 20% by 2013.

Tackling Violent Crime

Work continues through the Community Safety Partnership to ensure reductions in violent crime through numerous initiatives like Operation Wolf and the Police Divisional Crime Reduction Unit. Data indicates continued decreases in violent crime types by 10% during 2011 to 2013. A new Reducing Reoffending Partnership has been established which will also assist in this area of work.

Reducing Drug and Alcohol Use

Work continues through the Drug and Alcohol Partnership to reduce drug and alcohol use and the negative impacts on individuals, families and communities. Recent work includes (i) renewing the approach to treatment services at Hubs across the City, (ii) tackling the supply and impacts of New Psychoactive Substances, and (iii) developing a new alcohol strategy.

Inclusive Edinburgh

A new approach is being developed in the City to improve services for the most vulnerable citizens, entitled Inclusive Edinburgh. Primary aims include improving (i) co-ordinated response to individuals with complex and multiple needs including mental ill health, offending, and addictions, (ii) project

management to increase the effectiveness of all recovery-oriented services offering accommodation, care, support and protection, (iii) the involvement of service users and partner agencies in service design, and (iv) access and inclusivity of services based on evidence of positive outcomes.

4. Poverty and Inequality: All citizens achieve at least the minimum income for healthy living, fewer people live in poverty, and more people sustain employment, training or learning

Unemployment and In Work Poverty

During 2011 the Council's Employability and Skills team supported 1,526 people experiencing a range of barriers to employment, for example those with a disability, those from BME groups, young people leaving care with lower sustained positive outcomes. The Economic Development Strategic Partnership leads on the Edinburgh Economic Plan, "A Strategy for Jobs (2012-2017)". The services funded and delivered through Edinburgh's Job Strategy aim to target support at around 6,000 people, moving them into work or learning over the five year period.

Debt

The stress that people can experience when in significant debt can have a very detrimental effect on people's health, which can prevent them from working or otherwise achieving their potential. The Advice Shop provides welfare benefits and debt advice to all Edinburgh citizens with the aim of reducing poverty and promoting the capability to prevent financial problems arising in future. The service works closely in partnership with others such as Citizens Advice Edinburgh. There are additional partnerships in place with the Leith Neighbourhood Office, Community Learning and Development, Willow Project and Oxgangs Community Centre, to increase local access to advice. Services for Communities also provides grant funding to third sector organisations to provide welfare benefits, debt and employment advice with the aim of preventing, reducing and mitigating poverty and financial exclusion.

Living Wage

The Council has agreed to become a living wage employer and is now undertaking work to encourage other organisations in the City to become living wage employers. This work is central to the new Corporate Social Responsibility Board, established as a group of the Economic Development Strategic Partnership.

5. Poverty and Inequality: Sustainably improved and safe neighbourhoods which benefit people in all income groups who live and work there

Affordable Homes

The Council is delivering affordable homes through partnership working with registered social landlords and private sector house builders. The £142 million of private and public funding invested in the 1,261 affordable homes completed during 2013/14 generated an extra £107 million for the local economy as well as supporting over 1,900 jobs. Through effective partnership working the number of affordable homes completed has trebled from 411 in 2008/9 to 1,261 in 2013/14. Part of the contribution to new affordable homes comes through the 21st Century Homes programme. This is delivering new Council homes in Gracemount, Pennywell, North Sighthill, Greendykes and Leith Fort. The programme will deliver around 1,400 new homes, over 700 of which will be affordable. The programme has been a catalyst for wider regeneration through providing infrastructure improvements, local investment, local jobs, training opportunities and community engagement through stakeholder development groups, helping to build community capacity.

Energy Efficiency and Fuel Poverty

The new affordable homes identified above are constructed to high sustainability targets, reducing heating bills and fuel poverty amongst tenants. Improving energy efficiency and tackling fuel poverty is one of the strategic priorities of the City Housing Strategy. In the past five years the Council has invested £30 million to improve the energy efficiency of existing Council homes. Over the next five years the Council will continue to make improvements to homes through heating upgrades and external fabric improvements, working towards meeting the Energy Efficiency Standard for Social Housing (EESSH) by 2020. Some 22% of Edinburgh's households are in fuel poverty. This is addressed by improving the fabric of existing Council homes, accessing government funding to improve private homes by offering free or reduced cost insulation and promoting advice and awareness.

Community Safety

The Edinburgh Community Safety Partnership (ECSP) is the strategic group responsible for coordinating a joint agency response to community safety issues across the City. The four core elements which form the Strategy are (i) prevention, (ii) intervention, (iii) enforcement, and (iv) community engagement. Reducing Antisocial Behaviour is a key local community priority, which is tackled through the coordinated and comprehensive approach of Edinburgh's Antisocial Behaviour Strategy. Since the adoption of the Strategy, the time taken to resolve the most serious cases, such as harassment and drug dealing, has reduced from 42 days to 32 days, and there has also been a 30% reduction in unresolved antisocial behaviour cases.

6. Poverty and Inequality: Sustainable and safe communities which are strong, resilient and engage all income groups

Community Learning and Development

Community learning and development activity across the city is overseen by the Community Learning and Development (CLD) Partnership, led by the Council's CLD service. The partnership is responsible for creating a CLD Plan for Edinburgh, setting out the main priorities for the CLD sector and implements the actions to achieve these. The principal focus of activity will be on tackling poverty and inequality, with community capacity building at the heart of its approach. Priority actions include a range of programmes to challenge and break down social isolation amongst adults and young people, increasing the range of volunteering opportunities and maximising community access to local authority schools for educational, cultural, social and leisure purposes. Specific progress achieved during the 2013/14 period includes (i) 1,350 parents and carers participated in family learning opportunities with the aim of developing parenting, literacy and home learning opportunities, (ii) over 8,000 young people took part in open youth work provision, (iii) over 20,000 adults participated in the Adult Education Programme, (iv) over 9,000 adults took part in literacy and numeracy classes, and (v) 90% of participants achieved all or part of their learning goals.

Volunteering

The City benefits from a progressive Volunteering Strategy, developed by the COMPACT Partnership and supported by the Volunteer Centre Edinburgh. Volunteering rates in the City continue to be above those of other Scottish cities. Much of the volunteering activity in the City supports vulnerable individuals and families who experience poverty and disadvantage.

