

**EAST RENFREWSHIRE COUNCIL EQUALITY IMPACT ASSESSMENT  
COMMUNITY PLAN  
OUTCOME DELIVERY PLAN  
COMPLETED 27 MAY 2018**

---

## **Introduction**

This Community Plan aims to demonstrate where the Council and its partners can add most value for its communities. It sets out a long term integrated outcomes framework from which all organisations' plans for East Renfrewshire will flow. The Community Plan includes Fairer East Ren, which acts as the Local Outcomes Improvement Plan, meeting the statutory obligations set out in the Community Empowerment (Scotland) Act 2015. It is based on a strong understanding of which households and communities in the area experience inequalities of outcomes which impact on their quality of life.

The Community Plan has been developed by East Renfrewshire Community Planning Partnership, which brings together public agencies, the private sector, and the not-for-profit sector to work to improve local outcomes within the local authority area, all with a view to reducing inequalities.

The Outcome Delivery Plan (ODP) is also included in this assessment as it articulates the Council's specific contribution to the Community Plan with a number of additional organisational outcomes. The ODP sets out key critical activities which have been planned to achieve better outcomes for residents and stakeholders, along with performance measures and targets.

This assessment considers the equality impact of the overarching, high level aims of the Community Plan and ODP. It is anticipated that this assessment will be relevant for the duration of the lifetime of this strategic framework, and that the annual monitoring of performance indicators will inform the monitoring of this assessment. It should be noted that equality impact assessments of the specific proposed operations and activities will be produced during the lifetime of this strategic framework, and that these assessments will also inform monitoring.

## **PART 1 -**

---

### **Preceding Statement**

The word '**policy**' will be used throughout as shorthand for policy, service or proposal.

### **Questions**

1. What is the policy? (Name/description of the policy)

<b>Community Plan Outcome Delivery Plan</b>
---

2. What is the aim, objectives or purpose of the policy? Why is it needed?

The Community Plan aims to improve outcomes for residents through coordinated partnership working. It should assist the Community Planning Partnership (CPP) in ensuring that local people are engaged in making decisions about public services which affect them. The Community Plan also helps the CPP identify the needs and views of communities and to assess how they can be
---

addressed. It is needed to set out how local services will work together to improve the lives of the people of East Renfrewshire, and sets out the priorities and context for partnership working to ensure that all partners are working towards the same aims. The Community Plan incorporates Fairer East Ren, the statutory Local Outcome Improvement Place, which is focused on tackling inequalities and closing community gaps.

The aim of the Outcome Delivery Plan (ODP) is to communicate the Council's priorities and its contribution to delivering the outcomes in the Community Plan, along with additional organisational outcomes which will assist the Council in meeting its Vision, namely 'to be a modern, ambitious council creating a fairer future for all'. The ODP is needed to detail how services are systematically planning to achieve better outcomes, and includes performance measures with targets.

3. Does the policy affect service users, employees or the wider community, and therefore potentially have an effect in terms of equality?

Yes. Given that the Plans affect core services, they could affect all residents in East Renfrewshire. The Plans could also affect visitors to the area and future residents. Employees of the Council will be affected in two ways: indirectly, by the Plans impacting the delivery of their work, and directly, as the ODP includes an intermediate outcome which focuses on engaging employees who are motivated to deliver Council outcomes. The wider community will also be affected. Notably, Community Partners will be involved in delivering the outcomes, but also a range of other stakeholders will be affected, including private sector organisations and the not-for-profit sector.

4.

Is it a major policy, significantly affecting how functions are delivered?

Yes. The ambitions of the Plans are large in scale, long term and will significantly affect the delivery of Council services.

5.

Will it have a significant effect on how other organisations operate (for example, a national strategy, an inspection framework or criteria for funding)?

