

# **Central Scotland Valuation Joint Board**

## **Updated Equality Outcomes**

**October 2014**

### **Introduction**

Following constructive feedback from the Equality and Human Rights Commission and in consultation with the Staff Consultation Forum it was identified that the Board's previous equality outcomes were too narrow and specific, did not cover all protected characteristics and lacked evidence of involvement with groups like the Staff Consultation Forum.

By working with the Staff Consultation Forum, analysing the statistical data available, analysing feedback from Staff Questionnaires, monitoring of complaints, analysing feedback from the public and making good use of the Equality and Human Rights Commission's self assessment tool a revised set of outcomes have been produced. There were no significant issues identified by staff or the public but analysis of staff data showed a noticeable gender gap in certain areas of the organisation. There was also a general desire for more training to promote greater awareness of equality issues. These revised outcomes reflect the general need to promote equality but also the specific issues identified of gender gap and greater understanding of equality issues. The revised outcomes are set out in Appendix 1

Central Scotland Valuation Joint Board is committed to the principles set out in the Equality Act and the outcomes reflect that commitment and the desire to make a positive contribution to the promotion and implementation of those principles and the duties placed on the Board by the Equality Act 2010. Those duties are:-

- 1 Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- 2 .Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- 3 Foster good relations between people who share a protected characteristic and people who do not share it

The nine protected characteristics are as follows

Age, Disability, Gender Reassignment, Marriage and Civil Partnership Status, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation

### **Progressing the outcomes**

Implementation of the outcomes will follow a defined action plan with tasks allocated to a named individual. Whilst tasks are allocated to a named individual, all employees of the Board and all Working Groups, Staff Forum and the Management Team are expected to commit to the principles set out in the Equality Act and the Board's Equality Schemes. These principles must be followed in carrying out the business of the Board and in any decision making process. Progress will be reviewed by both the Staff Consultation Forum and the Management Team. We will report formally on the progress by 30 April 2015.

Appendix 1

Equality Outcomes 2014 – 2018

	OUTCOME	SUCCESS MEASURES	SOURCE OF EVIDENCE	PROTECTED CHARACTERISTIC	RELEVANT PARTS OF THE GENERAL EQUALITY DUTY
1	<p><b>EMPLOYMENT: That Central Scotland VJB is recognised as an employer that promotes equality of opportunity and where diversity is welcomed and respected</b></p>	<p><b>Measure (i): Perceptions of equality of opportunity</b></p> <ul style="list-style-type: none"> <li>- % staff who agree that the Board promotes equality of opportunity</li> <li>- % of applicants for vacancies who agree that the Board promotes equality of opportunity</li> <li>- % of leavers who agree that the Board promotes equality of opportunity</li> </ul> <p><b>Measure (ii): Diversity is welcomed and respected</b></p> <ul style="list-style-type: none"> <li>- % staff who agree that diversity is welcomed and respected</li> <li>- Profile of staff compared to the profile of the communities we serve</li> <li>- Formally recorded cases of harassment</li> <li>- % staff declaring protected characteristic</li> <li>- % of leavers who agree that diversity is welcomed and respected</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>(i) Staff questionnaires</li> <li>(ii) Pre –employment questionnaires</li> <li>(iii)Exit questionnaires</li> <li>(iv)HR Records/Equality Monitoring</li> <li>(v) Feedback from Staff Forum</li> </ul>	ALL	<ul style="list-style-type: none"> <li>(i)</li> <li>(ii)</li> <li>(iii)</li> </ul>

2	<p><b>SERVICE: That the services provided by Central Scotland Valuation Joint Board are promote a culture of inclusion and prevent discrimination and harassment</b></p>	<ul style="list-style-type: none"> <li>- % public who agree that the Board services are inclusive and free from discrimination</li> <li>- Positive Feedback or low numbers of complaints from the public</li> <li>- Positive feedback from groups representing the people with one or more of protected characteristics</li> </ul>	<ul style="list-style-type: none"> <li>(i) Customer satisfaction questionnaires</li> <li>(ii) Complaints Records</li> <li>(iii)Public Feedback</li> </ul>	ALL	<ul style="list-style-type: none"> <li>(i)</li> <li>(ii)</li> <li>(iii)</li> </ul>
3	<p><b>UNDERSTANDING: Everyone who works for Central Scotland VJB fully appreciates the equality duties placed upon the Board and their individual duty to promote equality and prevent discrimination and harassment</b></p>	<ul style="list-style-type: none"> <li>- % staff who disclose their protected characteristics</li> <li>- % of staff who state that they know and understand their and the Board’s responsibility to promote equality and diversity</li> <li>- % of staff who know where to find information on equality and diversity</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>(i)Staff questionnaires</li> <li>(ii)HR Records/Equality Monitoring</li> </ul>	ALL	<ul style="list-style-type: none"> <li>(i)</li> <li>(ii)</li> <li>(iii)</li> </ul>
4	<p><b>GENDER SEGREGATION:</b></p> <p><b>The proportion of</b></p> <ul style="list-style-type: none"> <li><b>(a) Female staff working in the Valuation Team; and</b></li> <li><b>(b) Male staff working in the Electoral and Administration Teams</b></li> </ul> <p><b>Will be increasingly in line with the overall gender profile of staff employed by the Board</b></p>	<ul style="list-style-type: none"> <li>- % females working in the Valuation Team</li> <li>- % males working in the Administration and Electoral Teams</li> </ul>	<ul style="list-style-type: none"> <li>(i) HR Records/Equality Monitoring</li> </ul>	S	<ul style="list-style-type: none"> <li>(ii)</li> </ul>

**Notes on the table**

**Column 5:** This indicates which of the protected characteristic(s) [PC] each outcome relates to. The protected characteristics are age (A); disability (D); gender reassignment (GR); marriage & civil partnership status (MCP); pregnancy & maternity (PM); race (R); religion & belief (RB); sex (S); sexual orientation (SO).

**Column 6:** This column indicates which of the three parts of the general equality duty each outcome will impact upon. In carrying out its functions, the Board is expected to pay due regard to the need to:

- (i) eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- (ii) advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- (iii) foster good relations between people who share a protected characteristic and people who do not share it.