

Communities and Neighbourhoods Committee

2.00pm, Thursday, 28 March 2017

Progress Report – A Framework to Advance Equality and Rights 2012/17

Item number	8.10
Report number	
Executive/routine	
Wards	

Executive Summary

This is the second and last progress report about the Council's Equality and Rights Framework 2012/17. This is a statutory report required by the Equality Act 2010, and various human rights legal obligations.

The report also includes an initial proposed draft Framework for 2017/21, developed over the recent months with stakeholders, and seeks approval for further engagement and co-production work, with a view to seeking Committee approval of a new Council Framework in June 2017.

Links

Coalition Pledges	All
Council Priorities	All
Single Outcome Agreement	SO1, SO2, SO3, SO4

Progress Report – A Framework to Advance Equality and Rights 2012/17

1. 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 2015/17.
- 1.2 The Committee is asked to approve further engagement and co-production work to develop a new draft Framework 2017/21, attached at Appendix 3, with a view to seeking Committee approval for the new Framework in June 2017.

2. Background

- 2.1 The Council's 'Framework to Advance Equality and Rights 2012/17' was agreed in June 2012. It set out the Council's response to the legal requirements of the public sector equality duty, described within the Equality Act 2010, the accompanying Specific Duties (Scotland) Regulations 2012, and various human rights legal obligations.
- 2.2 The public sector equality duty has three components, namely, to:
 - tackle unlawful discrimination, harassment and victimisation,
 - advance equality of opportunity; and
 - 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 required listed public authorities in Scotland to:
 - report progress on action to mainstream equality;
 - publish equality outcomes and report progress;
 - assess and review policies and practices (impact assessment);
 - gather and use employee information;
 - publish gender pay gap information and an equal pay statement;
 - consider award criteria and conditions in relation to public procurement; and
 - publish all of this in an accessible manner.

- 2.4 These legal duties also require the Council to agree and publish a progress report every two years. Approval of this second progress report, attached at Appendix 1, will enable the Council to meet these legal duties for the period 2015/17.
- 2.5 An easy read version of Appendix 1 is being developed for publication in order to ensure the Council meets the legal duty to report in an accessible manner, identified at paragraph 2.3 above.
- 2.6 In summary, good progress has been made with the delivery of outcomes and mainstreaming actions, approaches to procurement and data gathering, and community engagement and empowerment. Improvement is required in the Council's approach to impact assessment, and using employment data to inform human resources policies and practice.

3. 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 April 2015 to March 2017.
- 3.2 Central to the Framework are a set of outcomes and mainstreaming actions, with associated performance measures. Outcomes and actions are aligned to the four Council Business Plan strategic themes:
 - Improve quality of life,
 - Ensure economic vitality,
 - Build excellent places, and
 - Deliver lean and agile services.
- 3.3 In addition, the Framework also includes commitments to improve approaches to engagement and empowerment, impact assessment, procurement and human resource policy and practice.
- 3.4 A detailed description of progress on all Framework outcomes, mainstreaming actions and other commitments is provided at Appendix 1. A summary of this progress is provided below.

Evidence Gathering and Community Engagement, Empowerment and Cohesion

- 3.5 The Council and its partners continue to deploy a wide range of mechanisms to engage and empower community and third sector groups involved in advancing equality and rights. The Council and its partners have strengthened their approach to this area of work through the Equality and Rights Network (EaRN).
- 3.6 Knowledge of the issues facing Scottish Gypsy Travellers has improved greatly over the last two years because of Council service development and new engagement activities.

- 3.7 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) in the report, 'Prejudice-based bullying in Scottish schools: A Research Report - March 2015'.
- 3.8 The Council publishes poverty and inequality profiles for the city, and for each of the 12 Neighbourhood Partnerships and four Locality Leadership Teams. Neighbourhood Partnerships continue to progress work to foster good relations and strengthen community cohesion.
- 3.9 There are still, however, some Council service areas that do not routinely monitor service access, or customer satisfaction, by the protected characteristics.

Outcomes and Mainstreaming Actions

- 3.10 Over the period April 2015 to March 2017 all of the 23 published equality and rights outcomes we assessed. During this period the assessment shows that:
- 13 were  (met);
 - 9 were  (partially met);
 - 1 was  (assessment indicates insufficient evidence to state whether or not the outcome is met, partially met or not met).

Impact Assessment

- 3.11 The Council continues to undertake its annual programme of equality and rights impact assessment of all budget proposals, the Transformation Programme, locality working, and all other significant changes in policies or services.
- 3.12 The Council has developed its new on-line directory for publishing completed impact assessments, and has delivered a new approach to learning and development for staff involved in impact assessment.
- 3.13 A new integrated impact assessment tool is being developed by the Integrated Joint Board (IJB) and Edinburgh Health and Social Care Partnership. It is proposed that the Council adopts this tool, as part of the Framework for 2017/21, and enters into joint training and quality assurance arrangements.

Employment

- 3.14 Analysis of the most recent employment data indicates that there have been very small increases in BME and disabled people working for the Council. There have been larger increases in the number of young people working for the Council. However, there is under reporting amongst staff on race and disability, and current levels are short of their target.

- 3.15 There have also been reductions in the number of women occupying senior manager and chief officer posts. It should be noted that such fluctuations could occur as a result of small numbers of people either leaving or joining the organisation.
- 3.16 Analysis by HR indicates that there are no concerns with regard to equal pay data. Therefore, no review of the Equal Pay Statement (see Section 6 – Appendix 1) is required at this time.
- 3.17 The Council has developed and agreed a revised 'People Strategy and People Plan 2017/20'. This strategy includes a workstream on 'inclusion', within which will sit all improvement activity to mainstream equality and rights across employment policies and practices.
- 3.18 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.
- 3.19 New programmes have been set up to recruit more young people to the Council through the Edinburgh Guarantee, apprenticeships, and more people with learning disabilities through Project Search.
- 3.20 Whilst the Council continues to demonstrate good practice with regard to collecting and analysing employment data, it must do more to better utilise this data to inform HR practice, projects and policy, specifically with regard to improving the levels of BME and disabled staff employed.

Procurement

- 3.21 The Council has agreed a new Corporate Commercial and Procurement Strategy and Procurement Manual, within which sit strengthened references to advancing equality and rights.
- 3.22 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.

Governance, Partnership and Public Reporting

- 3.23 The Council continues to support the Communities and Neighbourhoods Executive Committee, which provides for improved scrutiny and public reporting of equality and rights issues. In addition, a new Equality and Rights Council Project Team has been established to co-ordinate monitor and evaluate delivery of council activity to advance equality and rights.
- 3.24 The Edinburgh Partnership Board continues to support the Member for Equality and Rights. The Edinburgh Partnership Community Plan 2015/18 has numerous references to equality and rights.

- 3.25 The approach to locality working, specifically the development of Locality Improvement Plans and the establishment of Locality Leadership Teams, has been informed by equality and rights impact assessment activity.
- 3.26 As indicated above, the Council has a duty to report progress in an accessible manner. If this 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.

Draft Council Equality and Rights Framework 2017

- 3.27 A new draft Council Framework for Equality and Rights 2017/21 is attached at Appendix 3. This has been developed by the Council, in partnership with various stakeholders including members of the EaRN. The draft Framework proposes changes to engagement and empowerment practice, the outcomes, approaches to impact assessment, and procurement practice.
- 3.28 Approval is sought for further engagement and co-production work, to take place from March to May 2017, in order to produce a final draft for Committee approval in June 2017.

4. Measures of success

- 4.1 The Equality Act 2010, and human rights, legal duties are met.
- 4.2 Progress achieved in delivering Framework outcomes and mainstreaming actions, and other commitments.
- 4.3 Delivery of Capital Coalition pledge commitments relating to equality and rights.

5. Financial impact

- 5.1 There are no additional financial implications arising as a result of this report. The delivery of commitments included in the Framework is met from existing Council budgets.

6. Risk, policy, compliance and governance impact

- 6.1 All risk, policy and governance matters relating to the Framework are managed through the Council's Equality and Rights project Team. In addition, the Council's Head of Strategy and Insight reports to the Council's Corporate Leadership Team on such matters. The Edinburgh Partnership Board Member for Equality and Rights also reports on such matters to the Edinburgh Partnership Board.

7. 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 eliminate unlawful discrimination, victimisation and harassment, advance equality of opportunity and foster good relations.

8. Sustainability impact

- 8.1 This report has been assessed in respect of the three elements of the Climate Change (Scotland) Act 2009 Public Bodies Duties. In summary, the proposals in this report will help achieve a sustainable Edinburgh because they lead to Council action to improve social justice and economic wellbeing outcomes.

9. Consultation and engagement

- 9.1 The framework has been developed based on extensive engagement with citizens, service users and communities who share protected characteristics, and other evidence gathering activities, including social needs and census data analysis, service delivery data, and local and national research.

10. Background reading/external references

- 10.1 [A Framework to Advance Equality & Rights 2012/17](#) – A Report to Policy and Strategy Committee - 12 June 2012.