Yes. The Plans will significantly affect the work of the other four organisations within the CPP which have a statutory leadership duty: NHS Greater Glasgow and Clyde, Police Scotland, Scottish Fire and Rescue, and Scottish Enterprise. Other community planning partners, businesses and voluntary organisations will also be affected. The Plans should also complement the Scottish Government's National Outcomes.

6.

Does it relate to functions that previous involvement activities have identified as being important to particular protected groups?

Yes. The consultation and involvement activities have highlighted a range of issues which are important to particular protected groups. For example, amongst the main issues identified in the Citizens' Panel 2017 were health, education, community safety and care/support for older people. These issues have particular relevance to protected groups as they can face additional barriers in accessing services as well as differences in outcomes

7.

Does it relate to an area where your department or the Council has set equality outcomes?

Yes. East Renfrewshire Council has a Mainstreaming Outcomes Plan. Of particular importance is Equality Outcome 2, which aims to lead to improvements in the life chances of the people of East Renfrewshire. This Outcome includes objectives to improve the standard of living for groups vulnerable to being left behind, and increasing the feeling of safety of vulnerable groups.

8.

Does it relate to an area where there are known inequalities? (For example, disabled people's access to public transport; the gender pay gap; racist or homophobic bullying in schools, etc.)

Yes. The Community Plan and ODP aim to respond to inequalities in the local authority area and are based on a comprehensive socioeconomic profile and community engagement work. The local evidence of inequality is referred to in more detail in the Equality Evidence Report. This includes evidence of inequality relating to income, health and social care, and employability. On a more general level, inequalities in children's development originate in multiple disadvantages, which compound to affect children's long-term outcomes. Child poverty can undermine the development of human potential, and lead to serious, long term consequences. There is a gap between the educational attainment of those from the poorest areas, and those from the least deprived areas, and it is known that interconnectional issues can exacerbate inequality for people who share protected characteristics. For example, there are more females who are lone parents living in poverty than male, and having a disability can have a negative impact on income. Other areas where there are known inequalities are employment, and the ability to feel safe and valued in a community.

9.

Which protected groups are or could be particularly affected by the policy? Please give reasons

### Guidance Notes

Could the policy outcomes differ between protected groups identified by: disability, race, sex, gender reassignment, sexual orientation, age, religion or belief, pregnancy and maternity, marriage or civil partnership? This analysis can be extended beyond the basic protected groups to other grounds such as socio-economic status or caring responsibilities where these are relevant given local needs and circumstances.

*(Place 'x' where appropriate)*

x	Age
x	Disability
x	Gender
x	Gender reassignment
x	Pregnancy and maternity
x	Race
x	Religion or belief
x	Sexual orientation
X	Marriage and civil partnership (with regard to eliminating unlawful discrimination in employment)

### Further Details

Please provide reasons in space below:

While improving outcomes should affect all residents and stakeholders in the authority area, the targeted approach aims to have a particular positive impact on protected groups. More specifically:

**Age** – East Renfrewshire’s older population is projected to rise significantly over the next 25 years. It is therefore important to consider the quality of life and care for older people, and how they are connected with their communities. With regards to younger people, there is an increasing population of children under 5 and almost one in ten children and young people across East Renfrewshire live in poverty.

**Disability** – Having a disability can affect educational attainment, career prospects, housing, health, and feelings of safety/social connection.

**Gender** – Women are more likely to be primarily responsible for childcare which can affect their income, employment and career progression. More women than men are lone parents, and lone parents can have lower incomes. Gender can also correlate with issues of mental health and wellbeing. Various social factors can put women at greater risk of mental health than men, and while women are more likely to be diagnosed with mental health issues, there are also important indicators of widespread mental health issues in men.<sup>i</sup>

**Gender Reassignment** – Trans people are more likely to report experiencing harassment from strangers in public places who perceived them as being transgender. They tend to experience higher rates of mental health issues than the general population, and educational environments can be challenging.<sup>ii</sup>

**Marriage and Civil Partnership** – it is noted that this protected characteristic is not relevant to the duty to impact assess. However, in order to provide as comprehensive an evidence base as possible, data on this protected characteristic has been included in the Appendix and in the Staff Data Report.

