

**Committee Report No:** 122-2021

**Document Title:** MAINSTREAMING EQUALITIES REPORT 2021-2025

**Document Type:** Other

**New/Existing:** Existing

**Period Covered:** 26/04/2021 - 31/03/2025

**Document Description:**

The document presents a progress report on the delivery of equality and diversity outcomes in the city from the last plan covering 2017-2021 and sets out new outcomes for the next 4 year period.

**Intended Outcome:**

This document proposes a range of outcomes that will improve life experiences of people in protected groups with a particular reference to closing opportunity and inequality gaps.

**How will the proposal be monitored?:**

A corporate equality and diversity steering group meets regularly and will agree an action plan and key measures to track progress. This will be brought back to Committee in October. These will be monitored through our performance management system. The council is required to publish a progress report every two years and this will be presented to the Policy and Resources Committee in April 2023.

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## **A. Equality and Diversity Impacts:**

<b>Age:</b>	Positive
<b>Disability:</b>	Positive
<b>Gender Reassignment:</b>	Positive
<b>Marriage and Civil Partnership:</b>	Positive
<b>Pregnancy and Maternity:</b>	Positive
<b>Race/Ethnicity:</b>	Positive
<b>Religion or Belief:</b>	Positive
<b>Sex:</b>	Positive
<b>Sexual Orientation:</b>	Positive

**Equality and diversity Implications:**

Effective implementation of the Equality and Diversity outcomes for Dundee will promote a human rights approach and deliver benefits for all protected groups. Further specific actions will be developed during 2021 and presented to Policy and Resources Committee for approval in due course.

**Proposed Mitigating Actions:** N/A

**Is the proposal subject to a full EQIA :** No

## **B. Fairness and Poverty Impacts:**

**Geography**

<b>Strathmartine (Ardler, St Mary's and Kirkton):</b>	Positive
<b>Lochee(Lochee/Beechwood, Charleston and Menzieshill):</b>	Positive
<b>Coldside(Hilltown, Fairmuir and Coldside):</b>	Positive
<b>Maryfield(Stobswell and City Centre):</b>	Positive
<b>North East(Whitfield, Fintry and Mill O' Mains):</b>	Positive
<b>East End(Mid Craigie, Linlathen and Douglas):</b>	Positive
<b>The Ferry:</b>	Positive
<b>West End:</b>	Positive

**Household Group**

<b>Lone Parent Families:</b>	Positive
<b>Greater Number of children and/or Young Children:</b>	Positive
<b>Pensioners - Single/Couple:</b>	Positive
<b>Single female households with children:</b>	Positive
<b>Unskilled workers or unemployed:</b>	Positive
<b>Serious and enduring mental health problems:</b>	Positive
<b>Homeless:</b>	Positive
<b>Drug and/or alcohol problems:</b>	Positive
<b>Offenders and Ex-offenders:</b>	Positive
<b>Looked after children and care leavers:</b>	Positive
<b>Carers:</b>	Positive

**Significant Impact**

<b>Employment:</b>	Positive
<b>Education and Skills:</b>	Positive
<b>Benefit Advice/Income Maximisation:</b>	Positive
<b>Childcare:</b>	Positive
<b>Affordability and Accessibility of services:</b>	Positive

**Fairness and Poverty Implications:**

Effective implementation of the Equality and Diversity outcomes for Dundee will promote a human rights approach and deliver benefits for all protected groups and communities. Further specific actions to reduce poverty and tackle social inequalities in line with the Fairer Scotland duty are reported to Committee each year as part of our annual Child Poverty and Fairness reporting. New actions are being developed during 2021 in conjunction with the Fairness

Commission and partners, this work will be presented to Policy and Resources Committee for approval in due course.

**Proposed Mitigating Actions:** N/A

## **C. Environmental Impacts**

### **Climate Change**

**Mitigating greenhouse gases:** No Impact  
**Adapting to the effects of climate change:** No Impact

### **Resource Use**

**Energy efficiency and consumption:** No Impact  
**Prevention, reduction, re-use, recovery or recycling waste:** No Impact  
**Sustainable Procurement:** No Impact

### **Transport**

**Accessible transport provision:** Positive  
**Sustainable modes of transport:** No Impact

### **Natural Environment**

**Air, land and water quality:** No Impact  
**Biodiversity:** No Impact  
**Open and green spaces:** No Impact

### **Built Environment**

**Built Heritage:** No Impact  
**Housing:** No Impact

**Is the proposal subject to Strategic Environmental Assessment:** No, it has been determined that the proposal will have no or minimal environmental effects. The reason(s) for this determination are set out in the following SEA pre-Screening Determination section.

**Pre Screening Determination:** The only relevant environmental characteristic addressed in this document is Transport. A strategic outcome relates to sustainable transportation and the relationship to equal access to places, services and events. It is intended that this will improve.

**Proposed Mitigating Actions:** N/A

## **D. Corporate Risk Impacts**

### **Corporate Risk Implications:**

The risk implications associated with the subject matter of this report are 'business as normal' risks. The subject matter is routine and has happened many times before without significant loss. There is comfort that the risks inherent within the activity are either transferred to another party, shared equally and fairly between the Council and another party or are negligible.

**Corporate Risk Mitigating Actions:** None