

A nighttime photograph of Edinburgh, Scotland, featuring a large display of white and red fireworks exploding in the dark sky. The city's lights are visible, including the illuminated clock tower of St. Mark's Church and the Edinburgh Castle on the hill in the background. A purple semi-transparent box is overlaid on the right side of the image, containing the title text.

# Equality and Diversity Framework 2021-25

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## Foreword

The Covid-19 pandemic has brought huge challenges to the city and to the Council, but also valuable lessons as to how we can better deliver services to the people of Edinburgh.

It has highlighted the spirit, energy, kindness and creativity of our communities and the benefits of more flexible and innovative approaches to reaching and supporting them. It has also, sadly, magnified the existing disadvantages that some groups face for reasons including their age, gender, race or experience of poverty.

We recognise that to meet our 2050 Vision of being a sustainable, fair and thriving city, we must build back better, holding on to the many positives of our collective response to the crisis. This will include structuring and delivering our services differently and working with communities, including equality groups, to consider the needs of all our residents

In phasing the reopening of services, we'll prioritise our most vulnerable residents and those most disadvantaged by the pandemic, whether that be through isolation, abuse or threat, poverty or exclusion from a lack of access to greenspaces or online resources.

We want this framework to underline our commitment to these communities – be that through investing in safer, inclusive and more affordable communities; ensuring our services are welcoming and accessible to all; or making improvements to how we work and engage with our colleagues and as well as our residents.

We're living through times with an ever sharper focus on equalities and inclusion, through debates on gender neutrality, Black Lives Matter, the representation of race in our public spaces, the Me Too movement and the safety of women in our public spaces. Communities' expectations of the

Council and other public bodies have rightly been raised, and we'll continue to do our best to understand and address these challenges.

This framework was developed in partnership with NHS Lothian, Midlothian Council, West Lothian Council, Midlothian Health and Social Care Partnership and East Lothian Integration Joint Board. This reflects our shared commitment to prioritising and addressing inequality while recognising that residents often rely on support from across our range of services.

Together, we're committed to improving equality, inclusion and diversity across Edinburgh.

Councillor Adam McVey  
Leader of the Council

Councillor Cammy Day  
Deputy Leader of the Council

Andrew Kerr, Chief Executive

## Background

This Equality and Diversity Framework for 2021-25 sets out the Council's ambitions to advance equality and promote diversity. It sits within the wider strategic framework of:

- [Edinburgh's 2050 Vision](#)
- Council Business Plan 2021-2025, which is structured around three themes: poverty, sustainability, and wellbeing and equality
- the three priorities of the Edinburgh Partnership's [Local Outcome Improvement Plan](#): enough money to live on, access to work, training and learning opportunities, and a good place to live.

This framework responds to the 'Public Sector Equality Duty', which forms part of the Equality Act 2010 and has the following components:

- eliminate unlawful discrimination, harassment, and victimisation
- advance equality of opportunity between people who share a protected characteristic
- foster good relations between people who share a protected characteristic and those who do not.

There are new legislative requirements and policy changes since the Equality Act 2010, including The Fairer Scotland Duty, introduced in 2018, Child Poverty (Scotland) Act (2017) and others directly related to human rights. These have been built into the planning and implementation of actions to deliver the equalities outcomes.

## A brief overview of Edinburgh's population

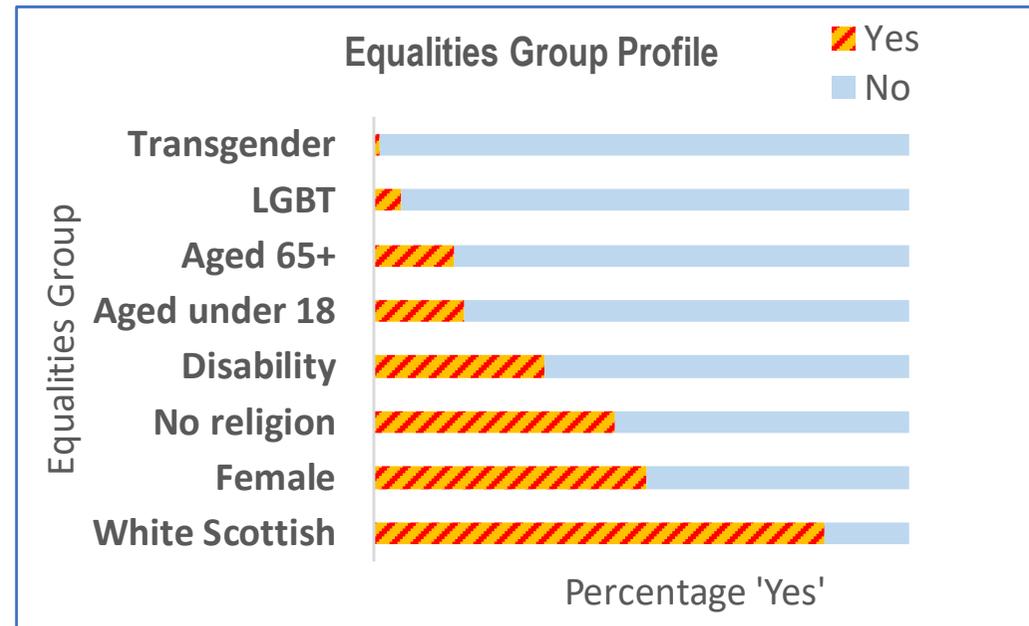
Edinburgh has a population of around 525,000 people of whom<sup>1</sup>:

- 51% are female
- 17% are aged under 18 years
- 15% are aged 65 years or over
- 84% are white Scottish
- 79% were born in the UK
- 5% are lesbian, gay or bisexual
- 1% are transgender
- 32% have a disability
- 45% have no stated religion.