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11. Links

Coalition Pledges	All
Council Priorities	All
Single Outcome Agreement	SO1 - Edinburgh's Economy Delivers increased investment, jobs and opportunities for all SO2 - Edinburgh's citizens experience improved health and wellbeing, with reduced inequalities in health

Appendices

SO3 - Edinburgh's children and young people enjoy their childhood and fulfil their potential

SO4 - Edinburgh's communities are safer and have improved physical and social fabric

Appendix 1 - Progress Report 2015/17– Framework to Advance Equality and Rights 2012/17

Appendix 2 – Detailed Employment Equality and Rights Data

Appendix 3 - Draft Framework for Equality and Rights 2017/21

Appendix 1

The City of Edinburgh Council

Framework to Advance Equality and Rights 2012 / 2017

Progress Report 2015 / 2017

Contents

Section 1	Introduction
Section 2	Evidence Gathering and Community Engagement, Empowerment and Cohesion
Section 3	Outcomes and Mainstreaming Actions
Section 4	Impact Assessment
Section 5	Procurement
Section 6	Employment

Section 1 - Introduction

This report describes the progress made against commitments described in the Council's '[Framework to Advance Equality and Rights 2012/17](#)' The report covers the period April 2015 to March 2017.

The Framework is a response to articles of the UN Convention on Human Rights, the Human Rights Act 1998, and other associated conventions, for example children's rights. It is also a response to the Equality Act 2010 public sector equality duty, and associated statutory instruments in Scotland.

Delivery of the Framework contributes towards the [Capital Coalition's](#) six key priorities, namely, 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.

In addition, delivery of the Framework also contributes towards the Council and Edinburgh Partnership's vision that 'Edinburgh is a thriving, successful and sustainable capital city in which all forms of deprivation and inequality are reduced'. This vision is currently under review as a result of the [City Vision 2050](#) Project.

A description of the progress made includes an update on:

- delivery of 23 outcomes and associated mainstreaming actions, which in line with legal duties,

are aligned to the Council's Business Plan 2017/20 (see table below),

- equality and rights impact assessment,
- approaches to community engagement and empowerment,
- procurement practice,
- employment practice and outcomes, and
- governance and partnership arrangements.

This report should be read in conjunction with the Council Committee report, which can be found on [Council Papers Online](#), and provides a useful executive summary of the progress made during 2015/17.

It should be noted that progress relating to health and social commitments, which were formerly managed by the Council, became the responsibility of the Edinburgh Integrated Joint Board (IJB) / Edinburgh Health and Social Care Partnership in April 2016. However, in agreement with the Partnership, the Council agreed to include their progress report within this report for ease of reference. As of April 2017 onwards, the Partnership will report separately to the Council on all matters equality and rights.

This report and the Council Committee report can be obtained in other formats and languages. If you would like to contact or talk to somebody in the Council about this please email: strategyandbusinessplanning@edinburgh.gov.uk, or call 0131 200 2000, and ask for a member of the Equality and Rights Team in the Chief Executive's Division.

Alignment between Council Business Plan Strategic Themes and 23 Equality and Rights Framework Outcomes

Council Strategic Theme Equality and Rights Outcomes

Deliver Lean and Agile Services

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.

Improve Quality of Life

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

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 Traveler community are understood and met

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

Council Strategic Theme **Equality and Rights Outcomes**

Build Excellent Places

ER21-People can live in a home they can afford 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

**Ensure Economic
Vitality**

ER23-Across the protected characteristics people are able to access job opportunities in Edinburgh

Section 2 - Evidence Gathering and Community Engagement, Empowerment and Cohesion

Introduction

This section provides information on activities to improve information and evidence gathering, and to improve community engagement, empowerment and cohesion.

Legal duties under the Equality Act 2010 also require the Council to ensure that the development of outcomes and mainstreaming actions is underpinned by evidence and engagement activity with communities, and individuals and groups who share protected characteristics.

Equalities and Rights Network ([EaRN](#))

Discussions amongst the Council and community planning partners in 2015 led to proposals to establish a new Equality and Rights Network in the City. The rationale for this development 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.

A multi agency EaRN Project Board was established in 2015 to oversee initial project development, and recruitment of Equality Ambassadors to inform the work of the Network. 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 network will also 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

Work continues to progress with Scottish Gypsy Traveller communities with improved engagement in key areas like health and social care, site condition, education and encampments.

Tackling Sectarianism

The Council's work on tackling sectarianism has been recognised as best practice in Scotland, with new partnerships formed to deliver a range of projects and awareness raising campaigns.

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.

Employment monitoring

Whilst the Council continues to collect good quality information about employment, it still needs to improve its approach to using the employment information it gathers from its employees who share protected characteristics, on matters relating to application and recruitment, diversity in employment, fair treatment at work, retention, equal pay, and training. The Council's new People Strategy contains objectives to address this matter.

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

Following publication of the [Joint Strategic Needs Assessment](#) (JSNA), which informed the first Edinburgh Health and Social Care Partnership Strategic Plan in April 2016, a major phase of operational service integration is underway.

This project is linked to the Council's Transformation Programme, and the wider public sector reform agenda in the City.

As part of the JSNA work, a specific topic paper was developed on the health needs of the BME communities and the LGBT population. The JSNA covers four broad themes:

- a profile of Edinburgh and its four localities: its population structure – current and forecast, levels of poverty, the labour market, housing, education, children in need and the health of its population;
- an overview of the needs of specific groups including older people, people with disabilities, people with mental health

problems, unpaid carers, people with addictions, people in the LGBT community, people with complex needs and people with palliative care needs – current and forecast levels of need are described along with a summary of current priorities for each group;

- profiles of current resource use and activity including spending profiles on NHS and social care services, activity profiles for health and social care, and analyses of specific groups – those people who are at risk of emergency hospital admission, and people who use relatively high levels of support (“high resource individuals”); profiles of the third and independent sector in Edinburgh are included in this section; and
- a summary of known pressures within the health and social care system.

Consultation Framework

The ‘Consulting Edinburgh’ framework was developed in 2013/14 and launched in May 2014. This framework is still in use in 2017. 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.

City Vision

The City Vision 2050 Project continues to engage a range of equality groups to inform the Vision and delivery plan. A City Vision update can be found [here](#).

Locality Improvement Plan Engagement

The Council and its community planning partners have committed to developing integrated Locality Improvement Plans, one for each of the four localities in the City. These plans are a response to the Community Empowerment (Scotland) Act 2015. Engagement to inform the plans has involved a range of equality groups.

Education and School Data

The 'SEEMIS' system breakdowns all recorded school data by sex, children identified as having additional support needs, and BME backgrounds.

Section 3 - Outcomes and Mainstreaming Actions

Introduction

Information in this section indicates progress made against 23 equality and rights outcomes, and associated mainstreaming actions.

Further detailed information can be provided about how each outcome relates to:

1. human rights (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
2. the general public sector equality duty, (where 1 = eliminating unlawful discrimination, harassment and victimisation; 2 = advancing equality of opportunity, and 3 = fostering good relations).

A RAG status is indicated for each outcome where:

-  outcome not met.
-  outcome partially met.
-  outcome met.
-  assessment indicates insufficient evidence to state whether or not the outcome is met, partially met or not met.

Council Strategic Theme Outcome: Deliver Lean and Agile Services

ER 1 - There is improved data collection and reduced under recording for all CEC employees across the protected characteristics.

The current HR system allows us to report on diversity and equality information of council staff (ethnicity, gender, age, marital status) this was at the [F&R committee last year](#) and also this year ([Workforce Controls Report F&R Committee 23 Feb 17](#)).

The Council is introducing an Enterprise Resource Platform, which will include a new HR system. Once implemented, it is anticipated that the new system will provide improved access and ability to report on diversity and equality information.

The recruitment process (salary placement) and job descriptions are monitored to make sure they are not discriminatory.

The Council continues to make sure through its policies and practices that men and women have equal opportunity to access vacancies and promotions, working time payments and progression through the grade.

The Council continues to make sure through its policies and practices that jobs in the Council are not 'gender specific'.

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.

The Equal Pay Statement remains valid.

Analysis of the gender pay gap data has indicated that the pay gap in the Council for all grades is within the + or - 3% threshold recommended by the Equalities and Human Rights Commission Scotland.

A Gender Impact Analysis confirmed that the Council's job evaluation scheme and principles contained in the Modernising Pay handbook are not subject to bias.

There is a slight increase in the numbers that reported that they are disabled, BME and LGBT.

There are slight increases in levels of staff reporting ethnicity and disability. However, there remains under reporting of these characteristics and levels are short of the target.

Training modules on recruitment and employment policy, which include equality and rights references, continue to be delivered to all those appointing officers in the Council.

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 was 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.

Levels of representation by women at higher management levels (e.g. chief officer grades, and grades 12 and 11) have reduced over the period 2015/17.

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.

See below at 'Section 6 – Employment' for information that is more detailed.

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 Council and its community planning partners have jointly developed, and published, locality profiles for each of the City's four localities. Work continues to improve the volume and quality of data relating to protected characteristics. This information is informing the development of Locality Improvement Plans. These profiles include updated census and SIMD data.

Communities and Families service gathers data on the increasing diversity of the school population, taken from the annual pupil census. This data is used to inform resource allocations for specific services, for example EAL, Family Learning and ESOL services.

Place service continues to profile the protected characteristics EdIndex Applications (Edinburgh's Housing Register), Tenancy Records, Support Services and Housing Information and Advice Services.

The Council's new Insight and Engagement Team is progressing work to monitor consultation and engagement projects by protected characteristic. A particularly good example of this was the 'Play Your Part' budget engagement programme, that helps inform the Council budget agreement in February of each year. This information informs the impact assessment of the budget process and proposals.

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 are able to access public services independently via [Contact SCOTLAND](#), the online video relay interpreting service.

Interpretation and Translation Service (ITS) continues to deliver thousands of hours to clients who speak other languages. A recent procurement exercise led to a range of new ITS providers being appointed, who will work in partnership with the Council's sessional staff to deliver services. Concerns about one element of the procurement exercise relating to the Deaf community led to a new co-production project to develop the tender.

