

Equal Edinburgh

The City of Edinburgh Council Equality, Diversity and Inclusion Framework 2026-30

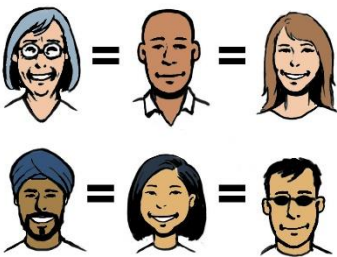
Easy Read version



Introduction



Edinburgh Council have a new Equality, Diversity and Inclusion Guide called Equal Edinburgh. It will help us to become more open and inclusive.



Our goal is to deliver services that are engaging and easy to access. We want to make sure that every person is treated with respect and trust when using Council support.



Equal Edinburgh will help us to understand the needs of people in Edinburgh. The support they need and how best to support them.



Equal Edinburgh

The City of Edinburgh Council
Equality, Diversity and Inclusion Framework 2026-30

Equal Edinburgh is at the heart of plans to meet the needs of communities. We need to tackle inequality and celebrate the **diversity** of our people.



Diversity means people from different backgrounds.

We must:



- make sure people can live well. Have easy access to support in communities
- learn about people's needs. Offer good services to people
- change and become better.



Edinburgh is a diverse city



Over the last 15 years Edinburgh has grown. People and communities are becoming more diverse.



Most people in Edinburgh are white. The 2nd most common ethnicity is Asian. The number of over 65's has gone up. Births have gone down.



English is the main language of most people. A small number of people have Gaelic, Scots or British Sign Language as their main language.



1 in every 5 people in Edinburgh has a disability. 1,831 children are in care.

Our Legal Duties



Communities are protected by law. That includes equal treatment of those with **protected characteristics**. Those in care and care leavers have the same protections.



Protected characteristics are things about us like our sex, religion, ethnic origin, disability, sexual orientation, age and others.

Equal Edinburgh make sure the Council puts communities first by working to:



- stop behaviour that is against the law such as discrimination, harassment and victimisation



- take action to make sure people with protected characteristics have the same opportunities as others



- improve relationships between people who have different protected characteristics.

By following the law and national work we will support communities with:



- Community led decision making. Involve people with lived experience and provide better services. Make better policies that tackle inequality.



- Working with people as early as possible. Tackling the causes of poverty and inequality. This will help to build stronger communities.



- Responsibility. People should know what to expect. They should know who is responsible. This makes sure we stay on track and are clear about work.



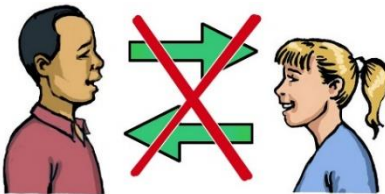
- Celebrating difference. Seeing and protecting everyone with different backgrounds and needs.
- United community. Building strong relationships in local communities and supporting a sense of belonging.

Our communities and partners

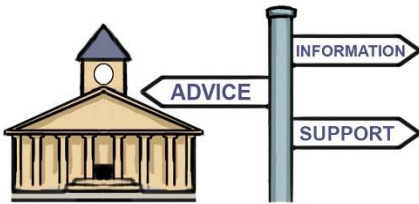


We spoke with over 300 people to find out what communities need us to do. People have told us what is important to them.

We have learned:



- people find it difficult to speak to us
- people want to feel welcome in their community



- people like having services nearby

We will:



- explain our decisions
- work with communities and tell them decisions in good time



- make our services easy to access. Make safe and welcoming spaces



- use what we have learnt to make services better.



People want to be seen for who they are. Many people have more than 1 protected characteristic. People want us to make access easier for everybody.



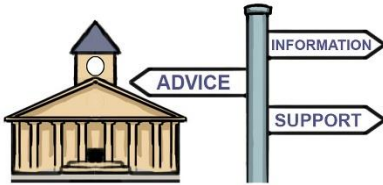
We will help people with issues. We will listen to communities, understand their worries and be supportive.



People told us we should work with groups that they trust. We will work with **The Edinburgh Partnership**.



