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Equality and Mainstreaming Progress Report 2023

May 2023

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Glasgow Council Family
Equality and Mainstreaming Progress Report 2023

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For further information on Glasgow City Council’s Equality Outcomes, please contact the Strategic Policy and Planning team:

Telephone (0141) 287 0411

Email equality@glasgow.gov.uk

Copies in alternative formats and community languages will be made available on request

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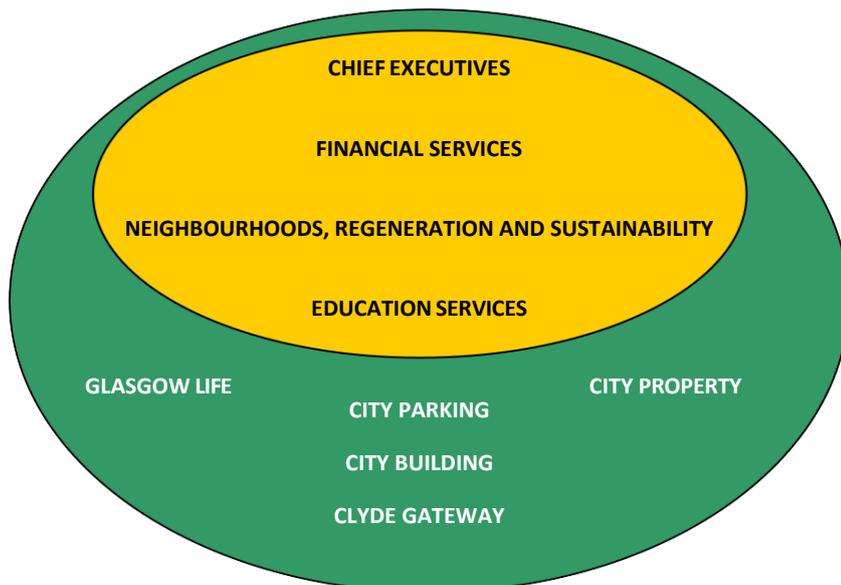
PART 1

Mainstreaming Equality in Service Delivery

1.1 Introduction

- 1.1 This is the mid-term report on Glasgow City Council Family’s mainstreaming of equality into service delivery and progress towards the [Equality Outcomes 2021-2025](#). It describes what steps have been taken to integrate equality into day-to-day activities, building on the original outcomes as published in 2013 and the second set of outcomes were published in 2017. The Equality Act 2010 introduced a new public sector general equality duty that combined the existing legislation requiring public authorities to pay due regard to the need to eliminate unlawful discrimination, victimisation and harassment; advance equality of opportunity; and foster good relations. These requirements apply across the protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex and sexual orientation, and marriage and civil partnership.
- 1.2 The Council Family is the business model through which the Council delivers services to the people of Glasgow (see diagram 1 below). It is a model based on a group of directly provided services and wholly and jointly owned companies that share core key objectives, priorities and values, the arms-length organisations (ALEOs). Although the ALEOs are not bound by the Public Sector Equality Duty, they have agreed to deliver the Council’s policy and Equality Outcomes as part of the Council Family. They are also required to address Poverty and Inequality, and ensure services adhere to the Human Rights Act.

1.3 The Glasgow City Council Family of Organisations 2021-2025



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- 1.4 It should be noted since the outcomes were published that there were several structural changes which have resulted in a more effective and streamlined service. These changes included services such as Cordia being [transferred back into appropriate areas of Social Care Services and Glasgow Life](#). Appropriate elements of Community Safety Glasgow were also transferred into the Neighbourhoods, Regeneration and Sustainability (NRS) Department. It should be noted that in order to assist the tracking of progress; these areas will be still be referred to by their original service names where necessary.
- 1.5 The report explains the overall approach to equality and provides specific examples of good practice in each service area within the Council Family, including; Human Resources, Neighbourhoods, Regeneration and Sustainability, Glasgow Life, Education, Chief Executive and Community Empowerment. It reflects how the Council Family has sought to embed Equality as part of its day to day approach and operational considerations.
- 1.6 The Equality Act 2010 stipulates that public authorities must publish Equality Outcomes every 4 years, which include targets and actions the Council Family Group will take to reduce inequality. As noted above, the Council published its first set of Outcomes in 2013 based on the findings of an evidence review and developed in consultation with equality groups. They do not encompass all the work the Council Family does to reduce inequality in the city. Instead, they reflect what are the priorities and form the framework on which the Council Family has built its equality agenda in 2017.
- 1.7 This report represents the Part I of the Equality Outcomes Report. Part II of this report will be presented to the Operational Delivery and Scrutiny Committee to provide the statutory update on progress towards the Equality Outcomes.