Partnership and Information Managers located in the Localities actively work with many diverse members of the community to remove barriers to participation e.g. provision of community transport.

Communication service ensures that all communications are appropriately designed for a diverse range of audiences. This will include ensuring residents can request information in Braille, large print or ethnic minority community languages. It also ensures it follows RNIB guidelines for print and digital communications. The Council's website is also AAA compliant.

The Council ensures that all major consultations, run through the Consultation Hub, take account of accessibility requirements, with the most appropriate approach and format used in line with the Consultation Tool kit.

Council Strategic Theme Outcome: Improve Quality of Life

ER 6 - There is a proportionate number of sustained positive destinations for young people across the protected characteristics.

The Edinburgh Guarantee continues to focus on increasing employment in Council school leavers (16 to 19). Since the inception of Edinburgh Guarantee in 2011 over 3,200 jobs, apprenticeships or training opportunities have been identified and over 2,200 young people have been matched into these opportunities. Over 550 employers have contributed to this success.

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 show 92% going into positive destinations.

Destinations of all 16-19 year olds are measured annually by Skills Development Scotland through the participation measure rates. This shows that in Edinburgh 90.4% of females aged 16-19 are in a positive destination compared to 89.4% of males aged 16-19.

The participation measure rate for individuals aged 16-19 with a disability in Edinburgh is 84.6% compared to 89.9%. Specific employability programmes have therefore been put in place including Project Search and All in Edinburgh.

The annual participation measure rate for individuals aged 16-19 from an ethnic minority group in Edinburgh is 92.7% compared to 89.9%. Specific support from Edinburgh Guarantee has been provided to organisations supporting ethnic minorities.

The following further information on School Leavers is available from the 16+ Data Hub:

From April 2015 to March 2016, 3,247 young people left Secondary School in Edinburgh. 1,670 (51.43%) were male, 1,576 (48.54%) were female and 1 (0.03%) young person preferred not to say. 66 (2.03%) were Looked After, 21 (0.65%) were Young Carers and 284 (8.75%) had Additional Support Needs.

From April 2016 to January 2017, 3,291 young people left Secondary School in Edinburgh. 1,670 (50.7%) were male and 1,621 (49.3%) were female. 84 (2.6%) were Looked After, 26 (0.8%) were Young Carers and 776 (23.6%) had Additional Support Needs.

From April 2015 to March 2016, 95 young people left Special School in Edinburgh. 65 (68.4%) were male and 30 (31.6%) were female. 15 (15.8%) were Looked After, 1 (1.05%) was a Young Carer and 24 (25.3%) had Additional Support Needs.

From April 2016 to January 2017, 94 young people left Special School in Edinburgh. 64 (68.1%) were male and 30 (31.9%) were female. 26 (27.7%) were Looked After, none were Young Carers and 81 (86.2%) had Additional Support Needs.

Edinburgh Project Search – Following on from its pilot year beginning in August 2014, 6 young people moved into employment (50%), 1 entered further education (8%) and 1 entered volunteering (8%) which meant 66% moved into a positive destination.

The programme obtained Big Lottery and ESF funding to continue the provision and developed a second site at the Western General Hospital. 25 young people were recruited in August 2015 across both sites (12 at CEC, 13 at NHS Lothian).

21 young people completed the programme (84%) in June 2016 and 19 of those are currently in employment. This equates to 76% in employment of those who began the programme and 90.4% of those who completed the programme. In August 2016, 26 young people were recruited for the programme's second year of funding.

Mentoring Project for Looked After Young People was set up in response to concerns that looked after children are less likely to achieve a positive destination. It aims to provide an employability mentor from the business community for young people who would welcome this help.

In March 2015, ten mentors from a business background were recruited and offered training to enable them to support care experienced young people who were ready to take steps towards a positive destination. Of the eleven young people referred, nine met with their mentors at least once, with six pairings continuing contact for at least four meetings. Two young people continue to be supported on an ongoing basis, one is currently at university and another has recently secured employment.

ER7 - All pupils are achieving their potential regardless of their sex, race, disability or looked-after status.

Analysis of attainment in City of Edinburgh's schools for the year 2014-15:

- There continue to be improvements in educational attainment in Edinburgh.
- Pupils have made better than the expected levels of improvement in reading and mathematics from P4 to P7 and from P7 to S2.
- The percentage of school leavers achieving literacy and numeracy at Scottish Credit and Qualifications Framework (SCQF) levels 4 and 5 has improved for the fourth academic session in a row; similar improvements are evident in the percentage of school leavers moving into a positive destination.
- The highest-attaining 20% of school leavers have performed above the corresponding national figure, as have the middle-attaining 60%. There is also evidence of "closing the gap" between leavers from the most and least deprived areas, at SCQF levels 3 and 4.
- In Primary schools, there is a continuing focus on improving outcomes for the lowest attaining pupils including Looked After Pupils and Young Carers.
- In secondary schools, there is a continuing focus on improving outcomes for the most disadvantaged pupils, in particular Looked After Children and Young Carers.

The next annual Attainment Report is due to be presented to Council Committee in May 2017.

● ER8 - Supporting children and young people's mental health and wellbeing is part of their pathways planning.

Results from the Pupil Wellbeing Questionnaires sent to primary and secondary schools indicate positive trends with regard to pupil mental health and wellbeing. Results for 2016/17 will be published in May 2017.

'Getting It Right For Every Child practice' is now well embedded across services in Edinburgh, through the child planning process for children and young people who require extra support. The child plan is based on the eight GIRFEC wellbeing indicators, and includes health and wellbeing elements.

A range of 'Edinburgh Wellbeing Outcomes' have also been developed by the Council and NHS Lothian, aligned to the eight GIRFEC indicators for use in child planning. This work will encourage a child centered approach, consistent with children's rights, and more focus on mental health and wellbeing.

NHS Lothian is currently delivering a recovery plan for the Child and Adolescent Mental Health Services (CAMHS). This will increase capacity to allow a significant reduction in the numbers of long waits on the CAMHS Generic treatment list and moving to the 18-week access to treatment standard.

Supporting children and young people's mental health and wellbeing is done through a variety of training provision, programmes and support for children, staff and parents and carer which is being rolled out across the City. Evidence finds following these programmes and training participants record improvements in understanding of mental health concerns, improved confidence in responding to them and more positive relationships with others. Positive trends are also demonstrated in the Pupil Wellbeing Questionnaires which is conducted every 2 years within schools.

● ER9 - Improve parenting confidence and ability by increasing access and engagement with parenting programmes.

The Teen Triple P Parenting Programme delivered to 15 groups in 2015 (117 parents & carers engaged, 22 dads/male carers) and 12 groups in 2016 (114 parents & carers engaged, 24 dads/male carers).

In 2015, eight dads attended a specific dad/male carers group. No specific dad/male carers group were delivered in 2016, however, there was a slight increase in the number of dads attending.

The delivery of the Parent confidence/improvement programmes from January 2015 to December 2016 saw 111 completed final parent questionnaires, which indicated:

- 95% said the way they deal effectively with their teenager's behaviour had IMPROVED (64%) or GREATLY IMPROVED (31%)
- 91% said the relationship with their teenager had IMPROVED (68%) or GREATLY IMPROVED (23%)

The Peep Learning Together Programme is an evidenced based parenting programme for Universal Early Years, for parents and carers of 0 - 5 years. Data on sex, area of deprivation is collected, but is not currently analysed. During 2015 – 2016:

- 115 Peep groups were delivered (May 2015 ending June 2016); 920 parents and carers engaged (based on an average of 8 parents attending a group);
- 36 Peep groups were delivered (August – December 2016); 228 Parents and Carers engaged (based on an average of 8 parents attending a group);
- total of 1208 parents and carers attended May 2015 to December 2016.

Parental confidence is measured through Evaluation however this has not been analysed. Peep is 95% attended by females.

Raising Children with Confidence, a researched based parenting course and Universal Early Years - parents and carers early years/Primary years. Data on sex, area of deprivation is collected through Evaluations. 31 courses were delivered between August 2015 and June 2016, 184 parent and carers attended courses, 122 Evaluations returned:

- 95% parents had improved understanding of the factors that contributed to promoting positive mental health and well being and were doing things differently with their children including spending more time talking and listening to them, being better to dealing with child's emotions and behaviour.
- 91% of parents felt the course had positively impacted on parent mental health and emotional well being.

Raising Teen with Confidence - researched based parenting course (Universal High school - parent and carers of Secondary years and a NEW provision) was developed by Mental Health and Well Being Team in 2013. Data on sex, area of deprivation is collected through Evaluations. 30 courses were delivered between August 2015 and June 2016, 196 + parents and carers attended courses, and 141 evaluations returned:

- 96% believe the course has had a positive impact on their relationship with their kids.
- 99% say attending the course increased your understanding and awareness of factors that affect young people's mental health & wellbeing
- 96% say they are doing some things differently since attending the course including
- 86% felt the course had positively impacted on parent mental health and emotional wellbeing

Psychology of Parenting Project (Popp) a new provision of Incredible Years and Triple P parenting programmes (Evidence based parenting programmes) and NEW Targeted provision for parents and carers of 3 – 4 years with social and emotional behaviours. Target population is 10% of 3 – 4 years olds. Data on gender, family composition, area of deprivation is collected but currently not analysed. January 2015 – December 2015 361 families enrolled, which is 33% of the target figure. 28 Incredible Years groups were delivered February 2015 – December 2016. 13 Triple P groups were delivered April 2015 – December 2016. 430 parents and carers enrolled on both Programmes. Parents complete pre and post questionnaires. N.B. Access has increased since 2015, evidenced by an increase in early years establishments delivering Peep LTP and new provision since 2015 for RTWC and PoPP specifically targets families with children displaying social and emotional behaviours and initially rolled out in two phases city wide between 2015 – 2016.

