

Committee Report No: 326-2021

Document Title: MAINSTREAMING EQUALITY OUTCOMES ACTION PLAN 2021-2025

Document Type: Policy

New/Existing: New

Period Covered: 26/04/2021 - 31/03/2025

Document Description:

The document sets out our new Equality Outcomes and Actions for the period 2021-2025.

Intended Outcome:

This document proposes a range of equality outcomes and associated activities that will improve life experiences of people in protected groups in our City.

How will the proposal be monitored?:

Our Equalities & Fairness Officer, in collaboration with our corporate equality and diversity steering group will discuss and review this action plan on a regular basis. Our outcomes and activities will also be monitored through our performance management system. The council is required to publish an Equalities Mainstreaming Progress Report every two years and this will form part of this review and will be presented to the Policy and Resources Committee in April 2023.

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A. Equality and Diversity Impacts:

Age:	Positive
Disability:	Positive
Gender Reassignment:	Positive
Marriage and Civil Partnership:	Positive
Pregnancy and Maternity:	Positive
Race/Ethnicity:	Positive
Religion or Belief:	Positive
Sex:	Positive
Sexual Orientation:	Positive

Equality and diversity Implications:

Effective delivery of our Equality Outcomes Action Plan for Dundee City Council and our stakeholders, will promote a human rights approach and deliver benefits for all protected groups within our city.

Proposed Mitigating Actions:

N/A

Is the proposal subject to a full EQIA? : No

Effective delivery of our Equality Outcomes Action Plan for Dundee City Council and our stakeholders, will promote a human rights approach and deliver benefits for all protected groups within our City.

B. Fairness and Poverty Impacts:

Geography

Strathmartine (Ardler, St Mary's and Kirkton):	Positive
Lochee(Lochee/Beechwood, Charleston and Menzieshill):	Positive
Coldside(Hilltown, Fairmuir and Coldside):	Positive
Maryfield(Stobswell and City Centre):	Positive
North East(Whitfield, Fintry and Mill O' Mains):	Positive
East End(Mid Craigie, Linlathen and Douglas):	Positive
The Ferry:	Positive
West End:	Positive

Household Group

Lone Parent Families:	Positive
Greater Number of children and/or Young Children:	Positive
Pensioners - Single/Couple:	Positive
Single female households with children:	Positive
Unskilled workers or unemployed:	Positive
Serious and enduring mental health problems:	Positive
Homeless:	Positive
Drug and/or alcohol problems:	Positive

Offenders and Ex-offenders:	Positive
Looked after children and care leavers:	Positive
Carers:	Positive

Significant Impact

Employment:	Positive
Education and Skills:	Positive
Benefit Advice/Income Maximisation:	Positive
Childcare:	Positive
Affordability and Accessibility of services:	Positive

Fairness and Poverty Implications:

Effective implementation and delivery of the Equality Outcomes Action Plan will promote a human rights-based approach and deliver benefits for all protected groups and communities. These actions will complement those already developed to reduce poverty and tackle social isolation as part of our Fairer Scotland Duty and wider Fairness Work.

Proposed Mitigating Actions:

N/A

C. Environmental Impacts

Climate Change

Mitigating greenhouse gases:	No Impact
Adapting to the effects of climate change:	No Impact

Resource Use

Energy efficiency and consumption:	No Impact
Prevention, reduction, re-use, recovery or recycling waste:	No Impact
Sustainable Procurement:	No Impact

Transport

Accessible transport provision:	Positive
Sustainable modes of transport:	Positive

Natural Environment

Air, land and water quality:	No Impact
Biodiversity:	No Impact
Open and green spaces:	No Impact

Built Environment

Built Heritage:	No Impact
Housing:	Positive

Is the proposal subject to Strategic Environmental Assessment

No

Pre Screening Determination:

The only relevant environmental characteristics addressed in this document is Transport and Housing.

Proposed Mitigating Actions:

The Strategic Outcomes and Activities relating to sustainable transportation and the relationship to equal access to places, services and events. It is intended that these will lead to improvements for people from protected groups.

D. Corporate Risk Impacts

Corporate Risk Implications:

The risk implications associated with the subject matter of this report are 'business as normal' risks. The subject matter is routine and has happened many times before without significant loss. There is comfort that the risks inherent within the activity are either transferred to another party, shared equally and fairly between the Council and another party or are negligible.

Corporate Risk Mitigating Actions:

N/A