Tackling the Stigma of Poverty and Inequality

The Poverty and Inequality Partnership has placed tackling stigma as a key focus within the Framework, and the Edinburgh Compact Partnership will lead work to implement this approach. Initial proposed actions include (i) developing and promoting anti-stigma campaigns to tackle stigmatising language and assumptions related to poverty and inequality, (ii) promoting and developing approaches to targeting need without denigrating groups, such as developing new community asset based models of community development, and (iii) developing proposals for neighbourhood based training programmes on poverty

and inequality (including links to place based induction approaches).

Section 4 – Impact Assessment

Introduction

Equality & Rights Impact Assessments (ERIA) provide officers with the framework in which to engage and consult with service users, and key stakeholders, from across the protected characteristics as a way of ensuring their views are taken into account during the development of budget proposals, service reviews and service redesigns.

ERIA gives both staff and elected members the opportunity to evidence their due regard to the public sector equality duty, as well as to evidence their compliance with human rights legislation and other legal requirements, during their decision making processes.

A number of checks and measures have been put in place to support officers undertaking ERIAs, including a Register of ERIA Activity, Committee Business Local Process Flow Chart, ERIA service area quality checks and committee report sign off sheets.

As a result, an analysis of ERIA performance is reported on a regular basis to senior management teams across the Council, and includes suggestions to support continuous improvement in the undertaking of ERIAs.

In addition, the Council's Sustainability, Adaptation and Mitigation (SAM) assessment tool has been developed to measure climate change impacts and the sustainability of policy and service proposals. As well as the climate change considerations, this tool also includes consideration of impacts on social and economic sustainability.

Budget ERIA Process

Each council service area undertakes a summary ERIA of their respective revenue budget options, utilising a council template specifically designed for the budget process. It should be noted that this template differs from the standard full ERIA template, which is more detailed.

Support and advice is provided to staff by the Equality and Rights Lead Officers in each service area. Completed templates were returned to Corporate Governance, which co-ordinates the whole ERIA programme, and provides summary analysis.

Information gathered from the budget engagement process is used as evidence to inform the ERIA analysis of the budget options. In addition, individual lead officers may have undertaken specific engagement activity with staff, service users or representative groups to inform their respective ERIAs.

In 2014, there are over 150 individual savings or additional income proposals contained within the draft 2015/18 budget framework. In order to facilitate necessary implementation planning, and allow for public engagement to focus on those proposals most affecting frontline services, some sixty "early approval" proposals were considered by Council on 23 October 2014.

The number of ERIAs completed/published

- 154 ERIAs were completed in relation to budget proposals for 2014
- There were 61 Early Approval Options for 2015, and 4 were referred on to form part of the full Council engagement process.
- 236 other (non budget) ERIAs were completed

- Support also included providing advice on budget engagement

ERIA Registers
When the Framework to Advance Equality and Rights was developed, ERIA registers were established for every department. These registers have been maintained by Equality Lead Officers but have also evolved to suit the different needs of different service areas and to accommodate the changes to staffing structures in each department. With further re-organisation ahead across the Council, it is proposed that there is one Council wide register that sits beside the corporate directory of ERIAs published. This will ensure consistency of information collected for the register. Different service areas will continue to use their own tools to monitor and note activity such as ERIAs that are forthcoming, in progress, etc.

ERIA Improvement Activity
Cross council work by the Lead Officers group has lead to improvements in the approach to ERIA, this has included:

- Updating information on Orb (e.g. ERIA support and advice contacts).
- The ERIA template was amended to become accessible for web.
- Corporate protocols for uploading all completed ERIAs onto the council website were clarified.
- Equalities legal duties have been mainstreamed into the process of writing council committee reports.
- The ERIA template places more emphasis on the need to deliver ERIA recommendations.

The key challenges for staff of the ERIA activity, process and outcomes are:
- Positively addressing resistance/avoidance of undertaking or completing ERIAs.
- Mainstreaming ERIAs as a core component of committee agenda planning, major capital projects and procurement processes.
- Embedding equality and rights into the new Consultation Framework.

Integrated impact assessments HSC integration
As part of the preparation for integrated health and social care services, a combined approach to impact assessment has been piloted as the Integrated Impact Assessment (IIA) to inform the development of all new and revised policies and services and the decisions taken by the Integrated Joint Board (IJB). This has wide coverage including protected characteristics, human rights, poverty, socio-economic and health inequalities, social sustainability and environmental sustainability. Consideration is also being given to inclusion of a children's rights perspective.

Section 5 - Procurement

Introduction
The Council's Procurement Handbook is designed for use by all staff within the Council involved in procurement of goods, works or services and the subsequent contract management. The handbook states: 3.2.7 Equalities & Rights Impact Assessment (ERIA) must inform the development of all new and revised works and services and must be undertaken by the service area at the procurement planning stage.

To support staff evidence their due regard to the general public sector equality duty, the Scottish Specific Public Sector Equality duty relating to procurement and Human Rights and other rights based legislation a partnership between one of the Council's Equality and Rights Specialists and Procurement's Senior Commercial Development Officer was established to develop and implement a series of awareness raising sessions embedding

equality and rights into the procurement process. The preparatory work was completed in December 2014. A copy of the presentation and associated materials can be provided if required. A report on the number of sessions delivered and the number of staff trained will be provided in the 2015/17 update.

Community Benefit Clauses

Community benefits in procurement are contractual clauses which can be used to build a range of economic, social or environmental conditions into the delivery of public contracts. CBCs can be viewed as contributing to the Best Value and sustainable procurement agendas, and allow organisations to contribute to the achievement of outcomes which benefit their communities by specifying contractual requirements which seek to deliver such wider social benefit. Community Benefits which can potentially be included as contractual clauses include:

- Creating opportunities for enterprising thirds sector organisations to deliver public services
- Employment and training opportunities for the long term unemployed and disadvantaged individuals
- Creating opportunities for SMEs to deliver public services
- Provision of facilities for all
- Contributions to achievement of education and training targets
- Support for community initiatives
- Environmental targets
- The Procurement Reform (Scotland) Act 2014 embeds best practice and drives public bodies to consider CBCs in high value procurements.

The Council endorsed the application of social clauses as part of a Sustainable Procurement Policy and is applying social clauses when and where appropriate in capital and service contracts. The Council's Procurement Handbook details how CBCs are practically applied in contracts.