**Pregnancy and Maternity** – Pregnancy can affect need to and regularity of accessing health and community services. Young mothers tend to be less qualified than older mothers when their first child is born. Although young mothers do resume their education at a later stage, they remain less qualified compared to older mothers who have continued to upgrade their qualifications at a higher rate.<sup>iii</sup>

**Race** – There can be different levels of community integration which is structured round services and institutions.<sup>iv</sup> Black and ethnic minority groups can face barriers to employment and career progression. Speaking English as a second language can affect education attainment and access to services.

**Religion or Belief** – Religious groups have reported a need for fairer provision of services between religious and non-religious groups. This includes perceived unfair and unequal access to information, services, activities and facilities.<sup>v</sup>

**Sexual Orientation** - In 2014, after age standardisation, the proportion of the "LGB & Other" group reporting good or very good general health is significantly lower than the rest of the population (65.6% compared with 74.5%).<sup>vi</sup> 15 per cent of those who identified themselves as ‘gay, lesbian or bisexual’ reported that they had experienced discrimination in 2016, compared to only 6 per cent of heterosexual people. Stonewall's survey on the experience of young people in secondary schools in 2017, found that 52% of lesbian, gay and bisexual (LGB) pupils report having been bullied.<sup>vii</sup>

10.

Which parts of the public sector duty is the policy relevant to?

### **Guidance Notes**

The aims of the public sector duty are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people from different groups

- Foster good relations between people from different groups

The Plans are highly relevant to each of the three elements of public sector duty. The elimination of discrimination includes considering ways to address barriers for protected groups. The advancement of equality may occur by recognising that groups in East Renfrewshire face disadvantage, and planning strategic activities to counter disadvantage. The promotion of good relations is also relevant as the development of the Community Plan and ODP is based on involvement from protected groups and it is anticipated that the outputs will assist the Council in the promotion of good relations. For example, reducing isolation should lead to increased social integration and better relations between protected groups.

11.

Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes? (For example, improving access to health services for transsexual people, or increasing take-up of apprenticeships by female students.)

Yes. It should contribute to tackling significant inequalities in East Renfrewshire. It should mitigate the impact of poverty and assist with ensuring that children have the best start in life and are ready to succeed. It should increase the skills of residents and their employability. The anticipated transport improvements should increase accessibility and choice in where and how to work. It also aims to improve perceptions of safety, and mental health and wellbeing. It should help people maintain their independence as they get older, and complement practice which aims to provide services which are responsive to local people's needs.

12. What data do you have to facilitate the screening of this policy?

### Guidance Notes

You may find the following types of information useful:

- Comparisons with similar policies in other departments or authorities to help you identify relevant equality issues
- Analysis of enquiries or complaints from the public to help you understand the needs or experiences of different groups
- Recommendations from inspections or audits to help you identify any concerns about equality matters from regulators
- Information about the local community, including census findings to help you establish the numbers of protected groups in your area
- Recent research from a range of national, regional and local sources to help you identify relevant equality issues
- Results of engagement activities or surveys to help you understand the needs or experiences of different groups

The data which has been used to inform this assessment has been produced as an Appendix. It includes evidence from:

Scotland's Census 2011

National Records of Scotland 2017

Integrated Household Survey 2014

Scottish Government Disability Evidence Review 2013

HMRC Research of Children in Low Income Families 2014

Sports Participation Data 2015

Scottish Health Survey 2015

Care Home Census 2016

Scottish Crime and Justice Survey 2015

East Renfrewshire Staff Data

Information gathered from engagement activities has also informed this Assessment, including responses to Fairer East Ren, the Citizen's Panel 2017 and the Place Standards Tool.

13.