This is the community planning group for Edinburgh. It brings communities together with public bodies like the Council, private groups and charities. It works to improve:



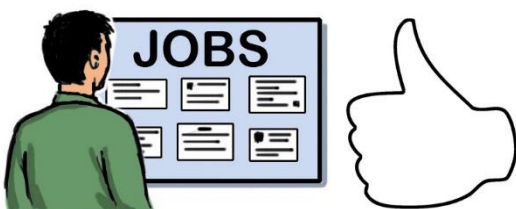
- the city
- services
- the lives of people who live and work here.



Community planning is about working together to have better services for those who need it most. The Partnership wants Edinburgh to be successful, connected, and fair. With less poverty and inequality.

The Partnership has a plan to make sure people have:

- enough money
- access to a job, learning or training
- a good place to live.





The Partnership is looking at this plan to make sure we are doing the right things. We will make 5 local Neighbourhood Prevention Partnerships (NPPs).



Neighbourhood Prevention Partnerships will work with communities to improve access to services. They will work to improve lives and equality.



The Equality & Rights Network brings organisations and communities together. It deals with inequality and promotes human rights.



We will continue to work with them on Council policies and practices. We will make sure the needs of communities are heard. They will be part of future decisions.

Our equality outcomes

We will make sure that:



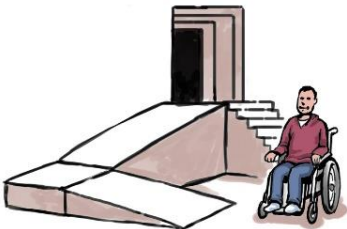
1. our services are accessible. We think about the needs of different groups



2. we work with people from different backgrounds

3. we use information to treat people fairly.

How we will do this



1. Our services are accessible. Working with the Equality and Rights Network.

We will:



- improve access to our buildings and spaces

- improve online access to our services



- make important information accessible



- have safe and accessible community spaces and services
- listen to the community.



2. We work with people from different backgrounds. We will help the hardest to reach communities to access services and their rights.

We will:

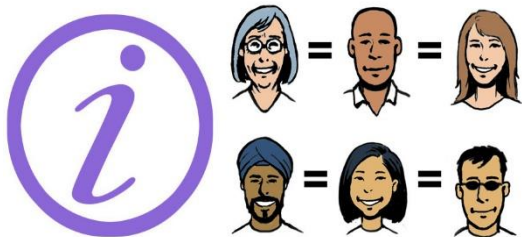


- look at how we work with communities and make sure we listen to them
- share what communities tell us with our partners
- communicate in accessible ways about decision-making
- keep working with the Equality and Rights Network
- communicate decisions made after working with the community.

3. We use information to treat people fairly.

Work with communities to improve how we make decisions and how we check that our services work well.

We will:



- collect information across services
- listen to communities to work out why people do not share **equalities information**. Make it easier for them to share.



Equalities information is information about someone's protected characteristics.



- join up customer records
- make staff aware of equalities
- use equalities information to make better decisions.



This will help us understand needs and make our services more accessible.

Making equalities normal



We employ around 20 thousand people. We want to be a place where people want to work and feel included.



We respect, are honest and flexible with each other, visitors and the people of Edinburgh. We have a plan to be more inclusive.



Equal Edinburgh will give our staff the skills to give the best service to everyone in Edinburgh.



We provide more than 700 services to support people, such as:

- Education & Children's Services
- Justice Social Work Services
- Employability Services
- Household Support and Advice
- Cultural Services





When we change our plans or services we think about community needs. We use an impact assessment to think about and record the effects on different people.



We pay other people to provide some of our services. We make sure that these services are fair.



We check businesses, activities and rentals. This is to make sure they are fair, accessible and safe.



We provide services in a way that meets people's needs. We think about how we write or speak to people. We will make sure our spaces are accessible.



Equal Edinburgh makes sure the needs of communities are at the heart of services. Communities want to be told about how we are getting on with the Equal Edinburgh plan.



Our progress will be checked and supported by a new **Board**. A **Board** is a group who check and manage work being done.



We will check how we are doing by listening to communities through the Equality and Rights Network. We will also use guidance from the Scottish Government.