Case study - Community Benefits In Action – Pennywell and Muirhouse Regeneration

The public sector in Scotland spends a significant amount of money each year, £65.2bn in 2012/13, with the City of Edinburgh Council's (CEC) annual budget for 2015-2018 to be around £950m. There is growing interest in examining ways in which this expenditure can be used to deliver wider social, environmental and economic benefits. Urban Union has been awarded the contract to build over 700 homes in Pennywell and Muirhouse. This is the latest and largest phase of 21st Century Homes, the Council's house building programme. The homes will be constructed in four phases with the first phase now started on the former Craigroyston High School site. The Council have committed just over £42 million to this regeneration programme and around half of all the homes built will be for social and mid market rent. It is hoped that 60 new jobs, and 180 work placements will be realised during the life of the project, including 36 new apprenticeships. In addition to the jobs and training opportunities the project is delivering a number of other Community Benefits, including educational visits and an Arts Strategy delivered by North Edinburgh Arts. Also on the site, a new £12 million NHS led Health and Social Care Hub began construction in October 2014 and will also incorporate Community Benefits in its construction.

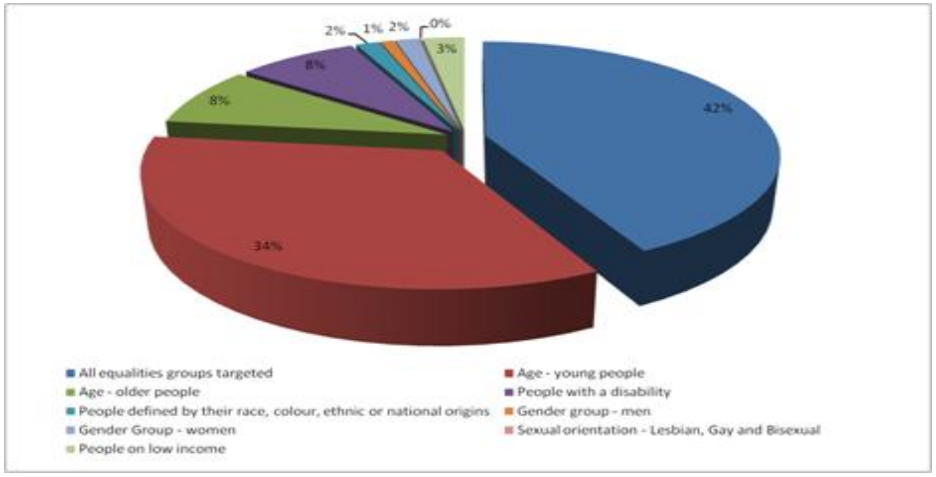
EU Procurement Directives and use of Article 19

Article 19 of the EU public procurement directive enacted by Regulation 7 of the Public Contracts (Scotland) Regulations 2012, allows any public sector body to restrict the tendering process for goods or services to supported factories and businesses only – those are social businesses employing disabled people. The directive only applies as a matter of law to contract opportunities which have an overall (lifetime) financial value greater than the OJEU threshold values. However, public bodies are encouraged to also reserve participation in competitions for contracts at lower values to supported businesses. Buyers should determine at beginning of their procurement activity if a supported businesses and a reserved contract will meet their needs,

either via the Reserved Framework or by using Article 19. The Council takes into account opportunities to apply Article 19 to reserve contracts for supported businesses in line with their service offer and market provisions.

Council payments to Third Parties for the Provision of Community Services (not including personal care packages)
The Council annually distributes around £78.25m in grants (36%) and contracts (64%) to 280 third sector (charities, social enterprises, voluntary and community organisations, etc), cultural and sporting organisations. Analysis of investment in equalities groups/protected characteristics indicates the following:

Groupings	
All equalities groups targeted	33,305,917
Age - young people	27,062,488
Age - older people	6,566,244
People with a disability	6,169,828
People defined by their race, colour, ethnic or national origins	1,193,445
Gender group - men	701,771
Gender Group - women	1,243,698
Sexual orientation - Lesbian, Gay and Bisexual	45,647
People on low income	2,121,778
People who are married	no spend
People with a religion or belief system	no spend
Transgender people	no spend
Women who are pregnant or breastfeeding	no spend



Tackling poverty and inequality
Whilst it is desirable to take account of the Poverty and Inequalities outcomes in procurement practice and decisions, there is no statutory requirement to do so. It is proposed that the Council considers a policy decision to incorporate “poverty and inequality proofing” for procurement procedures as tools for this proofing and impact assessment are developed. Preventive programmes aimed to reduce the effect of inequalities particularly in unequal health outcomes are commissioned in a co-productive way through a city level partnership.

Case study - The Willow Centre

This ground breaking partnership that provides support to women in the criminal justice system has been awarded the prestigious COSLA Gold Award. The Willow Centre is run by the City of Edinburgh Council and NHS Lothian along with third sector partners. It aims to improve the health, wellbeing and safety of women offenders by addressing some of the inequalities they face. Willow works with women who have been marginalised within society to help address these specific issues and provide specialist support services. These services are delivered by criminal justice social workers, support workers, nurses, psychologists and an occupational therapist. The female prison population in Scotland has doubled in the past decade with over half suffering

domestic violence and one in three having experienced sexual abuse. Many are frequent re-offenders, with complex needs related to mental ill-health and addiction problems.

Section 6 – Employment

Introduction
This section provides information relating to employment policies and practices, and importantly, data relating to the living wage, equal pay, diversity employee profiles and various other employment data sets required by the legislation.

Employment Policies and Projects
Recently assessed policies include the Council's Grievance Policy, the new Parental Leave Policy on the Birth or Adoption of a Child, which covers the new right to Shared Parental Leave and the new policy on Managing Retirement.

Case study - Project search

The City of Edinburgh Council led on the development of Project SEARCH from a joint partnership between Health and Social Care's Autism Plan and Economic Development's Supported Employment review – both of which recommended exploring initiatives to help young people with a disability gain employment. Project SEARCH is a unique initiative originated at Cincinnati Children's Hospital Medical Center. The Scottish Government purchased licences to deliver Project SEARCH in Scotland and with the support of SCLD, it brings together a partnership of an employer (The City of Edinburgh Council and NHS Lothian), an educational provider (Edinburgh College) and a supported employment specialist (Intowork) to work with 12 young people aged 16-24 on the autistic spectrum who want to move into employment. The young people take part in 3 internships with the host employer over 40 weeks, resulting in improved skills and confidence, with 800 hours of work practice. A lecturer and job coach are based on site at all times, working closely with the business to provide classroom learning, internships and on-going support. Autism Initiatives will also be providing a broad range of autistic spectrum focused support to the students, families and the Project Search steering group. We successfully recruited 12 young people as the 2014/2015 cohort of Project SEARCH interns who started with the Council in August who are progressing well and are now beginning to seek permanent, paid employment

Living wage
The city's Capital Coalition Contract with Edinburgh pledges the "Introduce a living wage for Council employees, encourage its adoption by Council subsidiaries and contractors and its wider development". The City of Edinburgh Council brought in the Edinburgh Living Wage (ELW) on 1 January 2013 at £7.50 per hour for staff and this was increased to £7.65 per hour on 1 April 2014. The Council is also looking at the living wage and procurement and are encouraging subsidiaries and contractors to commit to the living wage as part of the procurement process. In February 2015, Council agreed to progress a pilot project to take place in 2015 to amend procurement process to encourage contractors to firmly encourage companies, contracted to deliver services on our behalf, to pay their workforce a minimum of the living wage.