What consultation information do you have regarding this policy? Who has been consulted and what were the outcomes?

The consultation for Fairer East Ren gathered the views of over 2200 residents through surveys, conversations, local events and small discussion groups. The consultation asked stakeholders to identify challenges and inequalities faced by local people. Four initial key priorities were identified:

- Tackling poverty
- Promoting positive mental health and well being
- Reducing social isolation and loneliness
- Promoting Employability

The Council also targeted specific groups, which included: targeted focus groups with:

- East Renfrewshire Disability Action and East Renfrewshire ASD Parent Action Group
- Service users at Connor Road supported accommodation for young people
- Busby Memory Lane- who support older people
- East Renfrewshire Carers- Men's Group and Support Group

Bridges to Change is an annual community conference arranged by the Council to report on initiatives taken to make East Renfrewshire more equal and accessible. Those who attend are asked to influence what the Council does to serve local communities and meet their different needs. The event took place in March 2017 and feedback from the focus groups identified transport improvement, more targeted employability support and increased support for older people as priorities.

The East Renfrewshire Citizens' Panel 2017 identified key priorities, including:

- tackling poverty and the costs of living
- ensuring residents can influence decisions affecting their areas.

The Plans also aim to address the results of Community Safety Engagement carried out by Police Scotland in East Renfrewshire, where feeling safe emerged as a key theme. Residents most frequently expressed concerns about antisocial behaviour, violent crime, and drugs and alcohol misuse.

14.

Are there any information gaps (data and/or consultation)?

#### **Further Details**

**If yes, please give details:**

Yes. There are gaps in quantitative data at a local and national level for some protected groups, notably regarding sexual orientation, maternity, and gender reassignment. In terms of consultation, while there was targeted involvement with protected groups, other engagement which has informed the Plans was carried out on a more general level, that is, it was not possible to gather data about the protected characteristics of each individual who responded to the range of consultation activities.

**PART 2 -**

---

1.  
**Preceding Statement**

**SCOPING THE ASSESSMENT**

**Question**

What are the aims of the policy?

The Community Plan has 5 strategic aims related to:

1. Childhood
2. Learning, Life and Work
3. Economy and Environment
4. Safer, Supportive Communities
5. Older People and People with Long Term Conditions.

The Community Plan includes Fairer East Ren, which is the Community Planning Partnership's Local Outcomes Improvement Plan. Fairer East Ren sets out key focus areas which relate to the 5 strategic aims and which aim to address significant inequalities.

The ODP sets out the Council's contribution to the Community Plan with the additional organisational outcomes of Customer, Efficiency and People. The Customer, Efficiency and People (CEP) Strategic Outcome aims to ensure that the Council is forward thinking and high performing. It includes an intermediate Outcome which is focused on staff, specifically – 'We have engaged employees who are motivated to deliver our outcomes'.

2.  
Which aspects of the policy are particularly relevant to the duty to have due regard to the need to eliminate unlawful discrimination, harassment and victimization and other conduct that is prohibited by the Equality Act 2010?

Each Outcome is highly relevant with regards to the public sector duty. They aim to proactively mitigate the risk of discrimination occurring. They are concerned with minimising disadvantage, and have been developed to meet the needs of different groups. They also aim to encourage increased participation, and should promote understanding between different groups.

3.  
Please tick the boxes which apply

**Answer** (Place 'x' where appropriate)

	There is evidence to indicate that the policy may result in less favourable treatment for particular groups
	There is evidence to indicate that the policy may give rise to indirect discrimination
	There is evidence to indicate that the policy may give rise to unlawful harassment or victimisation
	There is evidence to indicate that the policy may lead to discrimination arising from disability
X	There is evidence to indicate that the policy may build in reasonable adjustments where these may be needed

**Further Details**

**If there is evidence, please give details here:**

There is a range of evidence which demonstrates the building in of reasonable adjustments.