ER10 - The school and life experience for children with a disability is improved.

The Secondary School Pupil 'About your School' survey 2015 asked pupils to respond to the statement 'I enjoy learning at school'.

- 75% of all pupils who responded agreed with the statement whilst only 65% of disabled pupils agreed with the statement.

For disabled pupils compared to pupils across the City:

- All 26 positive statements had a lower % of disabled pupils than pupils generally agreeing with the statements and
- 17 questions out of 26 had a difference of more than 10 percentage points.

A new Edinburgh transport plan for children and young people with disabilities will be in place by April 2017. This will improve the quality of service provision for children and young people requiring transport to school.

Through Council funding, Edinburgh Leisure continues to deliver specific services to children and young people with disabilities. Take up and satisfaction with these services rates well. In addition, disability awareness and inclusion training was delivered for Edinburgh Leisure centre staff.

All schools complete a self-evaluation against the 'How Good Is Our School' framework, which includes questions on wellbeing, equality and inclusion. Schools are required to identify how well they ensure that disability is not a barrier to participation and achievement. Results over 2015-2017 indicate steady increases, however, areas for development have been identified, and these form part the School Improvement Plan.

ER11 - There are an improved percentage of children in Council schools who say their school is good at dealing with bullying.

The Safe from Bullying survey is now mainstreamed into the annual Primary Pupil Health and Wellbeing Questionnaire, and the Secondary Pupils Questionnaire. Both these questionnaires went out on 02 December 2016, and the closing date is 03 March 2017. A good response has been received to date and a report on outcomes is due at Council Committee in April 2017.

The Safe From Bullying Survey of P6, P7 and S2 children in 2015 showed that 73% of primary school pupils and 60% of secondary school pupils say that their school was 'Good or very good at dealing with bullying'.

48% of disabled people had experienced bullying. 30% of those from BME backgrounds had experienced bullying. This compares to 29% of children of all children who had responded.

Schools and Lifelong Division senior service managers now oversee monitoring and analysis of bullying and prejudice based incidents recorded in schools. A Self-Assurance questionnaire issued to schools includes an equality section checking that schools have a number of measures in place to ensure they are equipped to deal with bullying.

New guidance on “Supporting Transgender, Lesbian, Gay and Bisexual Young People in our Services” has been written in response to an increased demand for support in this area. In 2016, the Communities and Families service were the first in Scotland to receive the Bronze LGBT Award.

ER12 - Other achievement of children with protected characteristics are recognised

After a steep rise in participation of the Duke of Edinburgh’s Award, the number of young people taking part has been maintained year on year.

The diversity of participants include all young people achieving Bronze, Silver or Gold awards from all geographic areas and ethnic backgrounds in the City.

An annual review of Edinburgh’s Duke of Edinburgh provision will take place in March 2017, with strengths highlighted and priorities identified for the forthcoming year.

ER13 - Children’s outcomes and life chances are not undermined by poverty

The ‘1 in 5 Raising Awareness of Child Poverty’ project was piloted in five primary and one secondary school. Its aim is to look at ways of reducing the cost of the school day, raise awareness and understanding of child poverty, and challenge poverty-related stigma.

As a consequence, these schools made significant changes to school practice and policy. Successful evaluation of the 1 in 5 project has led to it being ‘rolled out’ across the city to all schools and early years settings. To date, 45 schools have undertaken initial training and attended ‘train the trainers’ sessions.

The Council’s aim is for all children attending mainstream primary schools to have access to a universal breakfast club. Good progress is being made in achieving this, with universal breakfast clubs established for 85 (97%) out of 88 primary schools. CEC also provide some funding to five special schools in order to provide a breakfast service/activity.

The City of Edinburgh Council fund 48% of the breakfast clubs with 6% sponsored by companies looking to address their corporate social responsibilities. The remaining clubs are delivered by private providers and parent/committee led organisations. CEC provide some funding to five special schools to provide a breakfast service/activity.

The distribution of the City of Edinburgh Council funding to universal breakfast clubs in mainstream primary schools has been weighted to reflect the number of children, per school, living in deprived areas as measured by the Scottish Index of Multiple Deprivation (SIMD).

All 8 Attainment Challenge Schools deliver breakfast club provision. Three of these schools are funded through sponsorship, with the remaining five funded by Communities and Families within City of Edinburgh Council.

ER14 - The impact of Welfare Reform change is monitored and vulnerable clients are supported

The strategic management of Welfare Reform sits within the Council's Resources service. There are 3 groups within the Council which determine the Welfare Reform Strategy, which are:

- Welfare Reform Working Group with a remit to monitor the implementation and impact of various benefit changes and contribute to consideration of further measures to support impacted groups and individuals.
- Welfare Reform Core Group with a remit to plan for and manage operation council issues in relation to WR, ensuring consistent approaches to WR issues across all services, plan communication, training and awareness and other relevant activity to support implementation of WR changes within the Council as well as monitor the impact on the Council services Users.
- Welfare Reform Partner Group with a remit to update partner agencies of WR issues, plan and coordinate activity and joint approaches, facilitate joint training and awareness sessions as well as monitor the impact of welfare reform on citizens and service users of partner organisations.

Every 3 months a report is presented to Corporate Policy and Strategy Committee which summarises welfare reform issues across the city, detailing mitigating actions and activities undertaken to support those individuals impacted by Welfare Reform.

Strategic responsibility for Scottish Welfare Fund remains the remit of Transactions Assessment and Finance to ensure that the fund supports the mitigation of welfare reform and crisis is addressed where possible and in the most appropriate areas.

A further group to look at food bank use has been established which is chaired by elected members and includes representatives from this support sector as well as other interested groups such as Food bank operators, NHS Scotland and cross council officers.

ER15 - People receive personalised services which improve the possibility to remain in their own home for longer through increased or maintained independence

Self-directed support is now becoming embedded as business as usual.

People are offered four options of self-directed support where eligible, and the number of people in receipt of Direct Payments continues to grow from 986 in March 2015 to 1,376 in 2015/16.

The total amount of Direct Payments for 2015/16 was £17.8m. Individual support plans evidence the use of personal budgets to provide more creative personalised support.

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

Advice on the four options of self-directed support is part of the assessment and support planning process for those eligible for social care support.

The [Edinburgh Choices website](#) continues to provide information on the range of preventative and care and support services available within the City.

A new contract for Independent Living Services has been awarded, which includes the provision of information and advice about the four options of self-directed support and provision of assistance to produce support plans.

ER17 - There is an improved quality of life for people across all protected characteristics through reduction in social isolation

The 'Change Fund for Older People' has now been replaced by the Integrated Care Fund. Resources from this fund continue to be used to provide a range of preventative services aiming to support older people and those with long-term conditions to regain and retain their independence.

The Inclusive Edinburgh initiative is working to improve access to good quality care, support and protection services for people with complex needs who may struggle with homelessness, unemployment, drug and alcohol problems, mental or physical ill-health, who sometimes get involved in crime, and who are often the victims of violence.

Inclusive Edinburgh aims to help people with complex needs participate better and more actively in the quality of life enjoyed by others.

ER18 - The rights, health and wellbeing of the Gypsy Traveller community are understood and met.

Gypsy Traveller Strategic Development Group (SDG) and the Gypsy Traveller Site Advisory Group (sub group of SDG) continue to meet. The SDG works in partnership with Association of Local Authorities Chief Housing Officers (ALACHO), Scottish Government and the Scottish Housing Regulator to gather evidence regarding best practice regarding the provision of static Gypsy Traveller Sites.

SDG works with Gypsy Traveller Site Advisory Group to identify resident's priorities for Community Hub. SDG priorities for 2016/17 have been identified as:

- Site Standards
- Review of Management of Unauthorised Encampments
- Installation of Community Hub facility on the Site at North Cairntow to deliver rights, health and wellbeing information.

A review of Planning Aid Scotland guidance and implications for planning process and management of unauthorised encampments was completed. Unauthorised encampments are successfully managed by the Council Locality Managers.

Gypsy Traveller housing needs are now mainstreamed into Local Development Plans.

Robust links to NHS Lothians Gypsy Traveller Health Steering Group have been established.

A Council Single Council Point of Contact for Gypsy Traveller matters was re-established in the Council's Safer and Stronger Division.

ER19 Individuals and communities in the city who are vulnerable to, or victims of, hate crime feel safe and secure.

In June 2015, Cllr Maureen Child hosts the first national conference on Tackling Sectarianism in the Workplace – attended by over 100 delegates from 57 different organisations.

Citywide Hate Crime Community Improvement Partnership with the primary focus of raising awareness of and eradicating Islamophobia in Edinburgh has been established in January 2016.

In June 2016 Transport Charter re-launched to eradicate all forms of hate crime on all forms of transport in the City.

In July 2016, Post Transformational Change, the Council's Human Resources service take the lead on implementing Tackling Sectarianism as part of their Wellbeing Strategy and associated action plan and seek support in building upon the successes delivered in Services for Communities when developing their Council wide approach.