Case study - Making Work Pay – A One City Business Breakfast

In February 2015 Economic Development led on a business breakfast which took place at Heart's Football Club Stadium, the objective being to discuss the benefits and potential challenges in becoming Living Wage employers, drawing on the experiences of exemplar local employers. The target audience was a range of local employers of all sizes from all sectors. Among those invited were employers in areas which traditionally employ large number of low wage earners, namely retail, hospitality, catering and cleaning.

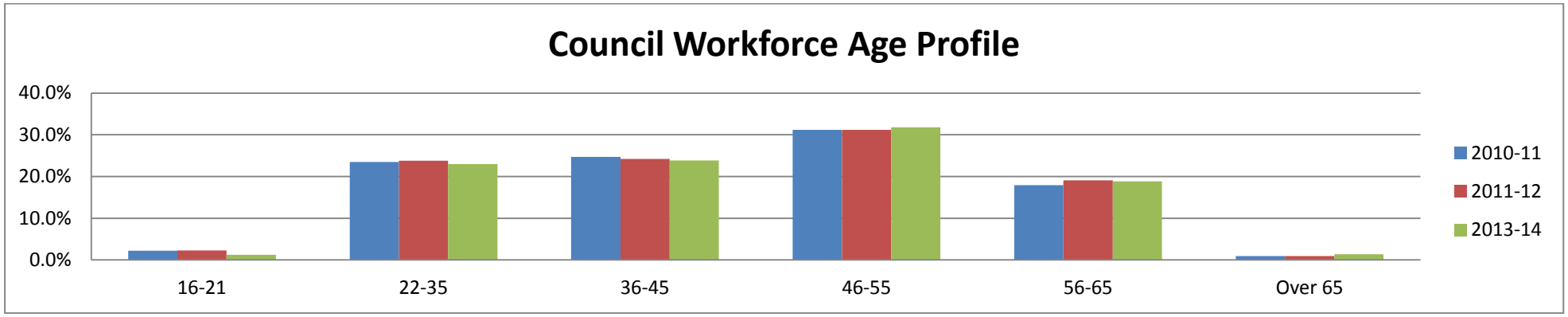
Whilst the overall aim of the event is to make the case for payment of the Living Wage by local employers, wider aims included:

- To highlight the issues and volume of in-work poverty experienced by employees across the city;
- To inform local organisations about the Living Wage campaign;
- To highlight legislative changes related to the Procurement Reform Act 2014
- To raise awareness of the Council's remuneration policy in respect of the Living Wage (and potential approach to procurement);
- To highlight best practice across a range of sectors, using local employers who are among the 70 in Scotland accredited as paying the living wage as exemplar organisations
- 80 individuals attend the event (43 from the private sector) and awareness was raised with significant media coverage including:
- Argument shifting towards living wage (The Scotsman)
- Edinburgh to be a Living Wage City (The Edinburgh Reporter)
- Hearts Promote Edinburgh as Living Wage (STV Edinburgh)

Composition of Workforce Top 2% and 5% Earners and Workforce Diversity

Year	Female top 2% earners	Male top 2% earners	Female top 5% earners	Male top 5%	% All BME	% All Disabled	% LGBT	% Religion	% No Religion
2010-11	54.4	45.6	56.2	43.8	2.3	1.6	-	-	-
2011-12	56.7	43.5	61.9	38.2	2.7	1.5	0.01	0.67	0.04
Not stated					13.1	15.15	-	-	-
2013-14	50.7	37.3	52.3	34.5	2.9	1.8	0.21	2.6	0.5

Council Age Profile



Recruitment and Selection

Female	1/1/11- 30/6/11	1/7/12-31/12/12	1/7/12-31/12/12	1/1/13 – 31/12/13
Apps Returned	72.08%	60.39%	Not available	18186
Shortlisted	65.65%	66.57%	Not available	1397
Appointed	73.54%	67.65%	Not available	509

BME	1/1/11 - 30/6/11	1/7/11 - 31/12/11	1/7/12/-31/12/12	1/1/13 – 31/12/13
Apps Rtrnd	5.88%	8.68%	Not available	2327
Shortlisted	8.13%	6.47%	Not available	234
Appointed	4.81%	4.86%	Not available	62

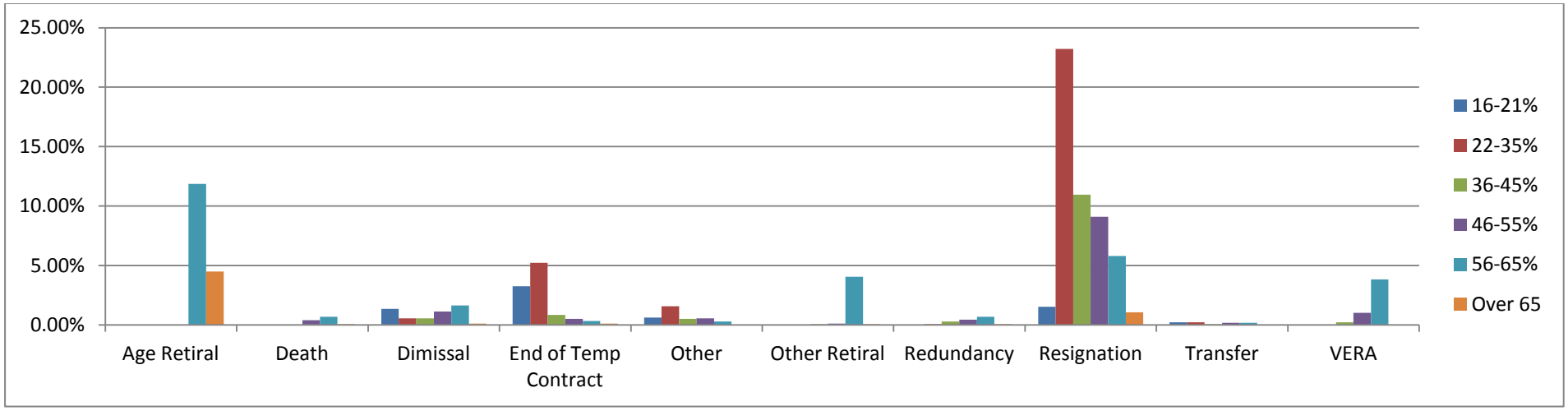
Disabled	1/1/11 - 30/6/11	1/7/11 - 31/12/11	1/7/12/-31/12/12	1/1/13 – 31/12/13
Apps Rtrnd	2.17%	3.76%	Not available	1678
Shortlisted	3.29%	4.79%	Not available	277
Appointed	1.52%	2.54%	Not available	63

