Written submission from COSLA

Capacity Issues

- If we are going to improve the our ability to measure the impact of budget decisions on equalities we will need to invest in our capacity to do this

- Developing an Equalities Analytical Network is a good start – but we need to do much more

- We also need to do more and better Equalities/HRs Impact Assessments

- We need to improve local equality data – and advance equalities outcomes on a collaborative basis through SOAs

- In particular we need to work together to develop realiable data sets at national and local levels for the new equality groups included in the general equalities duty – gender identity, sexual orientation and religion

- We also need to do much more in engaging with equality groups – especially the new groups – both at national and local levels. Again this should more on a collaborative basis – by Community Planning Partnerships and nationally by the Scottish Government

- Finally, we need to raise the profile of equalities in Best Value

I would also like to make another point in relation to giving early intervention and prevention a higher profile – as well as helping us to reduce the budget deficit – from an equalities perspective it will mean that we will be more likely to be tackling the causes of inequalities rather than the symptoms

Jon Harris
COSLA
5 October 2011