In August 2016, the Council entered into a partnership with Nil by Mouth and Lothian Association of Youth Clubs to deliver Sectarian Awareness Sessions to Youth Workers across the City.

In October 2016 a review of the Independent Advisory Group's report on Tackling Sectarianism recommendations reviewed and associated action plan developed.

Examples of public education regarding hate crime awareness include:

- Islamophobia Awareness Sessions delivered in partnership with women from the Muslim communities
- Partnership arrangements with Lothian Association of Youth Clubs
- Equality and Transport Advisory Group Continuous Professional Development
- Transport Charter has associated public awareness campaigns.

Strategic Steering Group with women from the Muslim, Hindu and Sikh communities of Edinburgh has been established to develop and implement a Participatory Budgeting event to eradicate Islamophobia in Edinburgh. A total of £40k funding was secured from Police Scotland, Scottish Government and City of Edinburgh Council to deliver Participatory Budgeting Event in which the communities of Edinburgh decide which projects will be funded to tackle Islamophobia in Edinburgh.

Links and joined up working arrangements have been established with Transport Scotland and South East Scotland Transport Forum (SESTran) to share best practice regarding eliminating hate crime and incidents on public transport.

There are partnership arrangements between the city's Equality Transport Advisory Group, community representatives and ScotRail to deliver a Passenger Assistance Pilot, outcomes of which will support the delivery of the Transport Charter's outcomes to increase confidence in using public transport.

Progress against key areas and priorities noted in the 'Tackling Sectarianism and its consequences in Scotland' has been a feature of several work streams. The following are examples of the Council's progress:

- Scottish Government asks the Council to host a national event jointly with Nil by Mouth, as a way of bringing the recommendations of Dr Morrow's report alive to other organisations.
- The recommendations for local authorities in the report reflected the work undertaken across Services for Communities during the period 2012 to 2015. This gave the Council (recognised as the first ever Local Authority to enter into a high profile partnership with Nil by Mouth) the opportunity to discuss and disseminate the use of existing policies to embed an understanding of unacceptable behaviours in the workplace.

Communities and Families record data for racist and homophobic incidents. Within Mainstream Primary schools in 2014/15 there have been 25 homophobic and 136 racist incidents from students.

ER20 - Children and adults vulnerable to, and survivors of, domestic abuse feel safe, have access to appropriate support and advice networks, feel confident in reporting issues of domestic abuse, and forced marriage.

The number of domestic abuse incidents recorded by the police in Edinburgh in 2014/15 was 1,163 per 100k of population. This equates to 5,802 incidents in a population of 498,810. This is above the national average rate of 1,081 per 100k of the population.

There has been effective development of multi-agency responses such as Multiagency Risk Assessment Conferences (MARACs) and Multiagency Tasking and Coordination (MATACs), the Domestic Abuse Court with its specialist advocacy service for victims (EDACCS), and the Domestic Abuse Disclosure scheme and coordinated training for frontline staff.

The Domestic Abuse Court was rolled out across Edinburgh in February 2015, followed by the associated Advocacy Service (EDDACS) in July 2015. After a year of operation, the Court was externally reviewed. EDDACS provided specialist court reports and advocacy for over 1,400 women in 2015/16.

Thirteen multi-agency MATAC meetings were held in Edinburgh in 2015/16. Forty-eight high-risk perpetrator targets were discussed leading to 20 positive enquiries and 82 charges. Other enquiries are ongoing. Thirteen MARAC meetings were held in Edinburgh in 2015/16.

At these meetings, 231 domestic abuse victims were assessed to be at high risk of murder or serious injury and actions taken by agencies to reduce their risk.

Rethinking domestic abuse training course took place in 2015/16, 207 multi-agency practitioners were trained in the 'Rethinking Domestic Abuse: Confident Practice and Safer Families' training course.

Honour Based Violence, Forced Marriage and Female Genital Mutilation - Edinburgh's Violence Against Women Partnership is committed to raising awareness and ensuring a professional and consistent response to honour based violence (HBV), forced marriage (FM) and female genital mutilation (FGM).

Domestic abuse service redesign – a [Plan for Domestic Abuse Service Redesign](#) was agreed at the Corporate Policy and Strategy Committee on 19 January 2016. The redesign includes a citywide review of all statutory agencies, commissioned services and grant provision. It aims to develop a process to ensure that there is a single pathway from domestic abuse incident to service provision based on risk and need. The process will intervene early, engage with all family members, coordinate services and improve outcomes. In total, engagement to date has involved 458 people (192 service user engagements and 266 staff engagements). It included completion of online questionnaires and involvement in individual interviews, focus groups and themed discussion groups.

A draft Strategy and Action Plan was presented to the current service providers and the Project Board on 31 January 2017. It included plans for procuring services funded by the Council, as well as an Improvement Plan for wider service areas. Following approval at this meeting it will be available to Elected Members. The service redesign will ensure that there are clear pathways through services for female, male, LGBT and black minority ethnic victims of domestic abuse.

Supporting children and young people - Edinburgh has pioneered the development of the Safe and Together model in Edinburgh, the first time this has been delivered outside the USA. The Safe and Together model outlines best practice where there are domestic abuse and child welfare issues. It provides a framework for collaborating with domestic abuse victims and intervening with domestic abuse perpetrators in order to enhance the safety and wellbeing of children. Forty-six professionals were trained in the model in 2014 and following positive feedback, further training will take place in March 2017.

Council Strategic Theme Outcome: Excellent Places

● ER21 - People can live in a home they can afford that meets their needs

Edinburgh's Housing Strategy continues to be developed in discussion with key partners to ensure that investment in housing makes a major contribution towards reducing inequality within the city. 1,058 affordable homes were completed in the city in 2015/16. The approach to housing delivery has changed significantly over the last 12 months. Recognising the significant impact of rising housing costs on households with low to moderate incomes the Council has agreed ambitious plans to expand the Council led house-building programme to deliver 8,000 new affordable and low cost homes over next 10 years.

The Council's housing association partners have agreed to match the Council's output with a further 8,000 new homes over the same period. Nearly £300 million of this housing investment will support the delivery of around 3,000 affordable homes integrate with health, care and support services for older people and people with complex physical and health needs.

In January 2016, the Council approved a £1 billion investment programme that aims to reduce living costs for tenants by up to £1,500 each year and substantially increase the number of new homes built in the city. The scale of investment in new homes, coupled with the strategy to reduce the cost of living for tenants, provides an opportunity to achieve enhanced community benefits and more employment and training opportunities for communities and council tenants.

The 2016/17 Housing Revenue Account budget consultation identified the introduction of three new services (broadband, discount scheme and energy advice) and the expansion of a community garden network to help reduce tenants' cost of living. Further consultation with tenants in 2016 has bolstered support for the plan and identified other areas for innovation and improvement. The 2017/18 Housing Revenue Account Budget Strategy includes a commitment to take forward an employability agenda aimed at increasing tenants' income. It includes funding for 12 new Modern Apprenticeships that will be promoted to tenants.

The Housing Service has moved to a patch-based model with around 100 Housing Officers managing local patches of 200 houses across the four localities. This strengthens opportunities for local residents to participate and engage in decisions about their local area and improve the integration of local service delivery. This model of working has been heavily shaped by feedback from customers and other local residents.

A new joint approach has been developed between the Council, Registered Social Landlords (RSLs), and NHS Lothian, which matches social rented homes available to let to people with (Urgent) Gold Priority for re-housing. This priority is the highest possible priority for re-housing and is usually only awarded in exceptional circumstances, for example to enable a hospital discharge. It is also awarded to prevent long-term hospital and care home admissions and forms part of a wider support and care package. Between June and October 2015, the pilot matched 10 people to suitable homes, reducing the time they spent in hospital. The approach has now been extended to other EdIndex partners and continues to be monitored and developed through the Housing Matching Group.

ER22 - There are accessible and inclusive transport systems ensuring people feel safe using the City's public transport, road, footway and cycle networks.

All Community Transport operators in the City measure satisfaction levels regularly and responses are very positive. The majority of service users are disabled people and older people.

Community Transport data will be supported by a new electronic Booking and Scheduling system. This will pick up more detailed service user feedback. Existing measures are supported by Customer Service Feedback ratings. For example, DOVE Transport and PEP Transport report 99% satisfaction levels.

The provision of services to children with additional support needs who use Third Sector play schemes continues to be a major feature of service delivery.

With regard to refusal rates in some providers, they continue to be very low. For example, Hall % refusals to December 2016 = 0.12% (Dial-a-Bus) and HcL % refusals to December 2016 = 13.6 % (Dial-a-Ride).

The new Public Social Partnership (Community Transport) will identify unmet need and decide how to design new services. For example, Capability Scotland (New Trinity Centre) moving to local community hubs.

The Communication Lead and Communication Groups will be organised and delivered jointly between EVOC (Edinburgh Voluntary Organisations Council) with support from EaRN (Equality and Rights Network). It is expected that a "checkpoint group" will be established by April 2017 to represent the interests of people who use travel solutions to attend: Day Centres / Lunch Clubs / Community Hubs / Additional Support Needs Schools / Play Schemes – (Children with Additional Support Needs). The Council receives ongoing support from EaRN to deliver Community Drop-ins as an extended engagement process to hear comments, views and opinions on existing travel/transport services funded or organised by the Council. EVOC have organised and chaired sessions with Voluntary Organisations with an interest in travel/transport options to help shape a flexible approach to service provision and to help embed practice in relation to LGBT (Age) provision.

The Council is working on a procurement project to maximise travel options for individuals and groups of adults and children, particularly those with Self Directed Support payments.