Religion/Belief	Dates	Religion/Belief (Christian or other)	No religion/belief
1/7/11-31/12/11	Apps Rtrnd	41.14%	42.21%
	Shortlisted	48.28%	38.07%
	Appointed	40.80%	41.44%
1/1/12 -31/12/12	Apps Rtrnd	Not available	Not available
	Shortlisted	Not available	Not available
	Appointed	Not available	Not available
1/1/13-31/12/13	Apps Rtrnd	7985	13268
	Shortlisted	913	1619
	Appointed	327	

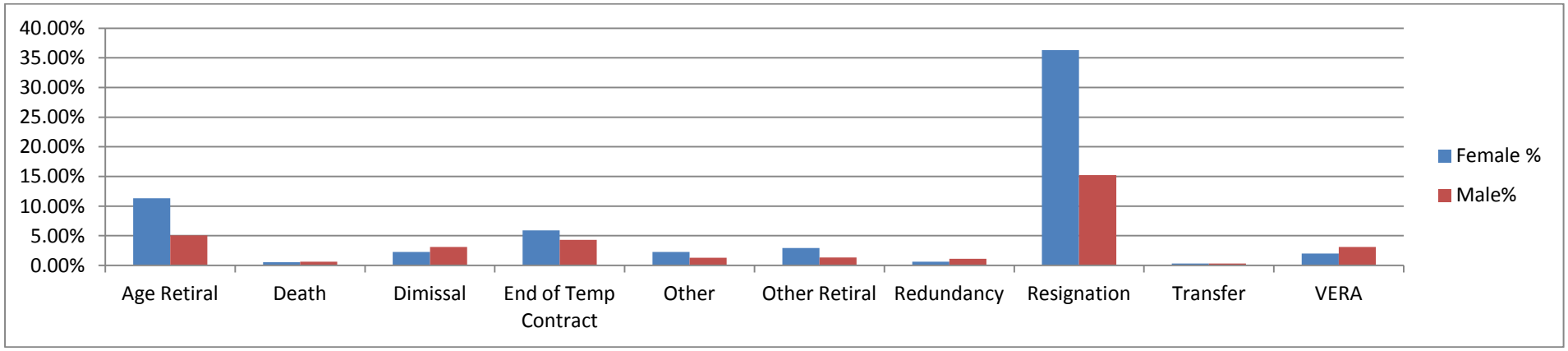
LGBT	1/1/11 - 30/6/11	1/7/11 - 31/12/11	1/7/12/-31/12/12	1/1/13 – 31/12/13
Apps Rtrnd	5.88%	8.68%	Not available	996
Shortlisted	8.13%	6.47%	Not available	127
Appointed	4.81%	4.86%	Not available	43

