

**Equalities Mainstreaming Report: 2019**

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## **1.0 INTRODUCTION**

This report presents to Council the draft Equality Mainstreaming Report for 2019, and outlines the context for its production.

The Council, Education Authority and Licensing Board are required to produce an equality mainstreaming report at least every two years. The mainstreaming report covers all of these public authorities.

Within the mainstreaming report, we have set out: how we are mainstreaming equalities within our functions and published employee information.

Additionally, the mainstreaming report includes a retrospective look at the equality outcomes adopted to cover the period up to 2019 as well as information relating to the new equality outcomes, adopted by Council in February 2019. The new outcomes cover the period 2019-2023.

The previous mainstreaming report was approved by Council in April 2017.

The legislation requires that we publish the Equality Mainstreaming Report for 2019 before 30 April 2019.

The recommendation of this report is that Council approves the Equality Mainstreaming Report: 2019 and its publication on the council's website.

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**2.0 INTRODUCTION**

- 2.1 The Council, Education Authority and Licensing Board are required to produce an equality mainstreaming report at least every two years. The previous mainstreaming report was approved by Council in April 2017.
- 2.2 This report presents the draft Equality Mainstreaming Report for 2019, and outlines the context for its production. The legislation requires that we publish this before 30 April 2019.

**3.0 RECOMMENDATIONS**

- 3.1 That Council approves the Equality Mainstreaming Report: 2019 and its publication on the council's website.

**4.0 DETAIL**

- 4.1 The Public Sector Equality Duty requires that mainstreaming reports be published at intervals of not more than two years from the publication of the previous report. The Council, Education Authority and Licensing Board last produced a mainstreaming report in April 2017. We are therefore obligated to produce and make available to the public a report by the end of April 2019.
- 4.2 Under equality legislation, the council, the education authority and the licensing board are recognised as separate listed authorities. However, it is acceptable for the listed authorities to publish a single mainstreaming report so long as it satisfies the reporting requirements relating to each authority covered. This is the approach we have taken.
- 4.3 Within the mainstreaming report, we need to:
- 4.3.1 Demonstrate that we are mainstreaming equalities within the functions of the listed authorities covered. This includes reporting on how the general equality duty has been embedded in our policies and practices.

- 4.3.2 Publish a set of equality outcomes. Equality outcomes have to be published every four years and progress made towards their delivery reported at least every two years.
- 4.3.3 Include for the council and for the education authority a breakdown of employee information. We should also include information about the progress we have made in gathering and using that information to assist in the delivery of the general equality duty. Information relating to the composition of the authorities' employees, and to the recruitment, development and retention of employees, should include the number of people with relevant protected characteristics. We are also required to report our gender pay gap and to provide an equal pay statement; the latter includes an audit as well as a policy statement.
- 4.3.4 More information about the reporting requirements is available in the EHRC's *Technical Guidance on the Public Sector Equality Duty: Scotland* (available here: <https://www.equalityhumanrights.com/en/publication-download/technical-guidance-public-sector-equality-duty-scotland>).
- 4.4 The mainstreaming report includes a retrospective look at the equality outcomes adopted to cover the period up to 2019 as well as information relating to the new equality outcomes, adopted by Council in February 2019. The new outcomes cover the period 2019-2023.
- 4.5 While the mainstreaming report highlights issues and areas for action going forward, a more detailed action plan will be developed separately.
- 4.6 In preparing this mainstreaming report, issues with regard to the quality of our workforce data have become apparent. We are putting measures in place to improve the information we gather. These actions will be included in the next Equalities Action Plan.
- 4.7 The Equality Mainstreaming Report contains as an appendix a detailed Equal Pay Audit. This was carried out on behalf of the council by NGAHR. The key point to note is that no areas for concern were highlighted by the audit.
- 4.8 The Equality Mainstreaming Report includes three gender pay gap figures. The first of these comes from the LGBF and is a Statutory Performance Indicator that we provide to enable benchmarking with other authorities (section A2.8). The other figures come from consultancy work carried out on the council's behalf by NGAHR and are reported as part of our Equal Pay Audit (section A2.11). The figures vary because of the differences in the way in which they have been calculated.
- 4.9 The council is compliant with legal requirements in relation to equal pay. With regard to the gender pay gap, it is worth noting that we have policies and job evaluation procedures in place to ensure that employees receive equal pay for

equal work. The reported gender pay gap reflects the profile of our workforce wherein we have high levels of female employment in lower graded posts and is not an indication that we pay different groups different rates for the similar work. Moreover, we anticipate that embedding the Living Wage into our pay structure is likely to reduce the gender pay gap over the longer term.

## **5.0 CONCLUSION**

- 5.1 This report presents the draft Equality Mainstreaming Report for 2019, and outlines the context for its production. The legislation requires that we publish this before 30 April 2019.
- 5.2 The recommendation is made that Council approves the mainstreaming report and its publication on the council's website.

## **6.0 IMPLICATIONS**

- 5.1. Policy: The Mainstreaming Report restates the Council's Equal Pay Policy Statement
- 5.2. Financial: none arising directly from this report.
- 5.3. Legal: We are required as part of the Public Sector Equality Duty to publish a mainstreaming report at least every two years. This will enable us to meet this requirement.
- 5.4. HR: We have identified improvements that can be made with regard to gathering and using our workforce data to meet the requirements of the PSED.
- 5.5. Equalities and Fairer Scotland Duty:
  - 5.5.1. Equalities - protected characteristics: The mainstreaming report is focussed on the work the council, education authority and licensing board carries out to fulfil the general equality duty.
  - 5.5.2. Socio-economic Duty: None arising directly from this report.
  - 5.5.3. Islands: None arising directly from this report.
- 5.6. Risk: None arising directly from this report.
- 5.7. Customer Service: None arising directly from this report.

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Appendixes

Appendix 1: Argyll and Bute Council Equalities Mainstreaming Report and Equality Outcomes 2019