The appointment of a Council Citywide Service Manager responsible for the delivery of travel and transport solutions for Children with Additional Support Needs, and Adults with Mobility Impairments, has been a key success of the Review of Community and Accessible Transport. The post holder will work alongside the Public Social Partnership (Community Transport) to foster good working relationships, address shared capacity options, to integrate resources and improve quality. The Citywide Service Manager will engage with Redhall Parent Teacher Association in order to listen, hear and respond to concerns relating to travel and transport for Children with Additional Support Needs. This is a new initiative and sets the tone for future transport and travel services engagement.

Council Strategic Theme Outcome: Economic Vitality

● ER23 - Across the protected characteristics people are able to access job opportunities in Edinburgh

For the period April 2015 to March 2016, the Employability and Talent Development Service in Economic Development supported 4,630 clients. Of these clients:

- 1,591 clients (33.3%) have a disability, mental health issue and/or accessed service provision for those with a disability.
- 44% of clients are female and 56% are male.
- 10.2% were from a BME group with 85.5% White and 4.3% unknown.
- 17.9% of clients were 16 to 19 years old.
- 20.6% were 18 to 24 years old and,
- 19.2% were over 50.

For the period April 2016 to December 2016, the Employability and Talent Development Service in Economic Development supported 3,575 clients. Of these clients:

- 1,189 clients (34.4%) have a disability, mental health issue and/or accessed service provision for those with a disability.
- 47% of clients are female and 53% are male.
- 12.8% were from a BME group with 82.4% White and 4.8% unknown.
- 18% of clients were 16 to 19 years old.
- 15.5% were 18 to 24 years old and,
- 19.7% were over 50.

In 2011 the Council's Economic Development 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.

Review of Employability Service and creation of an Integrated Employability Service has improved access to all equalities groups.

The All in Edinburgh service commenced in April 2015 and provided services to 690 clients between April 2015 And March 2016, and 328 clients between April 2016 and December 2016.

A review of Subsidised Childcare Provision was completed refocusing subsidies on those who have the greatest need, creating a fairer funding structure and increasing collaboration on the design of services.

Community Benefits, Employability Accords and Article 19, focused on working with contractors creating additional jobs from major infrastructure developments. Engagement with the construction industry is improved through the Construction Working Group, a partnership that works collaboratively to identify development projects and work with contractors to identify employment opportunities. These opportunities are made available through Joined Up for Jobs partners. The Construction Working Group is comprised of representation from the Council's Employability & Talent Development Team, Capital City Partnership, DWP, Edinburgh College, Edinburgh Napier University, CITB, SDS and WEACTION. In addition, the Council has established project groups, which focus on specific Council developments.

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. Delivery of this outcome is mainstreamed across the Economic Development Service and falls into two core components:

- creating a strong City Economy to increase prosperity, attract investment and create jobs; and
- ensuring that everyone is able to access job opportunities.

Section 4 – Impact Assessment

Introduction

Equality & Rights Impact Assessments (ERIA) enables Council officers with a framework to engage and consult with service users, and key stakeholders, from across the protected characteristics. The information gathered can then influence policy and service development.

ERIA gives both Council 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 related conventions.

A number of quality assurance checks have been put in place to support Council officers undertaking ERAs. These include a Council wide Register of ERA Activity, Council wide training programme, Committee Business Local Process Flow Chart, ERA service area quality checks, and Head of Service committee report sign off sheets (all Committee and Corporate Leadership reports now contain a section on equality and rights).

Budget ERA Process

Every year, each council service area completes a summary ERA record of their respective revenue budget options, using a Council template specifically designed for the budget process. Support and advice is provided to staff by the Equality and Rights Lead Officers in each service area. Completed records are returned to the Strategy and Insight Team in the Chief Executive Division, who also co-ordinate the Council wide ERA programme.

Information gathered from the citywide budget engagement process is used as evidence to inform the ERA analysis of each budget option. In addition, individual lead officers may have undertaken specific engagement activity with staff, service users or representative groups to inform their respective ERA records. These records are then circulated to every elected member to ensure due regard is taken during the annual Council budget setting process.

ERA Improvement Activity

The Council and the Edinburgh IJB / Edinburgh Health and Social Care Partnership are proposing to develop a joint approach to integrated impact assessment from 2017/18 onwards.

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 (ERA) 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 to evidence their due regard to the Scottish Specific Public Sector Equality duty, a Procurement Senior Commercial Development Officer was employed to develop and implement a series of awareness raising sessions, embedding equality and rights into the procurement process.

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.

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 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](#).

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 Shared Parental Leave Policy, which has been revised to ensure that both partners now benefit from 14 weeks at full pay as opposed to being paid the statutory minimum.

Project Search

Project SEARCH is an international employability programme for young people aged 16-24 with a recognised disability who want to move into employment. In Edinburgh, this is a partnership between The City of Edinburgh Council, NHS Lothian, Edinburgh College and Intowork.

Following a review of Supported Employment by the Economic Development Service and the development of an Autism Plan by the Health and Social Care Service, it was identified there was a need to develop initiatives to help young people with a disability gain employment. With support from the Scottish Government Edinburgh Project Search was implemented.

We have programmes operating within the City of Edinburgh Council and NHS Lothian and work closely with surrounding employers. The young people are totally immersed in the business and take part in three different work placements, each lasting around ten weeks. They learn employability skills on the job and within a classroom based environment, where they obtain an employability qualification. This results in improved skills and confidence, with 800 hours of work practice. Job Coaches and a Tutor are based on site at all times, working closely with the business to provide on-going support to the young person and department staff. Outcome results are very high with 60-100% of young people moving into paid positions. 21 young people successfully completed the programme in 2016 and 19 are

currently in employment within the Council, NHS Lothian and a variety of other employers.

Living wage

The city's [Capital Coalition Contract with Edinburgh pledges](#) to "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 in subsequent years to £8.33 at 1 April 2016 and will increase further to £8.45 at 1 April 2017.

In October 2016, the Council earned accreditation as a Living Wage Employer and while procurement legislation prevents us from making the living wage mandatory, the Council continues to encourage subsidiaries and contractors to commit to the living wage.

Equality and Diversity Training

Equality and Diversity runs through a great deal of training that is undertaken and represents a range of values that are contained within the Scottish Social Services Codes of Practice which covers a large range of staff in Children and Families, Safer and Stronger Communities and Health and Social Care. While, it is also a thread within much of the training we undertake, such as Public Protection, Child Protection and Adult Protection, Domestic Abuse, Mental Health Awareness and Suicide Prevention to mention a few.

Courses

There is a course that is part of Leadership and Management programme, but which can be accessed by staff at any level called Equality and Diversity. This course is on the CECIL – the City of Edinburgh Council e-learning centre. The course has eight modules:

Equality and Diversity – Age / Disability / Gender Reassignment / Marriage and Civil Partnership / Race / Religion or Belief / Pregnancy and Maternity / Deaf Awareness

City of Edinburgh Council has a Black and Minority Ethnic Workers Forum who organise an annual training event that has Equality and Diversity theme – the most recent event in November 2016 attracted an audience of 127 and was titled Migration, Mental Health, Trauma and Wellbeing.

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.

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, which affect 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.

Appendix 2

Detailed Equality and Rights Employment Data – March 2017

Section 1 - Equal Pay – Gender Pay Gap

As of October 2016:

Grade	% Female Density	Female Average Basic Pay	Male Average Basic Pay	Pay Gap Female vs Male	% Pay Gap
GR1	77.60%	£15,648	£15,648	100.00%	0.00%
GR2	75.50%	£15,648	£15,648	100.00%	0.00%
GR3	71.70%	£16,536	£16,515	100.10%	0.10%
GR4	65.90%	£18,848	£18,866	99.90%	-0.10%
GR5	70.60%	£22,765	£22,945	99.20%	-0.80%
GR6	57.60%	£26,894	£26,952	99.80%	-0.20%
GR7	67.50%	£32,580	£32,731	99.50%	-0.50%
GR8	58.00%	£38,870	£38,758	100.30%	0.30%
GR9	52.80%	£45,871	£46,108	99.50%	-0.50%
GR10	53.00%	£53,195	£52,666	101.00%	1.00%
GR11	38.50%	£63,377	£64,757	97.90%	-2.10%
GR12	34.50%	£73,600	£72,275	101.80%	1.80%

As of October 2015:

Grade	% Female Density	Female Average Basic Pay	Male Average Basic Pay	Pay Gap Female vs Male	% Pay Gap
GR1	77.17%	£14,746	£14,746	100.00%	0.00%
GR2	74.66%	£14,746	£14,746	100.00%	0.00%
GR3	72.75%	£16,074	£16,094	99.90%	-0.10%
GR4	66.95%	£18,455	£18,445	100.10%	0.10%
GR5	65.99%	£22,386	£22,460	99.70%	-0.30%

Grade	% Female Density	Female Average Basic Pay	Male Average Basic Pay	Pay Gap Female vs Male	% Pay Gap
GR6	52.56%	£26,455	£26,251	100.80%	0.80%
GR7	65.51%	£31,721	£31,934	99.30%	-0.70%
GR8	57.93%	£37,972	£38,020	99.90%	-0.10%
GR9	52.36%	£44,791	£45,206	99.10%	-0.90%
GR10	59.35%	£52,280	£52,517	99.50%	-0.50%
GR11	34.69%	£63,120	£63,672	99.10%	-0.90%
GR12	53.33%	£72,547	£71,922	100.90%	0.90%

