



REPORT TO: Grampian Valuation Joint Board on 30 June 2023

SUBJECT: Governance

BY: Depute Assessor and ERO (Aberdeen and Moray)

1. Reason for Report

1.1 To advise the Board of equalities mainstreaming activities.

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. A report reviewing existing outcomes was therefore due in 2023.

3.3 The 2021 Equalities Mainstreaming report identified a further 2 equalities outcomes for the organisation in addition to the first 5 listed below –

1. Maximise the opportunities for young citizens to register to vote and therefore enable them to participate in the democratic process.
2. Maximise registration amongst high mobility citizens such as occupiers of houses in multiple occupation and tenanted dwellings.
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 all staff feel valued and respected.
6. To increase the representation of men or women in roles where gender segregation is evident.
7. To engage with partner bodies representing minority groups in order to overcome potential barriers to service access.

The Equalities Mainstreaming and Outcomes 2023 Report was published on the Board's website in April 2023 and is attached as Appendix 1. It sets out the progress that has been made towards achieving these equality outcomes, provides an assessment of the gender pay gap, an equal pay statement and a procurement statement.

4. Conclusion

- 4.1 The organisation has continued to integrate equalities as part of its business as usual operations. Whilst some progress has been made towards securing the specific outcomes identified, operational constraints and demands, particularly due to the pandemic, have impacted on what has been possible. The report in Appendix 1 identifies the priorities for the Management Team and their progress in meeting these priorities will continue to be monitored and reported on. The further reduction in the Gender Pay Gap is welcome and the Equal Pay Statement provides useful context information.**

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