

Equality, Diversity and Inclusion

Joined up For Jobs Forum

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Public Sector Equality Duty (PSED)

The [public sector equality duty](#) (or general duty) in the Equality Act 2010 came into force in 2011.

It means Scottish public authorities must have 'due regard' to the need to:

- eliminate unlawful discrimination
- advance equality of opportunity
- foster good relations

The City of Edinburgh Council delivers these duties as:

- A service delivery body
- An employer and;
- An education authority

PSED Key Council Strategies



The Equality and Diversity Framework 2020-2025 (a new framework is under development)



Colleague Diversity and Inclusion Strategy that will be developed into a new Workforce EDI Strategy as featured in the People Strategy (2024-2027)



The Education and Children's Services Equality, Diversity, and Inclusion Action Plan 2023-24.



Key Priorities – Service Delivery Body (outwards facing role of the council)



- **Applying *an intersectional lens* to EDI across the Council**
- Final reporting on the Equality and Diversity Framework 2020-25 (lessons learned)
- Development of the new Equality, Diversity, and Inclusion Framework 2026-2030 (including interim outcomes for 2025-26)
- Building relationships with diverse communities across the city

Equality and Rights Network (EaRN)

- Funded by The City of Edinburgh Council (delivered by Volunteer Edinburgh)
- Purpose – to ‘foster good relations’ between third sector organisations and The City of Edinburgh Council.
- How we do this –
 - organise engagement sessions/workshops for various CEC departments
 - Member of different forums, partnerships, working groups
 - Training
 - Volunteer programme

The future

- Aim to strengthen the role of EaRN within CEC through a more standardised approach to consultation and engagement
- To do this focusing on growing membership – please sign up!
- equalityandrightsnetwork.org.uk/membership
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EDI Framework Development – Our Approach

- Research & Evidence Findings
- Asking 'Is Edinburgh Fairer?'
- What can the council do to promote a real sense of belonging for all in the city?

The story so far...

- Pre-engagement sessions co-facilitated between Council and the Equality and Rights Network (EaRN)
- Wide reaching engagement and involvement
- National Standards for Community Engagement
- Analysing findings from sessions to shape public consultation
- Development of consultation communications plan, including accessibility

Employability findings

- Application processes
- Inclusive workplaces
- Representative workplaces
- Need to continue providing a holistic approach

Next Steps

- Analysis of pre-engagement findings (December 2024)
- Public Consultation (Jan-March 2025)
- Interim Outcomes 25-26 Published (April 2025)
- Review consultation findings (May 2025)
- EDI Framework 2026-30 Recommendations to Committee (August 2025)
- Accessible Publication Development (Sept-December 2025)
- EDI Framework 2026-30 Publication (April 2026)

How can you get involved?

- Sign up to become a member of EaRN
- Complete the consultation when it goes live
- Share the consultation with your clients/networks and support them to get involved (in-person or online)

Contact us

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