Note: this equalities group profile data is presented visually in the bar chart diagram.

Edinburgh is the wealthiest city in Scotland. However, we estimate that almost 78,000 people are living in [relative poverty](#), representing some 15% of the population and as many as 1 in 5 children. Lone parents, nine in ten of them women, disabled people, carers, and Black, Asian and minority ethnic families are more likely to be in poverty than others in the city.

'End Poverty in Edinburgh: Delivery Plan 2020-30' details how the Council is [responding to poverty over the next ten years](#).



<sup>1</sup> Sources: GRO(S) Mid-Year Population Estimates, 2019; 2011 Census; <http://www.equalityevidence.scot/>

## The Equalities Framework

This is the Equality and Diversity Framework for the City of Edinburgh Council and the Edinburgh Education Authority, covering the period 2021-25. Its key purpose is to make a tangible difference to the lives of citizens who share protected characteristics, bringing practical improvements to the life chances of people at risk of discrimination and disadvantage.

The framework has been developed during the Covid-19 pandemic and shaped by the challenges, experiences and learning that the crisis has brought.

Covid has magnified the disadvantages faced by some groups of people, reflected in the wide variation in infection rate, health outcomes, economic and social effects of the virus. Equalities groups at higher risk of disadvantage include older people, through digital exclusion and loneliness; women, through domestic abuse and being more likely to have taken on domestic and caring responsibilities; women from a Black, Asian and Minority Ethnic (BAME)

background also face technology, language and literacy barriers.

We recognise that to meet the vision for 2050 of a sustainable, fair and thriving city, we must plan the recovery from Covid to build back better. The Council's Business Plan sets out how we will do this, focusing on three priorities:

- ending poverty and preventing adverse outcomes such as homelessness and unemployment
- becoming sustainable and net zero city
- making sure wellbeing and equalities are enhanced for all.

These priorities are inter-connected and inter-dependent - poverty is more prevalent among groups including women, young people, people from a BAME background and people with disabilities; and measures to progress towards net zero done well can ensure the city makes a just transition and addresses issues such as fuel poverty.

Our equalities framework underpins the Business Plan by setting out how we

will shape, prioritise and mainstream our actions so that they meet the needs of all of our citizens and all of our colleagues. It also provides focus with specific outcomes which meet our equality duty and hold us accountable. It uses a three-lens approach. It describes what we will do for our citizens, our colleagues (who can also be citizens) and for the city as a whole.



## Developing the framework

The equalities framework was developed with partners<sup>2</sup> with the aim of establishing a shared set of principles and outcome themes and a consistent, coherent approach to bringing tangible improvements to the lives and experiences of people in Edinburgh and the Lothians.

Partners used the Equality and Human Rights Commission's (EHRC), '[Is Scotland Fairer 2018](#)', as the basis for developing the framework. EHRC's review spanned all areas of life: education, work, living standards, health, justice and security and participation in society. These topics provided the starting point for our framework, with the themes and outcomes shaped, refined and prioritised through discussion with stakeholders, public consultation and engagement, and taking account of EHRC's [guidance](#) to support prioritisation. The online consultation was open from 3 November to 22 December 2020 and welcomed

feedback from people with a variety of life and personal experiences.

The framework sets out the actions that the Council will take over the next four years to meet its duties under the Equality Act.

These actions mainstream equalities into the day to day work of the Council making equalities a component of all of its activities. In doing so, we recognise that the intersection of different protected characteristics contributes to people's unique experiences, for example, of intersectional discrimination. To meet the needs of our citizens we will respect all aspects of these identities and provide a person-centred approach wherever possible.

The actions are structured around five themes, shown below. For each of these, a priority outcome has been agreed through the consultation and engagement process for the first year.

The four-year framework will be used in a way that is iterative, responsive to priorities as they emerge through continued engagement with partners

and communities. The priorities set for the first year will be reviewed for year two and beyond.

## Equalities themes and outcomes

The five themes and priority outcomes for year 1 are:

Inclusive communities:

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

Accessing facilities and support:

- People can access the facilities and support they need within their communities
- Year 1: stakeholders experience easier access to services through

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<sup>2</sup> Midlothian Council, West Lothian Council, NHS Lothian, Midlothian Health and Social Care Partnership and East Lothian Integration Joint Board

increased digital inclusion and alternative access to services.

Having a warm and affordable home:

- Increasing the availability of affordable homes, making sure that they meet people's needs, making heating more affordable and making the process of applying for a home easier.
- Year 1: stakeholders at risk of homelessness are enabled to access suitable accommodation on leaving hospitals or prisons

Improved health, wellbeing and attainment for young people:

- Increasing the life chances of all young people by increasing attainment at school
- Year 1: Children and young people have improved health and wellbeing because there is a reduction in bullying and prejudice-based incidents.