Note: Much of the evidence below is based on the ODP, which is a more detailed approach of how the Council will contribute to the Community Plan, which is a comparatively high level document. For ease of reference, it is noted that the ODP flows from the Community Plan and evidence which is used in this assessment which is taken from the ODP is also relevant to the Community Plan.

Early Years and Vulnerable People: Delivering an evidence based parenting support programme for families of children with an autism diagnosis is identified as a critical activity in Early Years and Vulnerable Young People. The implementation of Getting it Right for Every Child takes into account consideration of individual support for children with additional support needs. Working with partners to increase understanding of child development and physical health is also relevant as it will increase understanding and awareness of the need to make reasonable adjustments.

Learning, Life and Work: This Outcome includes children and young people, and the Council proposes to support a range of services to help children and young people participate and achieve. These services will include support with making adjustments for people with a disability. This Outcome also focuses on the provision of a wide range of accessible leisure activities, which takes into account the need to make reasonable adjustments.

Economy and Environment Accessibility and building in reasonable adjustments is also demonstrated in this Outcome, which plans activities to improve the physical environment and ensure that transport links are accessible. Economy and Environment includes improving services and facilities which meet the needs of the local community, which will incorporate consideration of the need to make adjustments for people with a disability. The aim of addressing local housing needs also demonstrates the intention to build reasonable adjustments into policy development as it will include the needs and preferences of people with a disability.

Safe and Supportive Communities – building the capacity of local communities, groups and organisations to deliver services in response to identified community needs should complement the

requirement to build reasonable adjustments into policy as it should result in an improved response to the needs of people with a disability.

Older people – increasing physical activity opportunities and the provision of an integrated rehabilitation and re-ablement service is also evidence of building reasonable adjustments into policy development as the design and delivery of these services will take into account the needs of people with a disability.

*The CEP Strategic Outcome will take into account customer insight and user research which will include insight from customers and users with a disability in order to ensure that reasonable adjustments are made to make services accessible.*

4.

Which aspects of the policy are particularly relevant to the duty to have due regard to advance equality of opportunity between people who share a relevant protected characteristic and those who do not?

The Community Plan proposes Early Years and Vulnerable Young People as a Strategic Priority Area, with the corresponding outcome *All children in East Renfrewshire experience a stable and secure childhood and succeed*. The Fairer East Ren part of the plan focuses on *Tackling the impact of child poverty* recognises the potential for inequality of outcomes based on experience of poverty. The second Strategic Priority area has a corresponding outcome that *all residents on East Renfrewshire have the right skills and confidence to secure high quality work and progress in their careers*. Fairer East Ren's focus on promoting employability is also relevant to this aspect of the duty particularly because of its barriers that may prevent people from entering employment such as physical disabilities, additional support needs and mental health issues. The third Strategic Priority Area is around Economy and Environment, with the corresponding Fairer East Ren outcome *East Renfrewshire's transport links are accessible, attractive and seamless*, ensuring that due regard is being paid to disadvantage in access to work and services through the design of transport. Areas 4 and 5, Safer, Supportive Communities and Older People and People with Long Term Conditions have corresponding Fairer East Ren outcomes *our residents' mental health, wellbeing and quality of life is improved*, and *residents are safe and more socially connected in their communities*. These two outcomes recognize the potential for inequality faced for groups with protected characteristics relating to age, disability and mental health issues.

The ODP sets out specific Council contribution to Strategic Outcomes and Intermediate Outcomes which are highly relevant to the duty to have due regard to advance equality. The proposed Outcomes have been developed to address existing inequality, and the evidence demonstrates that there can be compounded disadvantage in terms of socio economic status and having protected characteristics. Similarly, the advancement of equality is directly relevant to other areas of focus, including employment, education, and health and wellbeing.

5.

