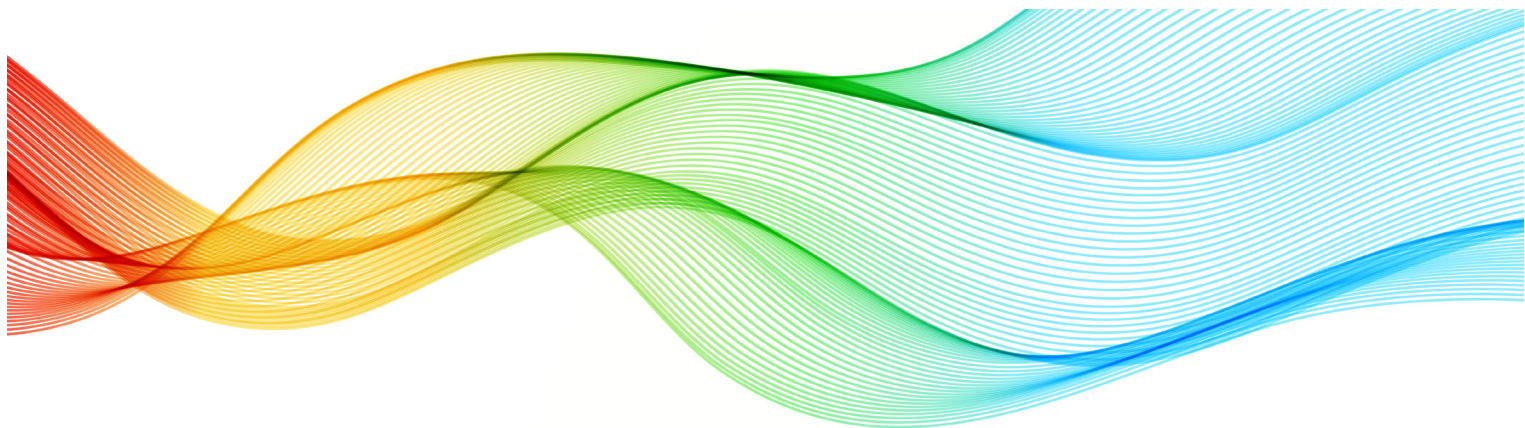


scottish borders council's equality mainstreaming

UPDATE REPORT 2013 TO 2015



You can get this document on audio CD, in large print, and various other formats by contacting us at the address below. In addition, contact the address below for information on language translations, additional copies, or to arrange for an officer to meet with you to explain any areas of the publication that you would like clarified.

Equality and Diversity Officer (Rosie Kennedy)
Strategic Policy Unit | Scottish Borders Council
Council Headquarters | Newtown St Boswells | Melrose TD6 0SA
Telephone: 01835 824000

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What this report is about



This report is about Scottish Borders Council and a law called the **public sector equality duty** or the **equality duty**.



This law says **public authorities** like schools, hospitals and councils must think about how they can make things better for people from different groups.






The law says **public authorities** must think about how they can make sure that everyone has the same chance to use their services.

Scottish Borders Council is a **public authority**.



They must stop discrimination against people from different groups like gay people, disabled people or women.

More about this report

 A group of four people are holding a large sign that says "No more bullying". The sign features a close-up photo of a man's face. The group includes a man in a wheelchair, a man in a blue shirt, and a woman in a dark coat.	<p>They must make sure people are not bullied or called names because they are from a certain group. For example, because they are old or because of their religion.</p>
 A woman with long dark hair and a man in a plaid shirt are sitting and talking. The woman is on the left, and the man is on the right. A large white speech bubble is positioned between them, indicating communication.	<p>They must make it easier for people from different groups to tell them what they need so that they have the right information when they make decisions.</p>
 A spiral-bound notebook is shown at an angle. The word "Report" is written in a bold, blue font on the top page of the notebook.	<p>They must write a report to let the public know how they are getting on with these things every 2 years.</p> <p>This is called the Mainstreaming Update Report.</p> <p>The rest of this booklet contains Scottish Borders Council's Mainstreaming Update Report.</p>

What did Scottish Borders Council do?



The Council set up a review group of **Elected Members** and Council officers.

Elected members are the people voted in by the public. They are in charge of all the services run by the Council.

The aim of the review group was to look at ways the Council could make things better for people by meeting the Equality Duty.



The review group talked to people from different communities.

This helped the group to understand the different things people from different communities needed the Council to do.



After talking to lots of different people the review group made some **recommendations**.

Recommendations are things the review group thought the Council could do to make things better for people.



The Council has now done some of these things.

One of these things was to make an elected member an **Equality Champion**.

An **Equality Champion** is someone who promotes equality and diversity and speaks up about equality issues.

Is the Council doing the things in the Equality Duty?



We asked all the different services in the Council if they were doing all of the things in the **Equality Duty**.

Most services said they were doing some or all of the things.

How has the Council been doing the things in the Equality Duty?



We asked all the different Council Services like Schools, Social Work and Housing, what they have been doing to meet the **Equality duty**.



They said they had written some policies to help them make sure they did things in a fair and equal way.

More about what the Council has been doing.

	<p>They said they had talked to different groups like older people, people with disabilities and gay people.</p> <p>This helped them to understand what was hard for different groups in their life and how they could help.</p>
	<p>They said they have used this information to make Council services better for people.</p> <p>They have also made it easier for people to find and use the Council's services.</p>
	<p>They said they have been on training courses so they could learn more about how to make things better for people.</p>
	<p>They said they have been giving people the chance to come and work with them.</p>
	<p>They said they want to make sure everyone has a good and happy life here in the Scottish Borders.</p> <p>They would like everyone to feel included.</p> <p>They said they know this hasn't happened yet so they will keep working to try to make sure this happen for everyone.</p>

What will the Council do next?

	<p>We can tell from talking to all the different Council services they have already done some good work.</p> <p>Scottish Borders Council wants all its services to keep working hard to meet the equality duty.</p>
	<p>The Council has set some goals it would like to achieve over the next two years.</p> <p>These are things all the Council services will do to make sure the Council can keep making things fairer and better for everyone.</p>
	<p>The Council wants to make sure that everyone has the same chance to use its services.</p>
	<p>The Council wants to make it easier for people from different groups to tell the Council what they need so that it has the right information when it makes decisions.</p>
	<p>The Council wants to set up ways to check all the work it does to make sure it is meeting the Equality Duty.</p>

**If you would like to contact the Council about this report
you can:**

	<p>Telephone:</p> <p>01896 824 000</p>
	<p>Email:</p> <p>rosie.kennedy@scotborders.gov.uk</p>
	<p>Write:</p> <p>Equality & Diversity Officer Strategic Policy Unit Scottish Borders Council Council Headquarters Newtown Saint Boswells Melrose TD6 0SA</p>

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