



Orkney Island Area Licensing Board

Equality Outcomes 2017–2018

All our written information can be made available, on request, in a range of different formats and languages. If you would like this document in any other language or format please contact Emma Chattington, Equalities Officer on 01856873535 or email emma.chattington@orkney.gov.uk

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Contents:

Introduction 3

Legal background 3

Outcomes 3

Involvement and Consultation 5

Achieving our outcomes 6

Contact 6

Equality Outcome 1 7

 Protected Characteristic 7

 General Duty 7

 Output 7

 Evidence 7

Equality Outcome 2 8

 Protected Characteristic 8

 General Duty 8

 Output 8

 Evidence 8

Equality Outcome 3 9

 Protected Characteristic 9

 General Duty 9

 Output 9

 Evidence 9

Introduction

Orkney Islands Area Licensing Board is committed to promoting equality, which means recognising that everyone has different needs and taking positive action to ensure that we are all able to participate in society. We want Orkney to be a community where we all have the opportunity to fulfil our potential.

All public authorities have had a legal requirement to produce and publish a set of equality outcomes since 30 April 2013 and are required to develop and publish a new set of outcomes by 30 April 2017. These outcomes are the results we aim to achieve in promoting equality, tackling discrimination and fostering good relations. The equality outcomes will apply to people with the protected characteristics which are listed in the legal background.

The equality outcomes do not encompass the work we already do to reduce inequality and ensure fairness. They are developed in addition to this based on a range of sources of evidence that suggest that if we also focus our efforts on these areas we can achieve real changes in people's lives.

Legal background

The Equality Act 2010 introduced a single equality duty covering the nine protected characteristics of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The single equality duty is in two parts. The general duty came into effect from April 2011 and requires public authorities to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. The purpose of the general duty is to ensure that the Council proactively considers equality when carrying out its work.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force in May 2012. The specific duties provide a framework to help public authorities meet their general duty. One of the requirements of the Regulations was that public authorities produce and publish a set of equality outcomes every four years.

Local authorities and education authorities are listed separately in the Regulations. For that reason each equality outcome shows whether it applies to the Council, to Education or whether it is an overall outcome which applies to both.

Outcomes

Equality outcomes are objectives we aim to achieve in order to progress the requirements of our general equality duty. They are not what we do, but the changes or effects resulting from what we do. These changes may be for individuals, groups, families, organisations or communities.

The Board set out three equality outcomes for the period 2013-2017 and have reported on progress in 2015 and 2017. The duty to set equality outcomes is relatively new and setting these outcomes has inevitably been a developmental process for public sector organisations. Since the requirement to set outcomes came

into effect in 2013, the Equality and Human Rights Commission has published a comprehensive review on progress towards greater equality and human rights protection in Britain. This review has recommended the following areas requiring improvements:

- Improve the evidence and the ability to assess how fair society is.
- Raise standards and close attainment gaps in education.
- Encourage fair recruitment, development and reward in employment.
- Support improved living conditions in cohesive communities.
- Encourage democratic participation and ensure access to justice.
- Ensure that all people can access the health services they need.
- Tackle targeted harassment and abuse of people who share particular protected characteristics.

These improvement areas have been considered during the review of the equality outcomes for the Orkney Area Licensing Board.

The review of the equality outcomes has taken into account progress against the set of outcomes along with supporting evidence from national priorities, evidence and research, as well as local priorities and information.

The Annual Equality Report in 2015 included some revisions to the equality outcomes following the Equality and Human Rights Commission Scotland 'Improving Equality Outcomes programme' review. This review resulted in some of the equality outcomes being amended and as such, reporting on progress was more limited than over a full four year reporting period.

Building on learning from our previous reports, and in order to better assess the impact of the interventions in place and to establish a more robust evidence base from which to identify and analyse any trends, we will continue to deliver outputs relating to the current equality outcomes set out on page 5 onwards, for a further year.

We will seek to prepare a new set of equality outcomes in 2018 following further review. This will support our ambition to further align our equality outcomes to our organisational planning cycle strengthening the opportunity to link closely to the strategic priorities and plans and to increase the impetus for their delivery and their impact.

Whilst there has been good progress made across each of the equality outcomes, we have reviewed each of the outcomes as a whole and feel that there are some areas that require more work and some areas that continue to remain a priority for delivery in light of both local and national evidence.