Please tick the boxes which apply

**Answer** (Place 'x' where appropriate)

X	There is evidence to indicate the policy will remove or minimise disadvantage
X	There is evidence the policy will meet the needs of different groups
X	There is evidence the policy will encourage increased participation of particular groups

X There is evidence the policy will take account of disabled people's impairments

### Further Details

Please give further details:

#### **Evidence which indicates minimising disadvantage:**

The Equality Evidence Appendix provides information about groups in East Renfrewshire who may face disadvantage. Evidence which indicates that the Policies should minimise disadvantage includes:

- Allocating resources to support prevention and early intervention
- Improving support for vulnerable children
- Improving attainment in broad general education and senior phase
- Supporting services to help all children and young people participate and achieve
- Reviewing and implementing revised policies for inclusion and bullying
- Supporting schools to raise attainment for key equity groups
- Providing support to offer opportunities which will enable skill development
- Enhancing a range of opportunities to culture, sport and physical activity
- Delivering City Deal Transport infrastructure projects, which should assist with minimising barriers for protected groups to transport
- Delivering targeted health and wellbeing activities and campaigns to protect residents' health and prevent ill health
- Increasing opportunities for diversionary activities for young people
- Providing a range of services for women who experience domestic abuse
- Increasing the number of people referred to the recovery programmes
- Implementing a new carers' support plan

#### **Evidence that the policy will meet the needs of different groups**

- Providing a wide range of accessible leisure facilities
- Improving travel connectivity for families
- The strategic use of land to meet the long term needs of the area should complement meeting the needs of different groups
- Ensuring that a wide and varied programme of events and activities across East Renfrewshire is delivered should assist with meeting the needs of different groups
- Increasing visibility of community safety
- Setting up local "Talking Points" where people can talk to a range of professionals, carer and community support
- 
- Implementing alcohol and drug recovery tools to help people plan for their recovery
- Percentage of people reporting "living where you want to live" needs met is articulated as a critical indicator
- Providing carers with accurate information about rights, eligibility criteria and supports
- *With regards to the CEP Strategic Outcome, engaging and motivating employees will involve an individualised approach, which should lead to better meeting the needs of different groups.*

#### **Evidence that the policy will encourage increased participation of particular groups**

- Ensuring that young people are included should lead to increasing participation and engagement in education, and critical indicators include Looked After pupils
- Providing targeted business support to new start and growth companies could assist with increasing participation of protected groups in the economy and in employment
- Improving open spaces and infrastructure aims to result in increased use, which should encourage increased participation
- Developing action plans that reflect local needs and aspirations
- Developing a range of community led decision making processes
-

- Working with key stakeholders to develop East Renfrewshire as a visitor destination will include working with community groups who champion the interests of people who share protected characteristics, which should encourage increased participation.
- Enhancing community engagement and establishing new partnerships with community and voluntary groups
- Raising awareness within communities so they can identify adults at risk of harm and have confidence to make a referral
- Working with local partners to ensure a range of work placements are taken up
- Building capacity of local communities, groups and services to participate in the development and delivery of plans
- *The CEP Strategic Outcome includes increasing interest in digital engagement, which could increase participation of particular groups.*

**Evidence that the policy will take account of impairments**

Reference is made to the Question 3 “Further Details” response which sets out how the Plans make reasonable adjustments and take account of impairments.

6.

Which aspects of the policy are particularly relevant to the duty to have due regard to foster good relations between people who share a protected characteristic and those who do not.

**Answer:**

Each of the Outcomes in the Community Plan and the ODP has relevance to the duty to have due regard to foster good relations.

7. (Place ‘x’ where appropriate)

**Answer**

- |   |  |
|---|--|
| X | There is evidence the policy will help you to tackle prejudice                   |
| X | There is evidence the policy will promote understanding between different groups |

**Further Details**

Early Years and Vulnerable People – the initiatives should assist with tackling prejudice which can be experienced by younger people in deprived areas and care experienced. Working with partners to increase parenting capacity should also increase awareness of the diverse needs of parents, which should in turn promote understanding between different groups

Learning, Life and Work – Supporting the embedding of Getting it Right for Every Child should assist with tackling prejudice as the principles aim to enable that children are respected and included. Reviewing and implementing revised policies for inclusion and bullying should also tackle prejudice.