Diverse and inclusive workplace:

Spanning all protected characteristic groups

- Year 1: A more diverse and inclusive working environment is experienced by colleagues who

share protected characteristics and colleagues are supported by an inclusive workplace culture and feel confident to challenge prejudice-based behaviours

- Year 1: Colleagues are supported by a holistic and preventative approach to financial, mental and physical wellbeing.

To meet this ambition, we will enhance the level specialist skills and knowledge within the organisation to match other leading public bodies, recognising that this is vital for delivering on the ambitions of the framework.

You can see the [Integrated Impact Assessment](#), which was carried out on the framework, on the Council's website.

## Monitoring progress

The Council is developing a new framework which will integrate planning and performance and provide a clear link between our Business Plan, key strategies, annual service plans and the underlying performance framework including benchmarking. The framework will be underpinned by a cycle of 'plan, do, check and review and act' at all levels of service and will drive a culture of continuous improvement. The equalities framework will sit within this performance framework.

Each of the themes and outcomes sections below includes a brief summary of the types of indicators or measures which could be used to monitor progress with the implementation of this framework. These will continue to be developed and refined along with the Council's wider performance framework.

## Theme 1. Inclusive Communities

This theme is about safe, welcoming and more inclusive communities, enhancing the equality and diversity of our city.

Building on our experience of Covid, public health is a key feature of this work. We know that black and ethnic minority communities, women, disabled people and older people became disproportionately more vulnerable due to existing health conditions, roles in work, caring responsibilities and risks of redundancy or furlough.

The safety of our public realm is a key component of this strand of work and in particular ensuring that race and gender-based violence within our communities and public spaces is addressed.

The actions therefore address the risks and disadvantages that groups of people face because of their age, gender, race or through poverty, from hate crime, violence or discrimination.

Within this, the consultation identified an additional priority outcome for the first year of the framework: museum stakeholders, visitors and staff perceive greater fairness,

representation and justice in their communities and local authority area.

The Council is delivering a wide range of actions to address poverty and community safety. The specific groups of people that these actions are intended to benefit are women, children and young people, people from a BAME background, adults who are vulnerable and people experiencing poverty and disadvantage. This is not exclusive however, as it is recognised that people from across the population, out with these specific groups also can face discrimination, verbal abuse and violence.

Actions taken under this theme progress the general duty of fostering good relations.

### Mainstream actions

Tackling the key cross cutting themes of poverty and deprivation is central to the [Edinburgh Partnership](#)'s work and essential to building safer and more inclusive communities in Edinburgh. Reducing poverty and entrenched inequality requires sustained

collaborative effort, including gaining the confidence of disaffected and marginalised groups, and the scale of the challenge is likely to have intensified as a result of the COVID-19 pandemic.

Edinburgh's [Community Justice Outcomes Improvement Plan \(2019-22\)](#) sets out a programme of work to improve outcomes for services users in the justice system. For example, a Restorative Justice Service has been developed and where appropriate, adults on statutory supervision who have been convicted of a hate crime and the victim of the offence, may be offered the opportunity to participate in the process. An ongoing programme of Anti-Discriminatory Awareness Practice Training (ADAPT) supports this work.

Community Justice services is also working to embed the recently developed Respekt Service which mirrors the [Caledonian System](#) to address domestic abuse. It provides a first language voluntary and court mandated service to Polish men and a voluntary service to the Polish women

partners when they are victims/survivors of the abuse.

In 2020, the Equally Safe Edinburgh Committee (ESEC) rolled out a three-year improvement plan to prioritise the delivery of integrated, high quality responses to violence against women, children and young people. The Equally Safe Plan has actions to build and improve the infrastructure to ensure women and girls thrive, including promoting gender equality, supporting women's safety and rights and educational input to schools.

The Council's Criminal Justice Social Work Services direct actions include:

- providing domestic abuse services for women, children and male perpetrators
- providing gender specific services for example the Willow Service – for women who experience gender-based violence
- providing training across the City of Edinburgh Council and Third Sector partners in relation to gender-based violence including domestic abuse and complex trauma;
- attending multi-agency risk assessment conferences, focusing

on women and children at risk from domestic abuse.

The Council also has information for people at risk of gender based violence on their [website](#), including men who experience abuse in their relationships.

A new [Domestic Abuse Housing Policy](#), published in 2020, ensures a sensitive and equitable approach to finding suitable housing solutions for victims of domestic abuse. Implementing a collaborative, early intervention response to domestic abuse, victims are supported to access a range of housing options, advice, information and support.

Edinburgh's [Community Safety Strategy \(2020-23\)](#) contains priority workstreams to both reduce the likelihood of children and young people engaging in harmful or offending behaviour, and to improve digital safety to safeguard those most at risk from online harm, particularly children, young people, and vulnerable adults. Additionally, a Community Improvement Partnership is working to support minority groups disproportionately impacted by homelessness and engaged in street begging; this includes delivering outreach programmes to advise on a

range of practical supports available relating to housing, welfare and benefits.

