

AGENDA ITEM 6

CENTRAL SCOTLAND VALUATION JOINT BOARD

Subject: Equality Outcomes and Mainstreaming Report
Meeting: Central Scotland Valuation Joint Board
Date: 5th April 2013
Author: Peter Wildman, Depute Assessor

1.0 INTRODUCTION

- 1.1 This report is to advise members of the Valuation Joint Board of the proposed Equality Outcomes for the Board and to advise the Board that a mainstreaming report will be published by 30 April 2013

2.0 BACKGROUND

- 2.1 The Equality Act 2010 places both General and Specific Duties on public bodies including the Valuation Joint Board. Under the General Duties the Board must, in the exercise of its functions, have due regard to the need to –
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The relevant protected characteristics are – age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation

- 2.2 The Specific Duties required the Valuation Joint Board to prepare and publish a mainstreaming report by 30th April 2013 and thereafter every two years. The report is to identify the progress that the Board has made to make the equality duty integral to the exercise of its functions. The report must also include an annual breakdown of the composition of the Board's employees as well as annual information on the

recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees

- 2.3 The Specific Duties also require the Valuation Joint Board to publish equality outcomes by 30th April 2013

3.0 CURRENT POSITION

- 3.1 In order for the Valuation Joint Board to meet its obligations under the duties a mainstreaming report is being prepared and employee information has been collected
- 3.2 Equality outcomes have been prepared for the Board and these are shown in the background papers. They reflect identified issues within the make up of the Board's employees
- 3.3 The mainstreaming report and equality outcomes are required to be published so that they are publicly available and accessible to all sectors of the community. It is proposed to publish the Report and Outcomes on the internet and also to provide copies to local libraries. We will also provide it in large font, audiotape or Braille format on request
- 3.4 By publishing the mainstreaming report and equality outcomes the Board is not only ensuring that its legal obligations are met but it is also sending a clear signal of the Board's commitment and determination to actively promote equality of opportunity for each gender.

4.0 RECOMMENDATION

- 4.1 Members are asked to note the forthcoming publication of the mainstreaming report and equality outcomes

.....
Peter Wildman
Depute Assessor
Date: 21st March 2013

LIST OF BACKGROUND PAPER :

1. Proposed Central Scotland Valuation Joint Board Equality Outcomes