Economy and Environment - Increasing participation in employment and the economy could lead to greater diversity in the local workforce and increased integration, which could promote understanding between different groups. Outreach and marketing activities which are planned with regards to recreation may also promote understanding between different groups as the activities will include targeted engagement with community groups.

Safer, Supported Communities – This includes a Fairer East Ren outcome, namely ‘Residents’ mental health and wellbeing is improved’. This outcome is highly relevant to this element of the public sector duty given that people with mental health issues can face prejudice. Enhancing community engagement opportunities should also lead to an improved understanding of the needs of different groups. Working with local partners to ensure a wide range of beneficial work placements are taken up could also promote understanding between different groups. Additionally, the plan to build capacity of local communities and organisations should increase understanding and awareness of the needs of diverse groups.

Older People – The development of proposals to ensure that older people live safely and healthily will involve supporting partners in engaging with and increasing awareness of the needs of older people, which should promote understanding their needs. Increasing the identification of carers and valuing them as equal partners should also foster good relations.

The Council aim to maximise the use of community benefits through procurement throughout the implementation of these policies. These benefits, which will include targeted employment and training initiatives; educational support initiatives; vocational training; community, corporate social responsibility and equality and diversity initiatives should also foster good relations between protected groups by increasing participation and by raising awareness of how to meet their needs.

*The CEP Strategic Outcome includes building the capacity and capability of managers to improve employee engagement. This will include CPD equality and diversity opportunities, which should assist managers in tackling prejudice and increase their capacity to engage with staff who share protected characteristics.*

8.

What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?

**Answer:**

Attached as an Appendix

9.

What data will be required in the future to ensure effective monitoring of the implementation of this policy?

The ODP assigns critical indicators to each Strategic Outcome and will be monitored on an annual basis. The Council will continue to monitor the views of protected groups through existing channels, including the Citizens Panel, and targeted focus groups/discussions with residents who share protected characteristics and/or community groups who represent their interests. The Community Plan will contain high level measures that will be tracked by the CPP. A comprehensive Fairer East Ren measurement framework is currently being developed to measure the progress towards outcomes and the impact on different groups.

10.

**Preceding Statement OUTCOME OF THE ASSESSMENT**

**Option 1 : No major change**

11.

Having considered the potential or actual impacts of the policy, what should be done?

There is good evidence that the CPP and Council has paid due regard to each of the elements of the public sector duty in the development of the Community Plan and ODP. These Plans set out a high level, strategic approach to addressing inequality and the results of this assessment and its evidence base will be used in the development of how this strategic framework will be implemented. The Council intends to ensure that operational planning takes a systematic approach to the advancement of equality, tackling discrimination and the promotion of good relations by producing equality impact assessments of the proposed operations and activities. This will include raising awareness of the need to carry out equality impact assessments of operational plans and practices. The Council also intends to consider the collection of further local data and/or the development of indicators which could capture the experience of service users from protected groups, and assist with monitoring the equality impact of these Plans.

---

<sup>i</sup> [Health of Scotland's Population, Scottish Government 2017](#)

<sup>ii</sup> [LGBT in Britain, Trans Report, Stonewall 2017](#)

<sup>iii</sup> [Tackling Child Poverty Delivery Plan, Scottish Government, 2018](#)

<sup>iv</sup> [How Integrated is Modern Britain?, Social Integration Commission, 2017](#)

<sup>v</sup> [Call for Evidence Report, EHRC, 2015](#)

<sup>vi</sup> [Scottish Surveys Core Questions 2014](#)

<sup>vii</sup> [School Report Scotland, Stonewall 2017](#)