### **Future work**

To complement the ongoing work described above, a short life working group will be established to explore how key equalities themes are being progressed within existing strategies so that any gaps in the Council's work to mainstream equalities can be identified and addressed.



### **Actions to support the priority outcome**

The priority outcome for the first year of this framework is that museum stakeholders, visitors and staff perceive greater fairness, representation and justice in their communities and local authority area.

The independent Edinburgh Slavery and Colonialism Legacy Review Group will review features in the public realm such as our statues, public buildings and street names which commemorate those with close links to slavery and empire. It will then propose a series of recommendations to redress this legacy.

As well as dedicating resource and support for the Review Group, the Council's Museums and Galleries Service has made [a commitment to an anti-racism pledge](#).

It commits to:

- celebrate the creative contribution that people from a BAME background and people with protected characteristics make;
- review practice so that colonial language, values and narratives are challenged in interpretation, research and documentation throughout exhibitions, venues, collections, programming and digital media;
- develop a core of anti-racist practice and language and deliver training including unconscious bias and white privilege for front of house staff and curatorial staff;
- build and extend connections with communities, expanding the diversity of exhibitions and programming and highlighting further BAME histories;
- review representation across the workforce and develop a staff Inclusion Working Group to develop equalities policy;

- provide opportunities for people from a BAME background, migrant and refugee communities to gain work experience through internships, shadowing and volunteering placements as well as through partnership projects to increase their abilities to secure employment opportunities.

### **Performance**

Performance measures are under development and will include:

- research into museum staff, stakeholder and visitor perceptions to establish robust baseline data;
- other measures to be developed following the conclusion of the Edinburgh Slavery and Colonialism Legacy Review;
- outcomes of targeted restorative/community justice supports.

## Theme 2. Access to facilities and support

The focus of this theme is to improve the accessibility of buildings, services and communication, so that they can be used by everyone. This ranges from developing community hubs so that key services can be accessed locally, making sure that facilities and health and safety arrangements within buildings are suitable for people with disabilities, and supporting digital inclusion.

The Covid pandemic highlighted the disadvantages faced by people who do not have access to digital resources and local facilities. Disabled people, older people, and children and young people experiencing poverty were more likely to have difficulty in accessing a device, accessing digital content or having the necessary digital literacy skills.

The priority outcome for the first year of this framework is therefore that stakeholders experience easier access to services through increased digital inclusion and alternative access to services.

The range of actions currently planned or underway is described below. The

groups of people that these actions are intended to benefit are older and younger people, people whose first language is not English, people with disabilities and people experiencing poverty.

Actions progress the general duty of eliminating discrimination and advancing equality.

### Mainstream actions

#### Accessibility in the built environment

Accessibility spans access to and within buildings, the provision of fire escape refuges and visual and audible alarms, and the numbers and sizes of accessible facilities including toilets.

Every new building or building undergoing renewals or upgrades has to demonstrate accessibility (including visual and acoustic) before the Council will grant a Building Warrant to proceed. The Council have worked with the Edinburgh Access Panel, education disability specialists, school staff, accessibility consultants, and



wider groups for various different projects.

An annual £400,000 budget has been ring-fenced from the Capital Investment Programme from 2021/22 onwards to fund accessibility upgrades and part of this will require an Accessibility Officer post to identify, assess and oversee the delivery of accessibility projects for the Council's 600+ operational buildings.

Accessibility will also be enhanced through adaptations at schools to allow pupils with additional support needs to attend mainstream schools. The creation of '20-minute neighbourhoods' will improve access to services through more accessible community hubs.

Responses to consultation on the draft outcomes showed that the accessibility of toilets remains a particular challenge, exacerbated Covid restrictions. Physical constraints, space and cost are factors which determine what is possible in each situation. A report will be presented to the Transport and Environment Committee in April 2021 detailing the strategic plan for public conveniences and how it will address some of these issues.

More generally, the Council recently published the [City Mobility Plan](#) which supports broader actions to address poverty, exclusion and inequality, and to improve safety, health and wellbeing.

### **Accessible communication**

All Council services will embed basic accessibility skills and good practice into their communications to meet legislative requirements. This will include using plain English, implementing our British Sign Language Plan (2018-24) and ensuring that written materials are accessible to assistive technology such as screen reading software as well as meet online accessibility legislation.

### **Actions to support the priority outcome**

The priority outcome for the first year of this framework is that stakeholders experience easier access to services through increased digital inclusion and alternative access to services.

The Council's Digital and Smart City Strategy will increase access to services through digital means and address digital exclusion created by

lack of digital skills or access to digital devices. Our evidence showed that older people, some people with disabilities and those with literacy difficulties would be positively impacted the most by our work towards digital inclusion whilst still ensuring alternative access to services.

Key action areas will include undertaking annual accessibility audits and publishing accessibility statements, for the Council's core web sites and intranet; supporting the delivery of additional devices e.g. iPads to assist educators, learners and parents/carers to take advantage of digital technology opportunities and provide and signposting a wide range of digital support tools within libraries including providing access to computers, the Internet, digital content, and digital literacy programmes.

