

**Leisure & Culture Dundee's  
Mainstreaming Equality Report  
2013- 2017**

1. Leisure & Culture Dundee's Mainstreaming Equality Report Introduction
2. Progress made to make the equality duty integral to the exercise of its functions so to better perform that duty.

Appendix 1 Leisure & Culture Dundee's Equality Outcomes 2013-2017

# Leisure & Culture Dundee's Mainstreaming Equality Report

## 1.0 Introduction

1.1 This Mainstreaming report supersedes the Dundee City Council's Equality Scheme 2009-2012 as approved by the Policy and Resources Committee on 23 November 2009, Report No 548-2009 and adopted by Leisure & Culture Dundee with effect from 1 July 2011.

1.2 The Equality Act 2010 (the Act), which harmonised and replaced previous equalities legislation come into force on 5 April 2011. The Act placed a general equality duty on public authorities to pay due regard to the need to:

1.2.1 eliminate discrimination;

1.2.2 advance equality; and

1.2.3 foster good relations across the range of protected characteristics.

1.3 The general equality duty expanded the range of those protected under equality legislation to include the following protected characteristics of age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The equality duty also covers marriage and civil partnerships, with regard to eliminating unlawful discrimination in employment.

1.4 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 places a range of specific duties on public authorities. These specific duties **do not apply** to Leisure & Culture Dundee but it is proposed that as a matter of good practice the organisation will voluntarily comply with some of the specific duties and work towards adopting others. These are detailed below:

- Publish a report on the progress the organisation has made to make the equality duty integral to the exercise of its functions so to better perform that duty.
- Assess the impact of proposed, new or revised policies and practice against the needs of the general equality duty.
- Publish a set of equality outcomes which the organisation considers will enable it to better perform the Equality Duty. (Publish new equality outcomes every 4 years). **Please see Appendix One.**
- Report bi-annually on the progress made to achieve the equality outcomes.

Future proposals:

- Publish a report on the composition, recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees

## 2.0 Leisure & Culture Dundee – Progress made to date to make the equality duty integral to the exercise of its functions so to better perform that duty.

2.1 Mainstreaming Equality: The Organisation's commitment to mainstreaming equality is best demonstrated by its actions to integrate equality into all its mainstream planning structures from the Board level to section delivery of services and its involvement of people with protected characteristics to policy and practice development. This is taken forward by the following:

- 2.2 Appointing a lead Trustee for Equality & Diversity/Human Resources/Volunteering.
- 2.3 Having a representative on the Dundee City Council Equality and Diversity Steering Group and applying lessons learned within Leisure & Culture Dundee.
- 2.4 Leisure & Culture Dundee Equality Steering Group has been established and is tasked with:
  - Leading on organisational Equality and Diversity planning and implementation.
  - Developing and maintaining an equality action plan that reflects Organisation equality priorities.
  - Identifying organisational equalities training needs and make recommendations.
  - Reviewing organisational equality impact assessments.
  - Supporting the delivery of service monitoring.
  - Contributing to corporate reporting on Equality and Diversity for OSCR.
- 2.5 Equality Impact Assessments: seek agreement that all relevant new or amended policies put forward to the Board would be equality impact assessed using the Rapid Impact Assessment Tool (RIAT).
- 2.6 Working in partnership with Dundee City Council provide Equality and Diversity Awareness E-learning program for all Leisure & Culture Dundee staff and ensuring key front line staff receive routine equality and diversity awareness training.
- 2.7 Leisure & Culture Dundee, working in partnership with Dundee City Council, supports the principle of equal opportunities in employment to ensure that employees are not discriminated against regardless of their age, race, disability, sexual orientation, gender, gender re-assignment, marriage/civil partnership, pregnancy, maternity, religion or belief. Leisure & Culture Dundee is committed to ensuring that men and women should receive equal pay for the same or broadly similar work, for work related as equivalent and for work of equal value.

Objectives:

Leisure & Culture Dundee in line with Dundee City Council is committed to ensuring equal pay structures for all its employees and will:

- Regularly review pay and rewards systems to eliminate any unfair, unjust or unlawful practices that impact on pay.
- Undertake equal pay audits to monitor the impact of its pay structure and report the findings to the Board.
- Take appropriate action in response to audits, as required.
- Provide training and guidance for those involved in determining pay.
- Respond to grievances on equal pay in accordance with the Organisation's Grievance Policy.
- Work in partnership with its recognised trade unions to ensure that the Organisation provides equal pay.
- Review progress every 4 years.

**Leisure & Culture Dundee  
Equality Outcomes  
2013 -2017**

**SOA Outcome 4: People in Dundee will experience fewer health inequalities.**

Equality Outcomes	Organisation Business plan	Target Date
<p>Improve the Physical and mental wellbeing of protected groups at additional risk of poor health</p>	<p><i>Encourage People to have more active lifestyles</i></p> <p>Provide discounted access to swimming for everyone in receipt of council tax reduction, in partnership with Dundee City council.</p> <p>Provide discounted access to swimming for senior citizens</p> <p>Increase the number of sessions targeting mental health and wellbeing in libraries.</p> <p>Support referred families to get active-in partnership with the British Heart Foundation.</p>	<p>Implemented Summer 2013</p> <p>Implemented 2013</p> <p>Starting Autumn 2013</p> <p>2013-2015</p>

**SOA Outcome 6: People in Dundee are able to live independently and access support when they need it.**

<b>Equality Outcomes</b>	<b>Organisation Business Plan</b>	<b>Target Date</b>
<p>People with disabilities and those unable to visit their local library will have access to Library &amp; Information Services.</p>	<p>Provision of a mobile library service</p>	<p>On-going</p>
	<p>Provision of a Housebound Library Service</p>	<p>On-going</p>
	<p>Provision of large print and audio books, ebooks/readers and iPads.</p>	<p>On-going</p>
	<p>All Library facilities are DDA compliant</p>	<p>Complete</p>

**SOA Outcome 8: Dundee will be a fair and socially inclusive city.**

Equality Outcomes	Organisation Business Plan	Target Date
Dundee's people with protected characteristics will have fair and equal access to Leisure & Culture Dundee services	<i>Out reach programmes</i> Music in hospitals and care homes Home and Away	September 2013 – March 2014 On-going