As of October 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%

As of October 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%

Grade	% Female Density	Female Average Basic Pay	Male Average Basic Pay	Pay Gap Female vs Male	% Pay Gap
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%

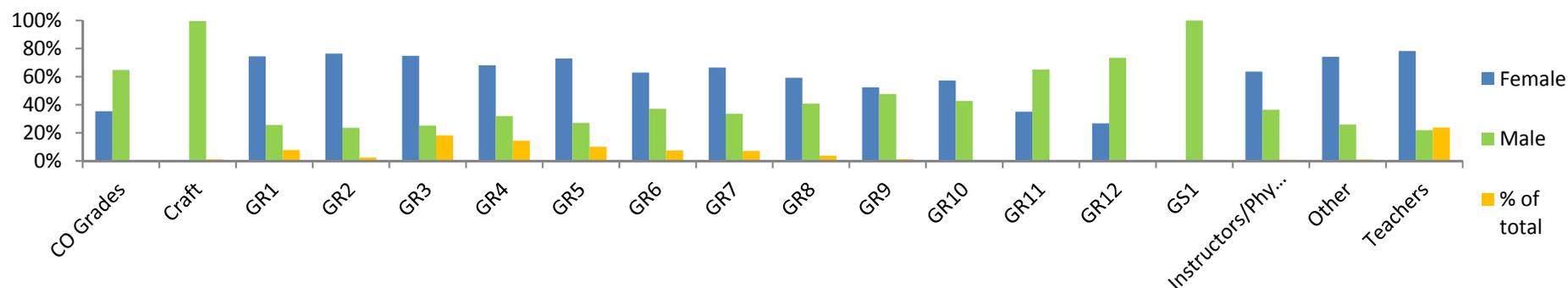
Section 2 - Workforce Composition – Top 2% and 5% Earners

YEAR	Female top 2% earners	Male top 2% earners	Female top 5% earners	Male top 5% earners	% All BME	% All Disabled	% LGBT *	% Religion *	% No Religion *
as at Dec 2015	58.40%	41.60%	60.26%	39.74%	1.03%	1.92%	not available	not available	not available
as at Dec 2016	59.65%	40.35%	59.26%	40.74%	3.10%	1.96%	0.52%	4.37%	1.34%

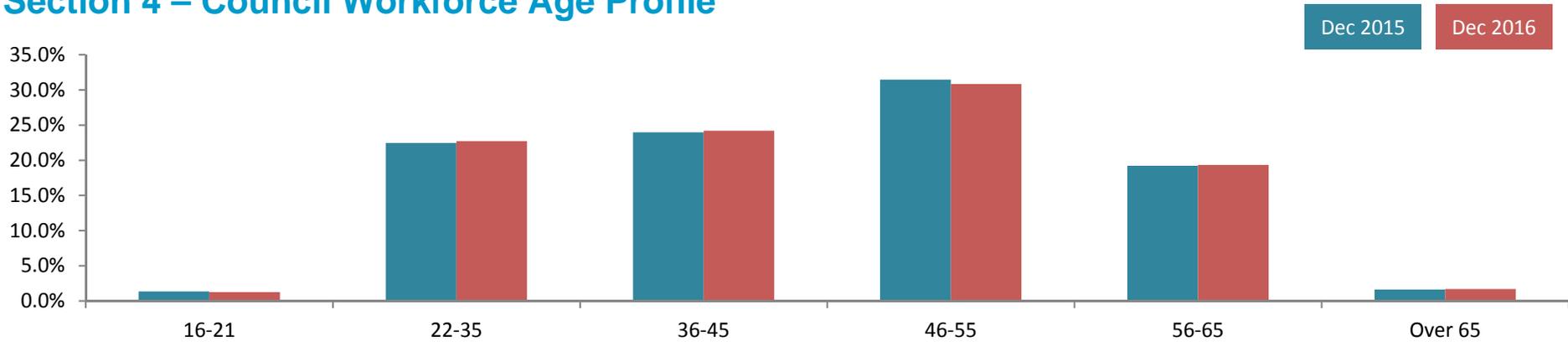
* figures based on 6.97% of employee population returning information on Sexual Orientation

* figures based on 6.50% of employee population returning information on Religion

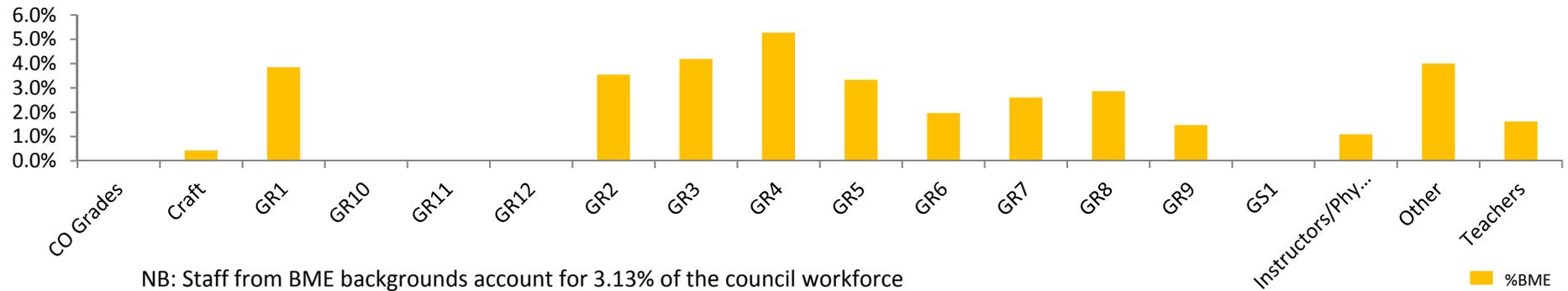
Section 3 - Workforce Composition – Gender and Salary Grades – January 2017



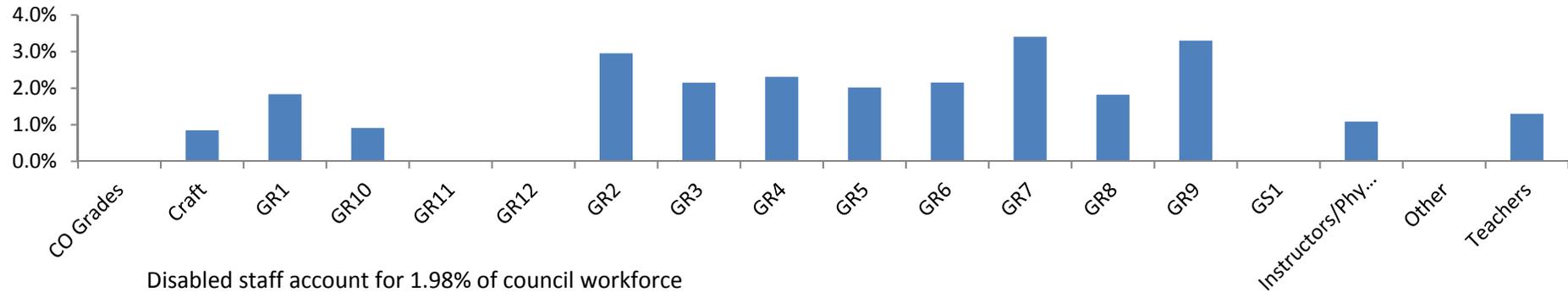
Section 4 – Council Workforce Age Profile



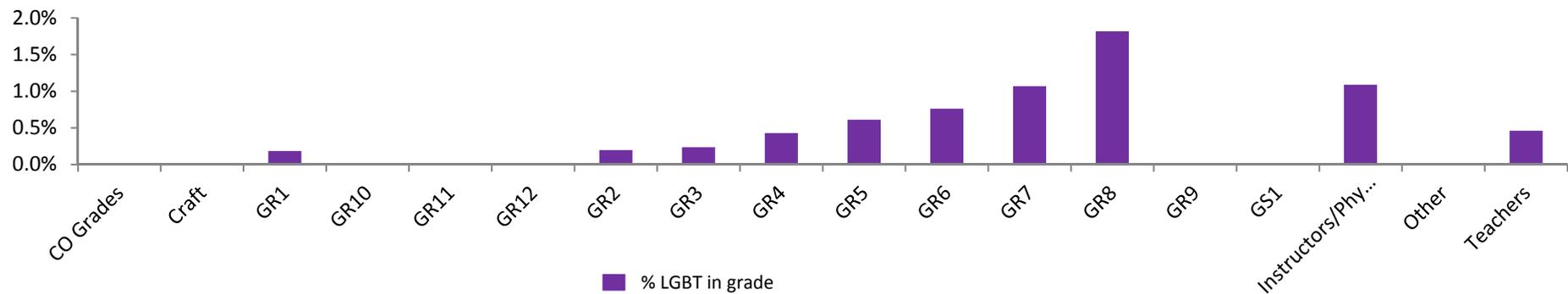
Section 5 - BME Staff and Salary Grades – January 2017