### **Performance**

The following specific priority activities to support digital inclusion will be monitored:

- offer greater flexibility and new ways to access services by moving them online through our citizen digital enablement programme –

aiming for five new online services or transactions per year;

- providing additional devices and enhanced connectivity to pupils to support home and blended learning;
- track the volume of digital transactions in libraries on a year-on-year basis and put in place special arrangements to measure digital uptake within vulnerable client groups eg Syrian refugees.

Progress with improving access more generally will be considered through:

- accessibility of community hubs, as part of the implementation of 20-minute neighbourhoods
- capital investment programme (accessibility funding) spend
- annual accessibility audits undertaken/accessibility statements published.

- making sure that website content can be accessed by everyone, regardless of disability (compliance

with Public Sector Bodies; (Websites and Mobile Applications) Regulations;



## Theme 3. Warm and affordable homes

A warm and affordable home is important for dignity, safety, health and wellbeing, and a priority theme emerging from the consultation and engagement process.

The focus of the theme spans increasing the availability of affordable homes, making sure that they meet people's needs, making heating more affordable and making the process of applying for a home easier.

There are a range of wider actions being taken as part of the mainstream work of the Council with the aim of meeting the longer-term outcome of a warm and affordable home for all.

The Council is committed to addressing homelessness in the city and has agreed the [Rapid Rehousing Transition Plan](#) to address this challenge. However, the Covid pandemic has further highlighted the scale of rough sleeping in the city and has added to pressures on affordable housing through job losses and reduced income.

The priority outcome for the first year is therefore that stakeholders at risk of homelessness are enabled to access suitable accommodation on leaving hospitals or prisons through the development of pathways with established support.

The groups which will benefit from these actions are people with disabilities, including mental health issues, age (older people), gender (people leaving prison are more likely to be male); age (e.g. young people who have committed offences), ethnic group, religion and sexual orientation.

The actions described below will progress the general duty of eliminating discrimination, advancing equality and fostering good relations.

### Mainstream actions

- Progress work on the Council commitment to develop a programme to deliver 10,000 affordable homes by 2022, and 20,000 by 2027.
- Further develop people-centred income maximisation, family and

household support services, aiming to extend into all city communities, holistic support to improve financial resilience, health and wellbeing for people who are already in or are at risk of being in poverty.

- Ensure that new affordable homes planned for the city will support health and social care priorities through, for example, provision of accessible homes for wheelchair users. The City of Edinburgh Council was one of the first local authorities to have a Wheelchair Accessible Homes target; with 10% of all social rented homes being wheelchair accessible.
- Continue to provide advice and support for people whose health needs mean that their current home is no longer suitable.
- Invest in existing homes to make them more energy efficient, cheaper and easier to heat and transition to net zero carbon by 2030.
- Take forward improvements to the North Cairntow Gypsy/ Traveller site. Council officers

worked with residents of the site to co-design site improvements, addressing fuel poverty, mainstreaming equalities and harnessing lived experience of tenants. In March 2021 the Council's Finance and Resources Committee approved a contract for the redevelopment works.

- Carry out research to improve understanding of accessible housing requirements in the city and set a cross tenure target for wheelchair housing.
- Making applications for social rented housing in Edinburgh easier by introducing an online process through Key to Choice.
- Updating the policy on the volume of student housing as part of 'Choices for City Plan 2030', a topic of concern raised during the consultation on outcomes.

### **Actions to support the priority outcome**

To achieve the priority outcome for the first year, stakeholders at risk of homelessness are enabled to access suitable accommodation on leaving hospitals or prisons, pathways will be established to support transition at

the point of leaving prisons and hospitals into accommodation including housing options for young people in the justice system.

This supports the delivery of the Scottish Government Ending Homelessness Together Action Plan to develop prevention pathways for people leaving prison and hospital. The existing national standards - Sustainable Housing on Release for Everyone (SHORE) standards - published in November 2017, set out good practice for prison and housing organisations to deliver better housing outcomes for prison leavers. These standards are being reviewed and will form part of the development of the pathway for people leaving prison. Both are actions agreed in the Councils' Rapid Rehousing Transition Plan.

### **Performance**

Measures of success will be developed as part of the work to develop pathways on leaving prison and hospital.

Measures to support the monitoring of the wider activities include:

- affordable housing approvals/completions and
- delivery of the Housing Revenue Capital Programme which includes investment in new homes, existing homes and funding for adaptations to Council homes.



## Theme 4. Health, wellbeing and attainment for children and young people

The Council is committed to increasing the life chances of all young people, reducing the attainment gap and ensuring that the learning experience is high quality, supportive and inclusive

The Council will build on the learning and innovation from the response to the Covid pandemic which highlighted the significant challenges faced by families from certain groups including single parent families, BAME families and families living in poverty. Challenges included not having access to a device to allow them to take part in online classes and learning, and a lack of access to safe outdoor areas.

The actions are structured around effectively meeting the learning and development needs of all children and young people and to ensure a supportive culture in schools. Specific actions are underway to support children with disabilities, families living in poverty and people from a BAME background.

The priority outcome for the first year is: children and young people have improved health and wellbeing because there is a reduction in bullying and prejudice-based incidents.

