



REPORT TO: Grampian Valuation Joint Board on 21 June 2019

SUBJECT: Governance

BY: The Assessor & ERO

1. Reason for Report

- 1.1 To advise the Board of equalities mainstreaming activities.
- 1.2 To update the Board on the introduction of a register of interests for officers

2. Recommendation

- 2.1 **The Board note the content of this report**

3. Equalities mainstreaming

- 3.1 The General Equality Duty that is set out in the Equality Act 2010 requires public authorities to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between those who share protected characteristics and those that do not.
- 3.2 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 required public authorities such as the Board to publish mainstreaming reports and set equality outcomes that would be reviewed every second year with refreshed outcomes identified every fourth year, commencing in 2013.
- 3.3 Previous Equalities Mainstreaming reports identified 5 equalities outcomes for the organisation –
 - 1. to maximise young citizen engagement with the voting process;
 - 2. to maximise registration amongst high mobility citizens;
 - 3. to maximise opportunities for young people to enter the workforce.
 - 4. Our services meet the needs of all service users in our community;
 - 5. The Board is seen as an equal opportunities employer where diversity is welcomed and respected

Appendix 1 to this report (The Equalities Mainstreaming and Outcomes report 2019 – 2021) sets out the progress that has been made towards achieving these equality outcomes and provides an assessment of the gender pay gap, an equal pay statement and a procurement statement.

4. Register of Interests

- 4.1 Audit Scotland recommended that a review of procedures for identifying related parties within the annual accounts should be carried out to include both members and senior officers. Further consideration by the Assessor, Treasurer and Internal Audit established that a register of interests for all employees should be established. Appendix 2 provides the proposed template declaration form and guidance.

5. Conclusion

- 5.1 The organisation is continuing to integrate equalities as part of its business as usual operations. Whilst progress has been made towards securing the specific outcomes identified, operational constraints and demands have impacted on the rate of progress. The report in Appendix 1 identifies the priorities for the Management Team and their success in meeting these priorities will continue to be monitored. The reduction in the Gender Pay Gap is welcome and the Equal Pay Statement provides useful context information.
- 5.2 Implementation of a formal register of interests is a welcome development towards evidencing the professional standards that employees are currently working to.

Author of Report: Ian H Milton