



**REPORT TO: EQUALITY AND DIVERSITY CORPORATE ADVISORY FORUM
ON 28 FEBRUARY 2014**

SUBJECT: EQUALITY PRIORITIES FOR 2014

BY: EQUAL OPPORTUNITIES OFFICER

1. REASON FOR REPORT

- 1.1 To invite the Equality and Diversity Corporate Advisory Forum to set the priorities for equal opportunities within the Moray Council for 2014.

2. RECOMMENDATION

- 2.1 **The Equality and Diversity Corporate Advisory Forum is asked to approve the priorities in relation to equal opportunities for 2014.**

3. BACKGROUND

- 3.1 A service plan for the Chief Executive's Office is currently being drafted. The plan includes priorities for equal opportunities within the Moray Council and its community planning partners. The plan is to be submitted to the Policy and Resources Committee in mid March.
- 3.2 The priority areas in relation to equal opportunities are
- Equality impact assessments
 - Equality outcomes
 - Workforce monitoring
 - Equality training
- 3.3 In relation to Equality Impact Assessments the priorities for 2014 are:
- Continue to monitor committee reports aiming at 100% compliance with duty to assess and review policies and practices against the needs of the general equality duties.
 - Monitor and follow up actions arising out of equality impact assessments.
 - Ensure that all budget proposals have appropriate equality impact assessments done.
 - Develop guidance and support systems to ensure that, where relevant, rights under the European Convention on Human Rights are considered in committee reports.

3.4 The priorities with regards the equality outcomes are:

1. Bullying

- Develop policies on dealing with bullying behaviour in schools. This will be done in partnership with the Inclusion Manager and Children's Wellbeing Manager and will result in a standard policy for schools by summer 2014.
- Develop single reporting portal for reporting incidents in relation to equality incidents, bullying, physical interventions (schools), health and safety incidents, domestic violence, child protection and vulnerable adults. Ongoing throughout 2014.

2. Domestic violence

- Promote the reporting of concerns through Marac procedures.

3. Access to Streets

- Establish local groups in partnership with Moray Equalities Forum and Community Councils who will be trained in carrying out street audits.
- Access funding for training on street audits.
- Develop online map of wheelchair accessible routes in Moray.

3.5 In relation to workforce monitoring, the Equal Opportunities Officer will be working with HR to set milestones for improving the response rate among staff to equality questionnaires.

3.6 In relation to online equality training the aim is to ensure that all staff within the Moray Council who have access to ICT will complete the training by April 2015, as per minutes of the Equality and Diversity Corporate Advisory Forum of 24 January 2014.

4. SUMMARY OF IMPLICATIONS

(a) Council / Community Planning Priorities

The proposals will contribute to the priorities outlined in the Vision for Moray 2023, in particular priorities 2: ambitious and confident children and young people; priority 3: adults living healthier, sustainable independent lives safeguarded from harm; and priority 5: safer communities.

(b) Policy and Legal

The priorities will assist in meeting the duties under the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

(c) Financial implications

Financial implications for each priority will be reported separately to Communities Committee.

(d) Risk Implications

There are no risks arising from the report.

(e) Staffing Implications

The Equal Opportunities Officer will liaise with and support the various services to ensure that additional workload will be kept to a minimum.

(f) Property

The implementation of equality outcomes and mitigating actions arising from equality impact assessments may have implications for council property where reasonable adjustments have to be put in place.

(g) Equalities

The recommendations will assist in meeting the general public sector duties as contained in section 149 of the Equality Act 2010.

(h) Consultations

None

5. CONCLUSION

5.1 The Equality and Diversity Corporate Advisory Forum is asked to approve the priorities in relation to equal opportunities for 2014.

Author of Report: Equal Opportunities Officer
Background Papers:
Ref:

Signature: _____ Date : _____

Designation: _____ Name: _____