The general duties progressed through these actions are: eliminate discrimination, advance equality and foster good relations.

### Mainstream actions

Key actions planned or underway by the Education Authority, outlined in strategies including Edinburgh Learns for Life, aim to help every learner reach their potential in school and their local community. This includes pupils with additional support needs, looked after children, children whose first language is not English and families who are vulnerable.

Actions include:

- addressing safety in the public realm, Mentors in Violence Prevention (MVP) is a peer education programme that supports

young people to explore and challenge the attitudes, beliefs and cultural norms that underpin gender-based violence, bullying and other forms of violence. It is delivered in school and community settings by trained mentors from S5-S6 using scenarios and issue-based discussion. The topics covered are domestic abuse, sexting- coercion, sexting - images, shaming, transgender bullying, sexual harassment in school and online abuse. To date, the programme has been delivered in almost all high schools in Edinburgh, supported by Lifelong Learning staff. A new programme in Edinburgh will begin after the summer, with the aim of making MVP available to all 23 high schools

- embedding a cultural shift that includes and supports every learner, particularly those with protected characteristics

- continuing to provide good quality of care and support for looked after children and young people, working with partners as corporate parents to improve how we collectively fulfil our statutory duties to our looked after children and unaccompanied minors, and delivering the recommendations from The Promise outlined by the Independent Care Review
- creating a truly inclusive education system through a programme of modernising our services for children with additional support needs and by designing our schools for the future to accommodate the needs of all children irrespective of disability or additional support requirements
- expanding early years provision and continuing to deliver a range of adult and family learning opportunities, supporting child development as well as enabling parents to work;
- making better use of digital learning
- poverty-proofing the school day through the One in Five – Raising Awareness of Child Poverty programme
- increasing participation in universal youth work provision;
- increasing diversity in school and youth workforce.



## **Actions to support the priority outcome**

The priority outcome for the first year is that children and young people have improved health and wellbeing because there is a reduction in bullying and prejudice-based incidents.

While a recent inquiry into allegations that a culture of racism existed within certain schools in the city found that there was no evidence that a culture of racism existed in Edinburgh's schools, there were learning and development recommendations which the authority will work hard to take on board.

Improvements identified are:

- setting out clear processes to report racist incidents;
- managing racist incidents sensitively and ensuring follow up actions are taken;
- reviewing the curriculum to ensure it does not perpetuate and actively challenges racist or colonialist attitudes;
- improving the culture to clearly show zero tolerance of racist conduct.

These improvements are underway and are included in the [Equalities Action Plan](#).

## **Performance**

Monitoring will use the following information:

- bullying and prejudice-based incidents data with details for each of the relevant protected characteristics;
- Pupil Wellbeing Questionnaire (primary) – 2021 and 2023;
- Pupil Survey (secondary) – 2021 and 2023;
- school attainment;
- positive destinations.

## Theme 5. Diverse and Inclusive Workplace

The Council is committed to creating a workplace culture where all people feel valued, included and able to be their best at work, and we recognise the benefits that a diverse workforce with different values, beliefs, experience, and backgrounds brings to us as an organisation.

Embedding fairness, equality, dignity and respect in the culture, where staff feel supported and confident to report prejudiced behaviour will be key to delivering this framework.

We want to attract and retain a diverse workforce that reflects, and can respond to, the diverse needs of the citizens of Edinburgh. We recognise that our current workforce does not reflect the diversity of the city, having a higher proportion of women, and lower proportion of BME groups and people with disabilities and all of these groups more predominant at lower grades (see Appendix 1).

Key to a diverse and inclusive workplace are a culture which enables prejudice-based behaviours from colleagues or citizens to be confidently challenged, and a comprehensive and

holistic support for wellbeing – physical, mental and financial.

Two specific outcomes have been identified for this four-year framework:

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

The general duties progressed through these actions are: eliminate discrimination, advance equality and foster good relations.

### Mainstream actions

- Increase the visibility of colleagues with protected characteristics to enhance understanding, tolerance and to embed an inclusive approach across the workforce by supporting existing colleague

networks and support new networks to be established as required

- Raise awareness of prejudice-related incidents in the workplace and how to report and record these
- Raise awareness among citizens that prejudiced or discriminatory behaviour towards staff is unacceptable
- Strengthen the response to staff who experience prejudice or discrimination, ensuring that support is in place and that incidents are recorded in a way which supports effective action
- Take a collective approach to responsibilities for maintaining good health and wellbeing, with a focus on support, prevention and transparency
- Ensure flexible work arrangements, centred around trust that promote a healthy work-life-balance
- Promote and educate colleagues about occupational health services and Employee Assistance Programme
- Provide a variety of employee benefit schemes to improve the physical, financial and mental wellbeing of our workforce;

- Continue to develop a robust approach to gathering data to enable analysis and reporting of the protected characteristics of the workforce, including pay, so that gaps between groups such as disability and ethnic group can be determined and monitored;
- Report annually on the ethnicity and disability pay gap and use the data gathered to target resources in order to reduce the ethnicity and disability pay gap;

## Performance

Progress on the implementation of the new framework will fully align fully with the Diversity and Inclusion Strategy and plan, including attraction and retention of staff.