Section 6 - % of Disabled People and Salary Grades – January 2017



Section 7 - Workforce Composition - % LGBT People – January 2017



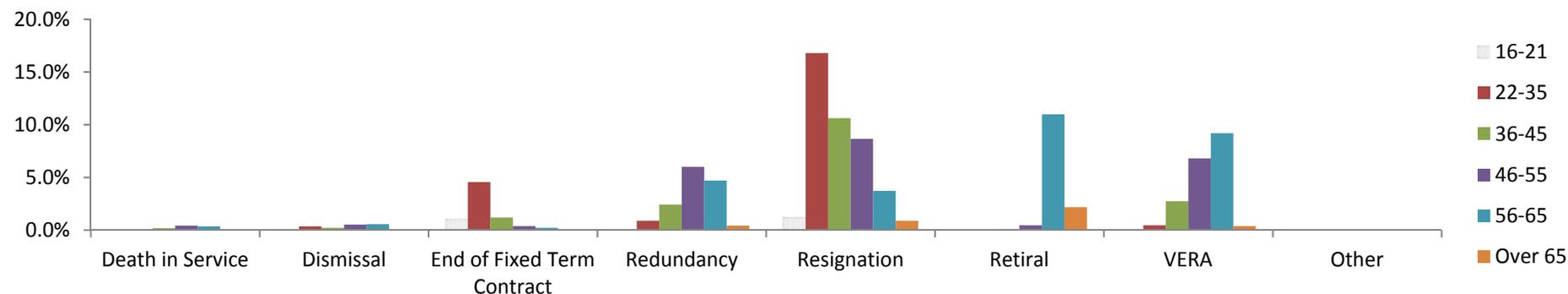
Section 8 - Recruitment and Selection

Applicants	01/01/2015 -30/06/2015	01/07/2015 - 31/12/2015	01/01/2016 - 30/06/2016	01/07/2016 - 31/12/2016
Female	67.72%	75.00%	71.90%	72.18%
BME	10.00%	6.77%	7.38%	6.86%
Disabled	1.57%	3.59%	3.76%	4.04%
LGBT	3.94%	2.88%	3.14%	3.44%
Religion/Belief *	43.31%	42.94%	46.29%	40.38%

* please note an assumption on Religion, indicating that anyone listed as having a belief of any kind was included in this category

Appointed	01/01/2015 -30/06/2015	01/07/2015 - 31/12/2015	01/01/2016 - 30/06/2016	01/07/2016 - 31/12/2016
Female	75.08%	66.94%	73.50%	71.07%
BME	6.19%	3.04%	4.23%	3.85%
Disabled	1.51%	1.93%	1.41%	2.60%
LGBT	not available	not available	0.17%	0.10%
Religion/Belief	not available	not available	0% *returned	0% *returned

Section 9 - Leavers – Age - Retention of Staff – December 2015 to December 2016



Appendix 3

DRAFT Equality and Rights Framework 2017 / 2021

Introduction

Described in the table below is a summary version of the DRAFT Council Equality and Rights Framework 2017/2021.

This draft summary has been developed as a result of engagement and co production work with members of the Edinburgh Equality and Rights Network, Council officers, community planning partners, other local authorities and national organisations like the Equality and Human Rights Commission and Scottish Government Equality Unit.

The Council proposes to engage further in co-production activities until May 2017, in order to refine the contents of this new framework, and to seek approval for a final draft in June 2017.

It should be noted that the approach for 2017/21 will ensure that equality and rights outcomes are mainstreamed into the relevant strategy or plan, rather than being published as a separate list.

In addition, it is the intention to refine and streamline the current 23 equality and rights outcomes into six outcomes (indicated below and co-produced with members of the Edinburgh Equality and Rights Network).

Each of the six outcomes relate to

- all protected characteristics (race, sex, gender reassignment, sexual orientation, marriage and civil partnership, age, religion or belief, disability, maternity),
- the different elements of the public sector equality duty (1. Eliminate unlawful discrimination, harassment and victimisation 2. Advance equality of opportunity 3. Foster good relations), and
- articles of the UN Convention on Human Rights.

Proposed new Equality and Rights Framework 2017 / 2021

DRAFT Section	Context	DRAFT Improvement Priorities and Outcomes
Engagement, Empowerment and Cohesion	<ul style="list-style-type: none"> Engagement, empowerment and community relations are key legal duties as a result of the Equality Act 2010 and Community Empowerment (Scotland) Act 2015. The Council and its partners have a long history of engagement with communities of interest who share protected characteristics. 	<ul style="list-style-type: none"> Develop the Edinburgh Equality and Rights Network. Improve the engagement work of Neighbourhood Partnerships through the development and implementation of Locality Improvement Plans. Improve Pupil and Parent Council engagement with communities of interest. Improve engagement work through Registered Tenants Organisations, Community Councils and other community sector organisations. Improve engagement work with Third Sector groups representing groups of people who share protected characteristics. Improve approaches to fostering good relations and community cohesion. Link this work to the implementation of the National Community Engagement Standards.
Insight	<ul style="list-style-type: none"> The Council has improved its approach to insight into equality and rights issues through service access and satisfaction monitoring, citizen and community engagement, employment monitoring and reviewing research. 	<ul style="list-style-type: none"> Improve the collection, analysis and utilisation of data on equality and rights issues across more Council HR systems. Improve partnership approaches to data analysis through open data projects and with the University Sector. Improve data gathering from the third sector through the Edinburgh COMPACT project.

DRAFT Section	Context	DRAFT Improvement Priorities and Outcomes
Outcomes and objectives	<ul style="list-style-type: none"> In 2012 the Council agreed 23 equality and rights outcomes, progress on which is described in this report at Appendix 1. Engagement and co production work with a range of partners, including the Edinburgh Equality and Rights network), has led to the development of six proposed strategic outcomes, described in the column opposite. Further engagement and co-production work will take place with a wide range of stakeholders to confirm and/or amend the six outcomes and agree specific improvement actions aligned to each outcome. 	<ul style="list-style-type: none"> Outcome 1 - Improve the accessibility of Council services – mainstreamed into the Council’s Asset Management Plan, Customer Strategy, Council Business Plan and Locality Improvement Plans. Outcome 2 – Improve community safety, justice and cohesion – mainstreamed into the Edinburgh Partnership Community Justice Outcomes Plan, Locality Improvement Plans and the Council’s Business Plan. Outcome 3 – Improve employment and income opportunities – mainstreamed into the Council’s Economic Strategy, the Council’s Business Plan and Locality Improvement Plans. Outcome 4 – Improve health and social care – mainstreamed into the Edinburgh IJB / Edinburgh Health and Social Care Strategic Plan, Locality Improvement Plans and the Council’s Business Plan. Outcome 5 – Improve transport provision – mainstreamed into the Local Transport Strategy and Local Development Plan. Outcome 6 – Improve welfare rights and benefits provision – mainstreamed into the Council’s Business Plan and Welfare Reform Plan.
Employment and Human Resources	<ul style="list-style-type: none"> The Council continues to improve its approach to equal pay, employment monitoring, occupational segregation, tackling unlawful discrimination, harassment and victimisation at work and outcomes for staff with protected characteristics 	<ul style="list-style-type: none"> Improve approaches to induction and equality and rights. Improve the response to the analysis of employment monitoring data. Improve the extent and quality of equality and rights learning and development opportunities.

DRAFT Section	Context	DRAFT Improvement Priorities and Outcomes
	<ul style="list-style-type: none"> A focus on induction, better utilising employment data and learning and development will take place during 2017/21. 	
Impact assessment	<ul style="list-style-type: none"> The Council has developed a rigorous approach to impact assessment since 2006. A recent review of the approach indicated an interest in expanding the approach to include poverty, health inequality and environmental sustainability themes. As the Edinburgh Health and Social Care Partnership has already developed such an approach, with an accompanying learning and development programme and quality assurance framework, the Council proposes to adopt this approach during 2017/21. 	<ul style="list-style-type: none"> Formally adopt the new integrated approach to impact assessment developed by the Edinburgh Health and Social Care Partnership. Develop and deliver a learning and development programme across the Council to embed the new impact assessment approach. Establish joint quality assurance and development programmes with the Edinburgh Health and Social Care Partnership. Review and report progress on the new approach during April 2019 to May 2019.
Procurement	<ul style="list-style-type: none"> The Council has improved its approach to integrating legal duties into grant and contract and other procurement arrangements. In addition, improvement work has taken place with regard to co production of ne grant and contract programmes, community benefit clauses and outputs. 	<p>All procurement improvement actions will be mainstreamed into the Council's Procurement and Commercial Strategy (December 2016 – March 2020).</p>
Governance, Partnership ,	<ul style="list-style-type: none"> Appendix 1 of this report provides an update on progress and challenges related to the current Council Equality and Rights Framework 2015/17. Previous progress reports can be found here. 	<ul style="list-style-type: none"> Review the new approach to impact assessment during April to May 2019. Report on the progress and challenges across the whole Framework to Council Committee in May 2019 and May 2021.

DRAFT Section	Context	DRAFT Improvement Priorities and Outcomes
Public Performance Reporting and Review	<ul style="list-style-type: none"> As part of the new framework, the Council proposes to report every two years, in line with the legal duties, in May 2019 and May 2021, on the progress and challenges related to the new Framework. Governance and partnership arrangements established as part of the current framework will be retained. There will be an equality and rights advisor drawn from the EaRN to sit on the Edinburgh Partnership Board. The Council Corporate Leadership Team will be the accountable body for the delivery of the new Framework. A strengthened internal Council Project Team, and wider Council champion's network, will be put in place to ensure delivery of the Framework. 	<ul style="list-style-type: none"> Review the whole framework during October 2020 to May 2021, and seek approval for a new Framework in May 2021.

Further Information

Further information about engagement and co production activities relating to the new framework can be obtained from the equalities and rights project team at: strategyandbusinessplanning@edinburgh.gov.uk

Alternatively, call Kirsty-Louise Campbell – Senior Manager: Strategy and Insight on 07817 404922; or Nick Croft – Partnership and Locality Manager on: 07831 129121