Leavers – Retention of staff

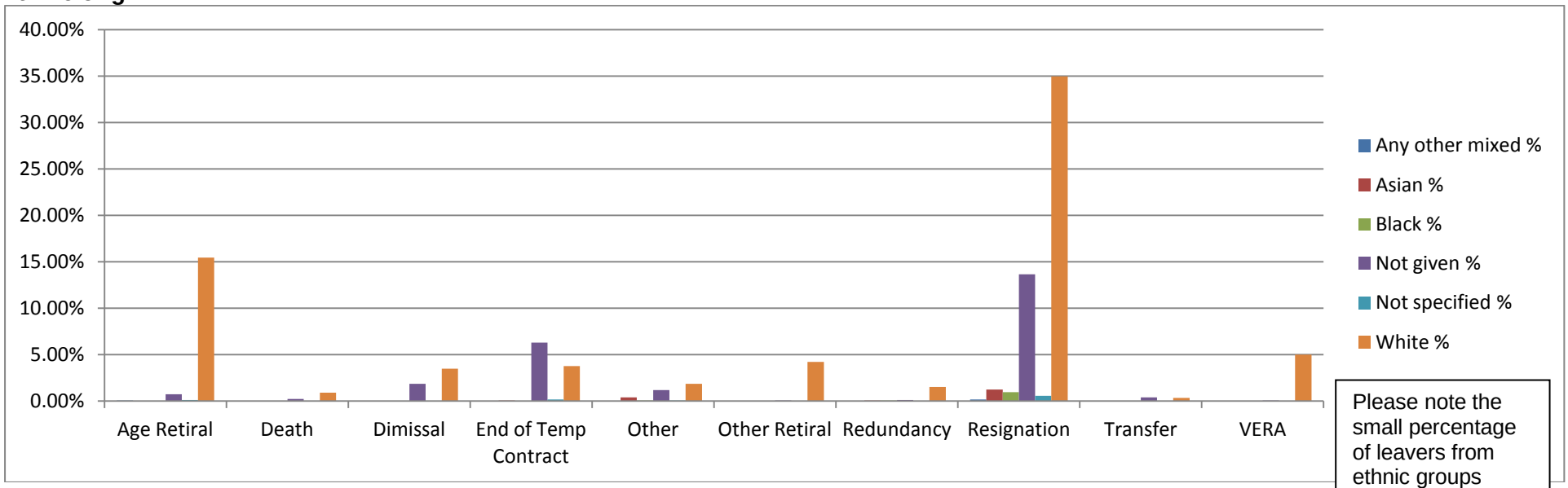
Age



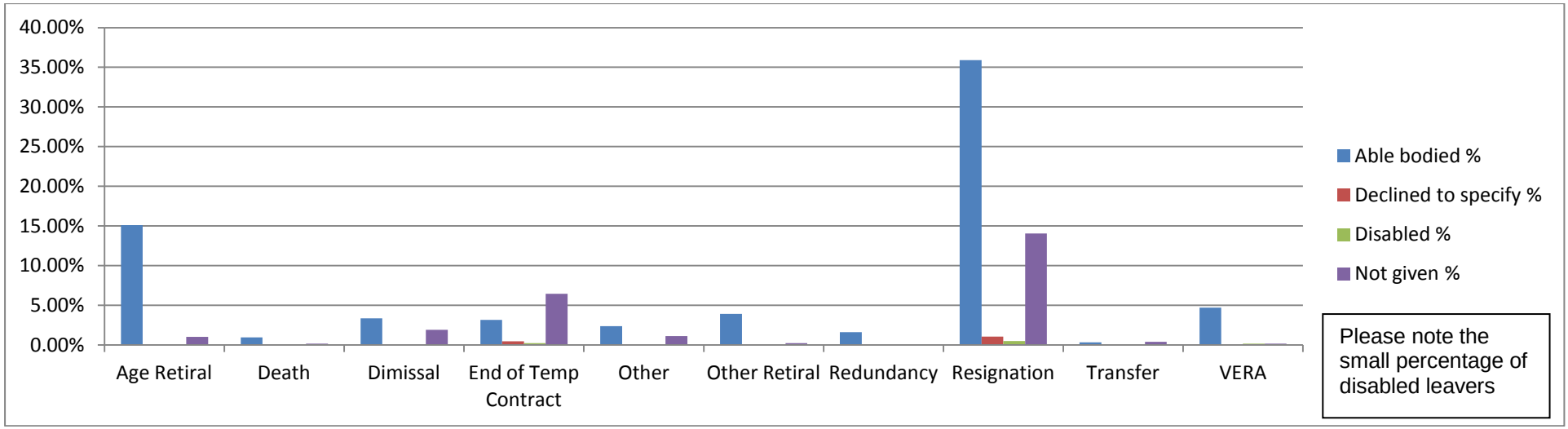
Gender



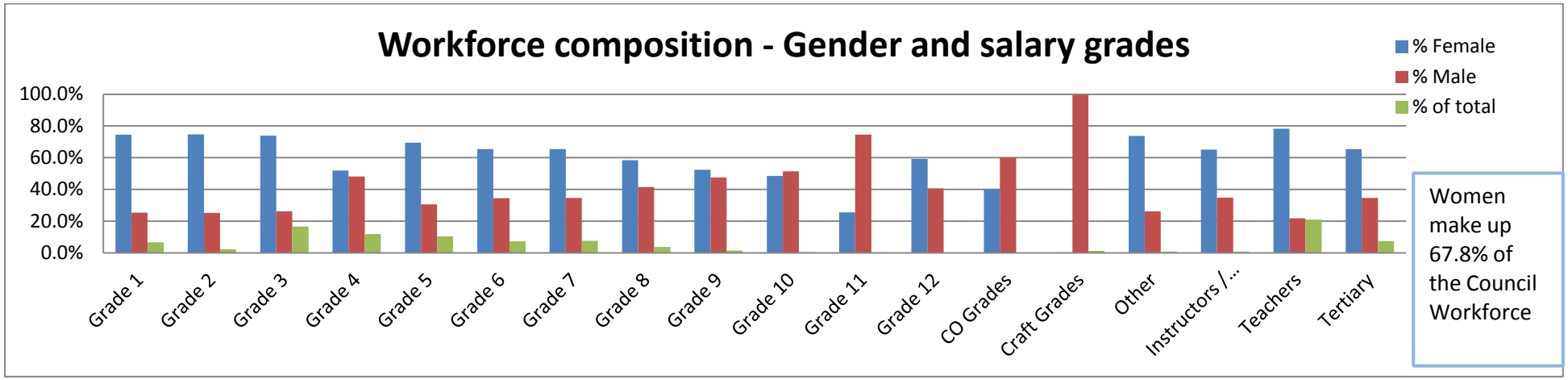
Ethnic origin



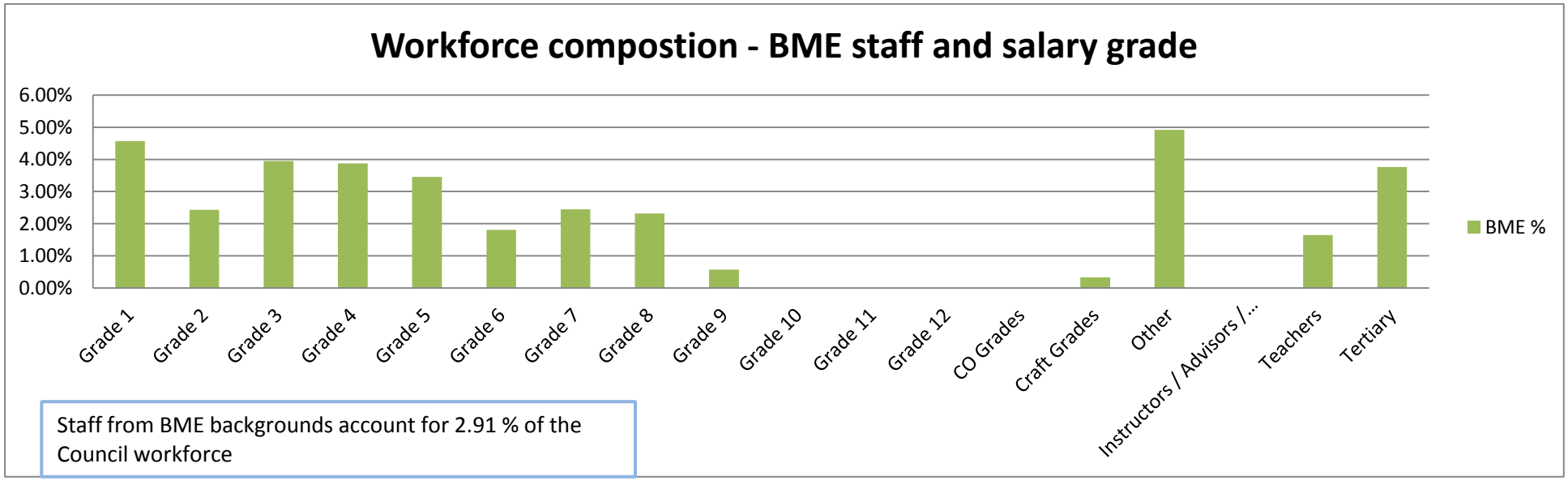
Disabled



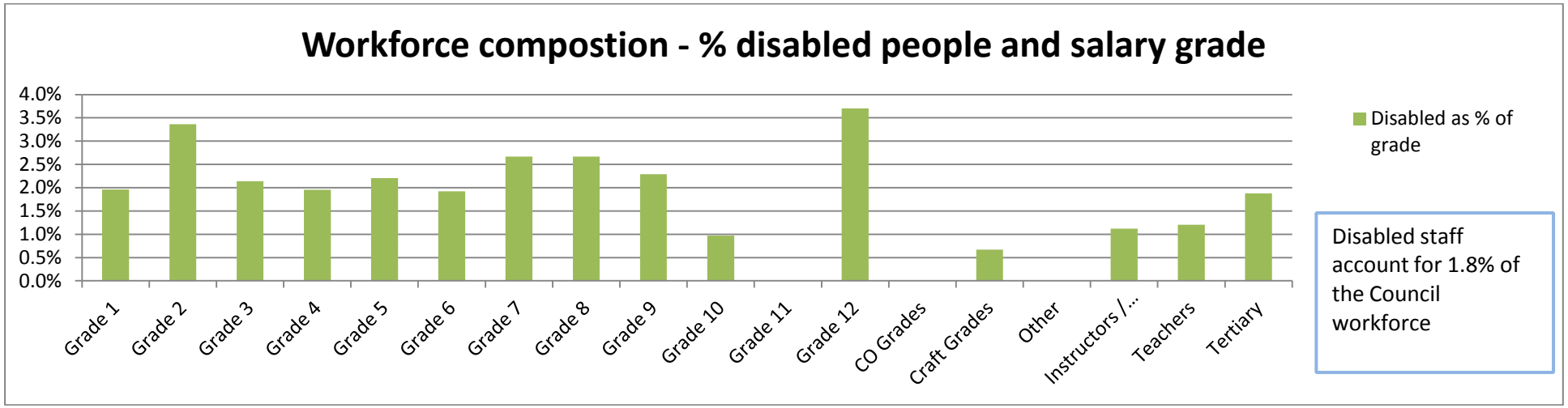
Occupational Segregation



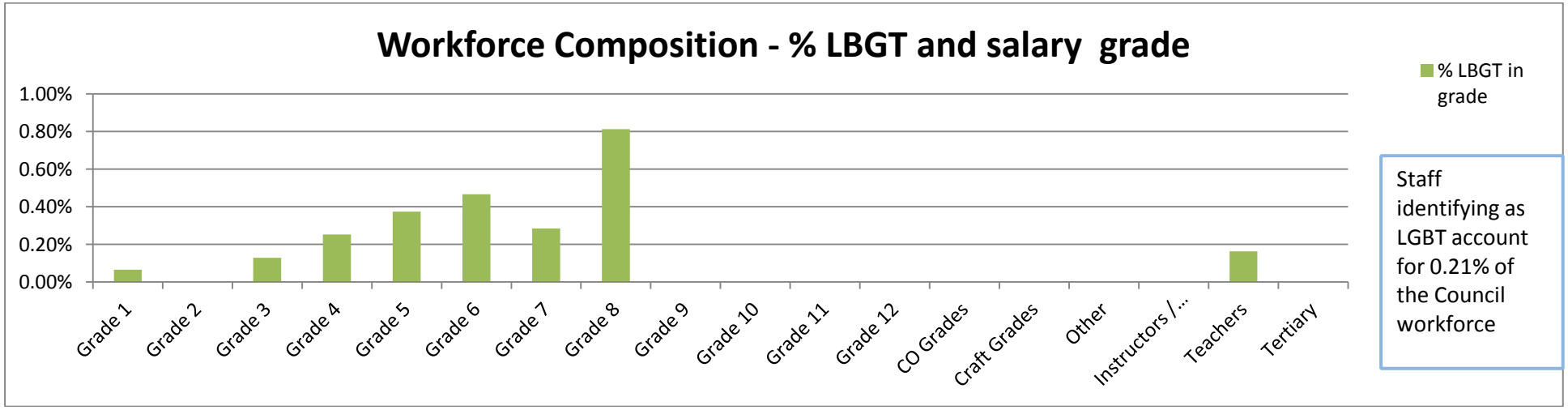
BME



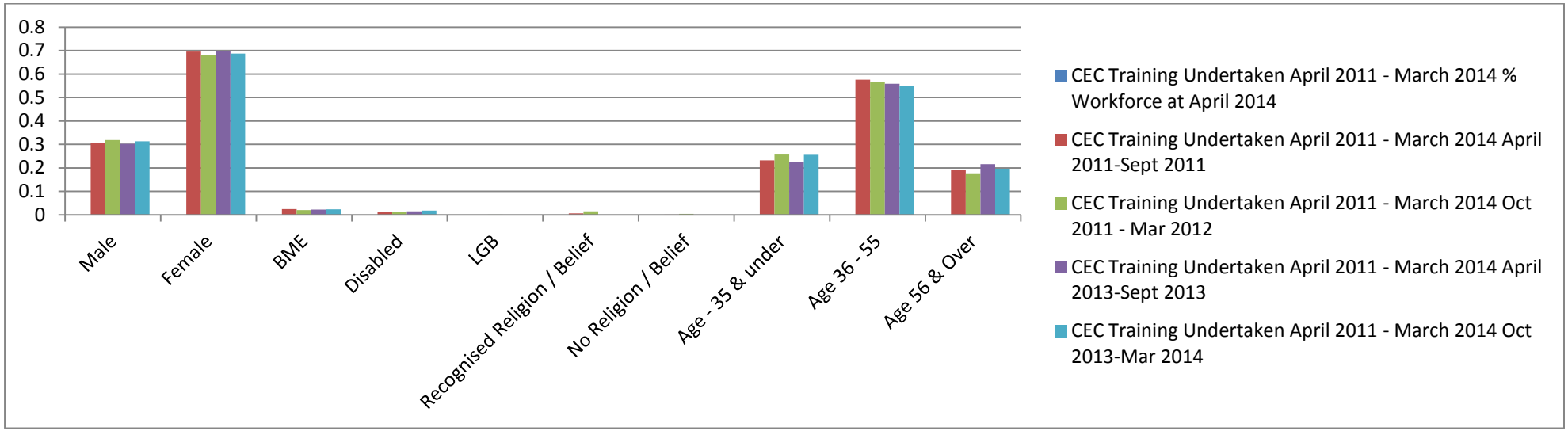
Disabled



LGBT



Training - Undertaken April 2011 - March 2014



Gender Pay Gap – 2013

Grade	% Female Density	Female Average Basic Pay	Male Average Basic Pay	Pay Gap Female vs Male*	%Pay Gap
GR1	78.49%	14,098	14,098	100.00%	0.00%
GR2	59.71%	14,113	14,104	100.06%	0.06%
GR3	75.19%	15,437	15,365	100.46%	0.46%
GR4	68.94%	17,869	17,385	102.78%	2.78%
GR5	64.52%	21,693	21,172	102.46%	2.46%
GR6	61.92%	25,469	25,514	99.83%	-0.17%
GR7	64.93%	30,656	30,901	99.21%	-0.79%
GR8	57.93%	36,426	37,032	98.36%	-1.64%
GR9	48.38%	43,462	43,501	99.91%	-0.09%
GR10	44.59%	52,330	52,283	100.09%	0.09%
GR11	26.67%	59,620	61,044	97.67%	-2.33%
GR12	50.00%	70,826	70,923	99.86%	-0.14%