Appendix 1 shows the Equalities, Diversity and Inclusion Workforce dashboard for December 2020, including a profile of staff gradings by protected characteristic group.



## Procurement

The Council's Sustainable Procurement and Commercial Strategy 2020 -2025 aims to maximise the benefits of procurement, putting sustainability at the heart of the procurement programme for the next five years. Sustainability delivered through Council spend will help promote the economic, environmental and social outcomes that support growth, and address those challenges the city is facing:

The strategy includes the following actions to support these aims:

- For procurement exercises with a total value of over £50k, service areas must undertake an Integrated Impact Assessment during the early planning stages;
- Equalities considerations and requirements are incorporated in all tender documents from the planning stage to contract award;

- The terms and conditions of our contracts require service providers and any sub-contractors to deliver services in a non-discriminatory way that ensures fairness and equality to all users of the services; as well as to comply with the Council's policies on equality and all relevant laws. The terms and conditions provide for information on protected characteristics in relation to employment and service users to be provided on request.
- Procurement is used to influence and increase positive fair work and socially responsible outcomes by inclusion in the evaluation criteria which aims to benefit the city by addressing poverty and inequality. The evaluation of bids includes consideration of the bidder's context, including the size of the organisation.
- Council grant conditions require organisations to commit to mainstreaming equality and rights in accordance with the [Equality Act 2010](#), in employing staff and volunteers and in providing services; and we require organisations when requested to show how they meet the Public Sector Equality Duty
- The Council's approach to community benefits helps to ensure that those with protected characteristics benefit from these clauses. The 'Cenefits' system allow enhanced monitoring of community benefits with reference to promoting protected characteristics or to other priority groups such as those living in poverty, for example the long term unemployed.

## Governance

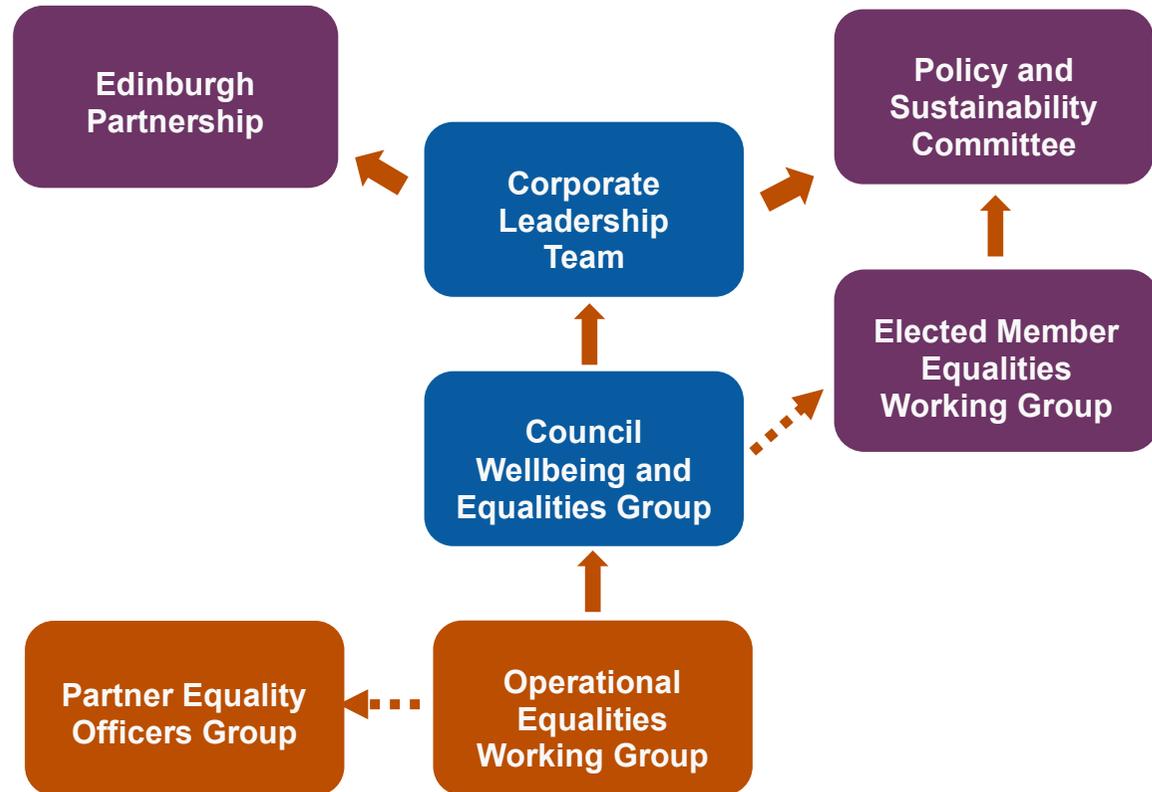
This diagram summarises the governance structure which will lead and steer the implementation of this plan and progress in meeting its objectives.

The Operational Equalities Working Group will provide the Elected Members Equality Working Group with quarterly briefings on progress.

Policy and Sustainability Committee will receive updates on the People Strategy and Workforce Plan, and reports on the gender pay gap.

