



ITEM:

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REPORT TO: COMMUNITIES COMMITTEE ON 4 MARCH 2014

SUBJECT: PROGRESS REPORT ON EQUALITY IMPACT ASSESSMENTS

BY: CHIEF EXECUTIVE

1. REASON FOR REPORT

- 1.1 This report is submitted to inform the Committee of progress made during 2013 on carrying out equality impact assessments.
- 1.2 This report is submitted to Committee in terms of Section (III) H (12) of the Council's Administrative Scheme relating to the policies and practices of the Council in relation to its arrangements for promoting, fostering and maintaining equal opportunities.

2. RECOMMENDATION

2.1 It is recommended that the Communities Committee:-

- (i) **note the report on equality impact assessments carried out during 2013; and**
- (ii) **approve that the report on equality impact assessments are made available on the Moray Council website.**

3. BACKGROUND

- 3.1 In August 2012 new guidance and procedures were put in place to ensure that equality impacts were considered in all policies and procedures of the Moray Council. This was done to ensure compliance with the public sector equality duties. As a result of the new procedures all committee reports are monitored on their compliance with the duties before being submitted to Committee. **An** overview of the equality impact assessments carried out during 2013 can be found on the Members Portal and 2 copies are available in the Members Library.
- 3.2 The report shows that all committee reports submitted during 2013 considered equality impacts where appropriate.

4. **SUMMARY OF IMPLICATIONS**

(a) Council / Community Planning Priorities

Equality impact assessment will assist in providing an evidence base in decision making.

(b) Policy and Legal

Equality impact assessments will assist in meeting our general public sector equality duties under section 149 of the Equality Act 2010. The proposed steps to include human rights considerations in the equality impact assessments will assist in meeting our obligations under the Human Rights Act 1998.

(c) Financial implications

An equality impact assessment can result in the need to put in place mitigating actions which can have financial implications. These will need to be considered in each individual case.

(d) Risk Implications

Failure to consider equality impacts can lead to legal challenge or judicial review of decisions taken by the Moray Council.

(e) Staffing Implications

The guidance on equality impact assessments is designed to minimise additional workload to staff when developing policies or procedures.

(f) Property

Equality impact assessments of individual proposals may have implications for Moray Council property in that they may identify a need to make reasonable adjustments.

(g) Equalities

Under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 the Moray Council has a duty to consider the equality impacts of all its policies and procedures and to publish the outcomes of the impact assessments.

(h) Consultations

The Equality and Diversity Corporate Advisory Forum were consulted on the annual report.

5. CONCLUSION

5.1 It is recommended that the Communities Committee note the report on equality impact assessments carried out during 2013.

Author of Report: Equal Opportunities Officer

Background Papers:

Ref: 20140304 report Communities Progress on EIAs 2013

Signature: _____  _____

Date : 18 February 2014

Designation: Chief Executive

Name: Roddy Burns

FINAL