Gender Pay gap – 2014

Grade	% Female Density	Female Average Basic Pay	Male Average Basic Pay	Pay Gap Female vs Male*	%Pay Gap
GR1	74.59%	12,832	12,728	100.81%	0.81%
GR2	74.76%	14,245	14,106	100.98%	0.98%
GR3	73.87%	15,879	16,037	99.01%	-0.99%
GR4	51.84%	18,634	18,585	100.26%	0.26%
GR5	69.45%	22,033	22,445	98.16%	-1.86%
GR6	65.50%	25,869	26,188	98.78%	-1.23%
GR7	65.40%	31,677	32,000	98.99%	-1.01%
GR8	58.47%	37,525	38,175	98.30%	-1.73%
GR9	52.43%	45,396	45,138	100.57%	0.56%
GR10	48.54%	52,521	52,451	100.13%	0.13%
GR11	25.49%	62,220	65,615	94.82%	-5.46%
GR12	59.25%	74,358	72,263	102.89%	2.82%

Equal pay statement

The City of Edinburgh Council is committed to the principle that all employees should receive equal pay for doing equal work, or work of equal value, regardless of age, sex, race, disability status, gender identity, marital status, sexual orientation, religion or belief, working pattern, employment status, caring responsibilities or trade union membership. Through concluding the project on modernising pay, the Council is working towards the elimination of gender bias in pay systems. Other employee groups within the Council are Chief Officials and Teachers (and associated professionals e.g. Educational Psychologists and Music Instructors), who are covered by national agreements, which contain job evaluation schemes and other pay arrangements, which have been checked at a national level. The City of Edinburgh Council is also an equal opportunities employer and positively values the different backgrounds, perspectives and skills that a diverse workforce brings to the Council. Our objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay
- Take appropriate remedial action if necessary.
- Undertake regular equal pay reviews in line with appropriate guidance
- Undertake consultation with recognised trade unions on the outcome of any reviews
- Provide training and guidance for those involved in determining pay
- Inform employees of how these practices work and how their own pay is determined
- Respond to grievances on equal pay appropriately

- Monitor pay statistics annually.

Tackling poverty and inequality

Whilst it is desirable to take account of the Poverty and Inequalities outcomes in employment practice and decisions, there is no statutory requirement to do so. It is proposed that the Council considers a policy decision to incorporate “poverty and inequality proofing” for employment procedures as tools for this proofing and impact assessment are developed.

Section 7 – Governance and Reporting

Introduction
This section provides information on governance arrangements and improvements to public reporting with regards to equality and rights, and poverty and inequality. Information relates to both the Council and Edinburgh Partnership.

Communities and Neighbourhoods Committee
For Council accountability on poverty and inequality, and equality and rights, strategic oversight is taken by the Policy and Strategy Executive Committee, with oversight within each service area by Executive Committees, and more detailed scrutiny taking place at the Communities and Neighbourhoods Executive Committee for local service delivery.

Equality and Rights Lead Officer Group
The Council has established a strengthened internal Equalities and Rights Lead Officers Group that comprises representatives from across all council service areas. This key group co-ordinates, monitors and evaluates all equality and rights activity across the Council. Recently, the Group has developed and agreed a comprehensive improvement plan.

The Edinburgh Partnership
The Edinburgh Partnership is the community planning partnership for the city, responsible for the delivery of the Community Plan (Single Outcome Agreement) commitments. The Partnership’s role includes directing joint action to ensure that partnership activity in Edinburgh is leading to improved outcomes for service users, communities and the city as a whole. The core vision stated though the City Plan or Single Outcome Agreement prioritises tackling poverty and inequality. A strategic approach is taken to reducing poverty and all forms of inequality with specific action planning through all mainstream and partnership systems. The Edinburgh Partnership Board has a Board Member for Equality and Rights who attend Edinburgh Partnership Board meetings and ensures that the Board is provided with an equality and rights perspective on agenda items and oversight and scrutiny of decisions and policies made by the Board.

Neighbourhood Partnerships / Local Community Plans

The 12 Neighbourhood Partnerships contribute to the delivery of the city approach to reducing poverty and inequality through the Local Community Plans. The plans for 2014/17 were informed by a range of community intelligence and extensive community engagement, with the Neighbourhood Partnership Poverty and Inequality Profiles providing an important element of this evidence base. The priorities set out in the

plans have been mapped against the outcomes identified at a city level and a one page blueprint produced which summarises the contribution across the 12 areas under four key goals:

- Improving life chances for children, young people and families
- Maximising individuals' potential to increase income
- Strengthening community resources and assets
- Improving health and well being

Activity to address each of these goals is identified within the Local Community Plan action plans, which are developed and delivered collaboratively by service providers and the community through the Neighbourhood Partnership sub groups. Within this process reference will be made to the need to address equalities, with the wider community and people with protected characteristics being involved and informed through existing local relationships and networks, supported by the refreshed approach to communications.

The new performance framework developed for Neighbourhood Partnerships will ensure a consistent approach to measuring and reporting of progress, with regular reports considered by each Neighbourhood Partnership and citywide outcome focused and annual reports provided to the Communities and Neighbourhoods Committee.

The Edinburgh Partnership - Poverty and Inequality Partnership

The Poverty and Inequality Partnership (PIP) was agreed in March 2014 and remitted to support cross cutting partnership work on tackling poverty and inequality and to help the Edinburgh Partnership Board monitor progress. It has developed a remit to confirm its responsibilities and membership. The group provides a working arrangement and resource to help the Partnership focus on tackling poverty and inequality in the city. The PIP acts as link between the Edinburgh Partnership and Council welfare reform structure which includes partners at each level see ER14. For Council accountability, this structure co ordinates reports to Corporate Policy and Strategy Committee bimonthly.