An annual report will be provided to committee to give an update on progress with the outcomes agreed for this first year. This report will recommend priority outcomes to be achieved for the next phase.

A two-year progress report, required under the duties of the Equality Act, will set out progress across the full framework.



## Appendix 1: Equalities, diversity and inclusion workforce dashboard

As at December 2020.

Data source: iTrent 2020

<b>Council population</b>	<b>19,432</b>
<b>Female</b>	69%
<b>Male</b>	31%
<b>Average age</b>	45 years
<b>Disabled</b>	3%
<b>BME</b>	3.6%

<b>Marital Status</b>	<b>Percentage of workforce</b>
<b>Civil partnership</b>	0.2%
<b>Divorced</b>	2.9%
<b>Living with partner</b>	8.1%
<b>Married</b>	36.7%
<b>Separated</b>	2.1%
<b>Single</b>	27.8%
<b>Widowed</b>	0.7%
<b>No information</b>	21.6%

<b>Part-time workers</b>	<b>Percentage of workforce</b>
<b>Total workforce</b>	49%
<b>Male</b>	17.6%
<b>Female</b>	82.4%

<b>Age (years)</b>	<b>Percentage of workforce</b>
<b>21 and under</b>	1.6%
<b>22-30</b>	14%
<b>31-40</b>	22%
<b>41-50</b>	24.4%
<b>51-60</b>	27.4%
<b>61-64</b>	7%
<b>65 and over</b>	3.6%

<b>Religion or belief</b>	<b>Percentage of workforce</b>
<b>Agnostic</b>	0.8%
<b>Atheist</b>	2.1%
<b>Buddhist</b>	0.1%
<b>Christian</b>	4.5%
<b>Muslim</b>	0.1%
<b>Other</b>	0.9%
<b>No information</b>	91.5%

Sex	% Male	% Female	Total headcount
Total workforce	31%	69%	19,432
Chief Officer	64.7%	35.3%	17
Local Government employees	33.5%	66.5%	14,490
Teachers	23.2%	76.8%	4,925

Sexual orientation	Percentage of workforce
Bisexual	0.1%
Gay or lesbian	0.6%
Heterosexual	9.3%
No information	89.9%

Ethnicity	Percentage of workforce
BAME	3.6%
Not BAME	77.3%
No information	19.1%

Disability	Percentage of workforce
Disabled	3%
Not disabled	76%
No information	21%

## Appendix 2: Workforce dashboard by grade and age

Table 1: Percentage of local government employee grades who share a protected characteristic

Protected Characteristic	Population	Percentage protected characteristic	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Craft	Tertiary	ITS <sup>3</sup>	Elected members
<b>Sex</b>	Female	69%	88%	73%	77%	61%	71%	62%	67%	59%	57%	54%	34%	41%	0%	61%	90%	39%
<b>Part-time employees</b>	All part-time	46%	88%	97%	72%	37%	33%	29%	28%	25%	12%	7%	16%	0%	1%	100%	100%	0%
	Part-time female	82%	92%	74%	90%	83%	90%	82%	87%	79%	84%	89%	100%	0%	0%	61%	90%	0%
	Part-time male	18%	8%	26%	10%	17%	10%	18%	13%	21%	16%	11%	0%	0%	100%	39%	10%	0%
<b>Disability</b>	Disability	3%	3%	2%	3%	3%	3%	2%	4%	3%	4%	2%	3%	0%	1%	3%	0%	0%
<b>Race</b>	BAME	4%	8%	3%	5%	6%	4%	3%	3%	2%	3%	2%	0%	0%	0%	6%	1%	0%
<b>Sexual Orientation</b>	LGBT+	1%	0%	0%	0%	1%	1%	2%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%
<b>Marital Status</b>	Civil partnership	0.21%																

<sup>3</sup> Interpretation and Translation Service

Table 2: Percentage of our teaching staff who share a protected characteristic by salary

Protected Characteristic	Population	£20-£29K	£30-£39K	£40-£49K	£50+K
<b>Sex</b>	Female	74%	77%	79%	71%
<b>Part-time employees</b>	All part-time	34%	29%	45%	23%
	Part-time female	70%	75%	87%	82%
	Part-time male	30%	25%	13%	18%
<b>Disability</b>	Disability	5%	3%	1%	1%
<b>Race</b>	BAME	6%	3%	2%	1%
<b>Sexual Orientation</b>	LGBT+	0%	1%	1%	1%

Table 3: Age profile of employees who have a protected characteristic by salary

Protected Characteristic	Population	21 years and under	22-30 years	31-40 years	41-50 years	51-60 years	61-64 years	65 years and over
<b>Sex</b>	Female	58%	72%	70%	70%	68%	66%	62%
<b>Part-time employees</b>	All part-time	65%	37%	45%	47%	44%	57%	78%
	Part-time female	56%	73%	85%	86%	86%	81%	68%
	Part-time male	44%	27%	15%	14%	14%	19%	32%
<b>Disability</b>	Disability	3%	4%	2%	2%	2%	3%	2%
<b>Race</b>	BAME	2%	3%	4%	5%	3%	2%	1%
<b>Sexual orientation</b>	LGBT+	1%	1%	1%	1%	0%	0%	0%



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