Each outcome details which protected characteristic it applies to, which aspects of our general duty it will help us to meet and who was involved in its development. We have also included the output (what we will do) and the evidence which led us to set the outcome.

Because outcomes should be prepared based on the principles of proportionality and relevance some have been set in respect of all the protected characteristics rather than being limited to the specific characteristic the evidence related to.

Involvement and Consultation

As required by the legislation we involved as many people as possible with a protected characteristic, or their representatives, in the development of the outcomes. We used information and evidence which had been brought to our attention from a range of sources and, in addition to that, contacted a number of organisations, groups and individuals and invited them to provide input into the development of our outcomes. The involvement is detailed in each equality outcome.

You will see that Orkney Equality Forum was involved in each equality outcome. The Forum is a group with a wide and diverse membership. The Forum is proactive in seeking the views of the equality and diversity communities in Orkney on a wide range of topics and provides opportunities for people and groups to provide input through its membership; in a small community some members of particular equality and diversity communities would prefer to remain anonymous.

We carried out a consultation on our proposed outcomes over a six week period from 28 January until 10 March 2013. The consultation document was made available as follows:

- Electronically on the Council website.
- Paper copies were available from the Council's Customer Services in Kirkwall, the Stromness Cash Office and the Kirkwall and Stromness libraries.
- To the wider community and all employees through a press release.
- To elected members with a briefing note.
- To partner organisations.
- To Orkney Equality Forum.
- To Orkney Community Planning Partnership.
- To the Access Panel Orkney.
- To Orkney Faith Group.
- To Orkney Minds.
- To the Language Link.
- To the ESOL students at Orkney College.
- To the Equality Network.
- To Stonewall.
- To interested individuals upon request.

The consultation document was also made available in any other format or language, upon request.

Only a small number of comments received and these were very positive. This perhaps reflects the extensive involvement process undertaken to compile the proposed outcomes and consultation document.

Achieving our outcomes

We will publish a report on progress we have made to achieve these equality outcomes no later than 30 April 2018.

Contact

If you want to get in touch with us about our equality outcomes or any other equality matters please contact:

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Equality Outcome 1

Staff, Licensing Board members, the public, licence holders, applicants, etc. are confident that Licensing Board policies and practices are accessible and operate in a fair and non-discriminatory way.

Protected Characteristic

All (see note below).

General Duty

Eliminate unlawful discrimination, harassment and victimisation.

Advance equality of opportunity.

Output

Carry out equality impact assessments for all policies and practices.

Evidence

It is not suggested that policies are not currently being applied fairly, but whilst we are making improvements to the equality data on our local population and employees and this is a proactive preventative measure to ensure that we are being fair and consistent and no groups are being disadvantaged.

N.B. "All" signifies that all of the following protected characteristics are specifically addressed as part of the stated outcome: age, disability, gender reassignment, marriage and civil partnership status, race, pregnancy and maternity status, sex, sexual orientation and religion or belief. However, in some instances the Council may be unable to report on outcome progress for certain protected characteristics due to limitations in the monitoring and information available.

Equality Outcome 2

Staff, Licensing Board members, the public, licence holders, applicants, etc. are confident that Licensing Board systems are accessible and free from discrimination.

Protected Characteristic

All.

General Duty

Eliminate unlawful discrimination, harassment and victimisation.

Advance equality of opportunity.

Foster good relations.

Output

Carry out monitoring in accordance with the Strategy.

Evidence

Whilst progress has been made in collecting data by protected characteristic there are still improvements to be made in achieving this outcome.

Equality Outcome 3

Staff, Licensing Board members, the public, licence holders, applicants, etc. are confident that Licensing Board systems are accessible and operate in a fair and non discriminatory way.

Protected Characteristic

All.

General Duty

Eliminate unlawful discrimination, harassment and victimisation.

Advance equality of opportunity.

Output

The Board is comprised of elected members of the Council who are subject to an ongoing training programme which includes equality awareness raising and equality and the decision making process. The Board is supported by the Council's Equality Officer in this regard.

Staff are subject to the Council's training regime and requirements as employees of the Council. In addition, the following assist in awareness raising:

- Briefings for elected members and senior management team.
- Information to key contacts within the Council when required.
- Items and updates on staff information portal and website.

Evidence

It is not suggested that policies are not currently being applied fairly, but as stated at Outcome 2 there is a lack of equality data on our local population and employees and this is a proactive preventative measure to ensure that we are being fair and consistent and no groups are being disadvantaged.