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**REPORT TO: Grampian Valuation Joint Board on 18 June 2021**

**SUBJECT: Governance**

**BY: The Assessor & ERO**

**1. Reason for Report**

1.1 To advise the Board of equalities mainstreaming activities.

**2. Recommendation**

**2.1 It is recommended that the Board consider and 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 was therefore due to be published in 2021.

3.3 Previous Equalities Mainstreaming reports identified 5 equalities outcomes for the organisation –

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.

The Equalities Mainstreaming and Outcomes 2021 Report was prepared by the previous Assessor in April 2021 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. It also identifies two new equalities outcomes, numbered 6 and 7, and these new outcomes are noted below.

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.

Full details of these new outcomes and how the organisation will aim to achieve and measure them can be found on pages 22 to 24 of Appendix 1. The Equalities Mainstreaming and Outcomes 2021 Report is also published on the Board's website.

#### **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 success in meeting these priorities will continue to be monitored and reported on.

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