2.1 Equality: The Glasgow Context

- 2.1 Glasgow is Scotland's largest and most diverse city with a population of 627,479, updated in June 2022. The city has the largest [growing and growing percentage of black and ethnic minority population](#) (12%) of all major Scottish cities. In reference to the [Mid-2021 Population Estimates Scotland](#), International Immigration was the highest in cities such as Glasgow, Edinburgh and Aberdeen.
- 2.2 The latest [Scottish Surveys Core Questions 2019](#) notes that [24% of people in Glasgow have a limiting long term physical or mental health condition or illness](#) compared to an average 25% in Scotland. This reflects an increase in the national figure on the last report and a slight drop in the Glasgow figure from 24.9%. There are over 84,265 people living in Glasgow who are over the traditional retirement age of 65 years, a slight increase of 293 on the figure recorded in the latest report, which is the 2019 report.
- 2.3 Despite the work undertaken over the life of the Outcomes there are still significant challenges for the poorest and most disadvantaged people in the city, and for those

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who face barriers because of their race, gender, age, disability, sexual orientation, or religion and belief. To ensure that equality is considered at all levels of service delivery and decision making, the Council Family agreed a Statement of Intent for Equality as part of the Equality Outcome 2017-21 that sets out its policy approach which still applies to the new 2021-25 outcomes, which can be summarised below:

Glasgow City Council will not tolerate inequality and discrimination in the city and will take action to address the underlying causes and support its most vulnerable citizens. In particular, the Council will work to eradicate hostility, prejudice and violence that continue to be manifested against particular groups.

- 2.4 The experience of inequality and its impact on life experience is complex. Some people may fit within a protected characteristic but may not define themselves that way. Similarly, other people may define themselves by more than one protected characteristic and experience multiple inequalities and discrimination. It is important that protected characteristics are not each viewed separately, but that the connections and their collective impact are considered. Socio-economic status also increases gaps in equality, and in line with the [Fairer Scotland Duty Interim Guidance](#), must now be considered for the potential multiplying effects it may have on protected characteristics. There is evidence to indicate that people live in deprived areas have poorer physical and mental health. For example; Life expectancy for females is 10.5 years longer in the least deprived areas compared to the most deprived areas in Scotland. For males, that difference increases to 13.7 years.
- 2.5 To mitigate the effects of inequality, Glasgow City Council has been committed to delivering its Equality Outcomes within a policy framework that ensures that the Council Family is:
- Mainstreaming equality in all aspects of policy development and decision making, thereby demonstrating leadership
 - Embedding equality impact assessments into policy, service planning and decision making
 - Contributing to the development and use of a robust evidence base, which identifies the underlying causes of inequality and supports the activity by which these are addressed
 - Actively engaging with communities in order to understand their perspectives, concerns and priorities
 - Using the framework provided by the Equality Act 2010 and the specific duties set by the Scottish Government to mainstream equality within the day to day work of the Council Family and in working with our Community Planning Partners.

2.6 Equality: The Impact of COVID-19 on Equality

- 2.7 It is widely acknowledged that the impacts of the coronavirus pandemic are significant and unequal. This is both from the effects of contracting COVID-19 and

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the restrictions and lockdown measures required to control the spread of the virus. The impacts of COVID-19 have compounded existing inequalities with many protected groups experiencing increased risk from health impacts, mental health and economic disadvantage. Each of these factors can be further heightened by intersectionality of protected characteristics or socio-economic disadvantage. Further information on the impacts that have been identified, so far, of COVID-19 on equality can be found on the [Scottish Government website](#).

- 2.8 There is opportunity as part of recovery and renewal to tackle many inequalities and ensure that equalities are at the forefront of any goals. Equality and poverty will be considered as part of Glasgow's renewal plans and specific actions identified to measure the new equality outcomes for 2021 to 2025.
- 2.9 Across all Council Family Services there were several co-ordinated responses to protect the vulnerable (not all of which are detailed here). But among those to note were the co-ordination of the Shielding Programme; which delivered supports for many older and vulnerable people in the city and helped to reduce social isolation. The provision of laptops and iPads and IT supports (including web access) to pupils who required it in order to respond to the ongoing challenges presented by online learning. Specific COVID-19 safety training undertaken by HSCP homecare staff in order to safeguard them and the vulnerable people they continue to support. Homecare staff also adhere to twice weekly testing regime; and have strict safety protocols in place, for staff training.
- 2.10 Not all of these were intended as specific direct responses to the needs of those with protected characteristics; however; they have undoubtedly positively impacted many who are most vulnerable in our city.
- 2.11 Some of the structures employed to support vulnerable members of the community have informed the [Glasgow Helps](#) response as outlined at this Committee in August 2022. This response is a key part of the Council's ongoing focus on the [Cost Of Living Crisis](#); and cuts across many of the protected characteristics. In particular for children and their families; the Glasgow Child Poverty Pathfinder which aims facilitate more comprehensive access for successful early intervention.

3.1 Leadership, Structure and Partners

3.1.1 Governance and Management

- 3.1.2 The activities highlighted in the remainder of the report are focused on the key activities that have been undertaken in the full period of the Equality Outcomes implementation (2021-2025).
- 3.1.3 The Council Family mainstreams equality in all aspects of policy development and decision making, in particular in its embedding of Equality Impact Assessment as a tool for enhanced decision making.
- 3.1.4 All scrutiny and policy development committees have embedded equality in their remits. Reports to committee regularly highlight equality issues through the inclusion

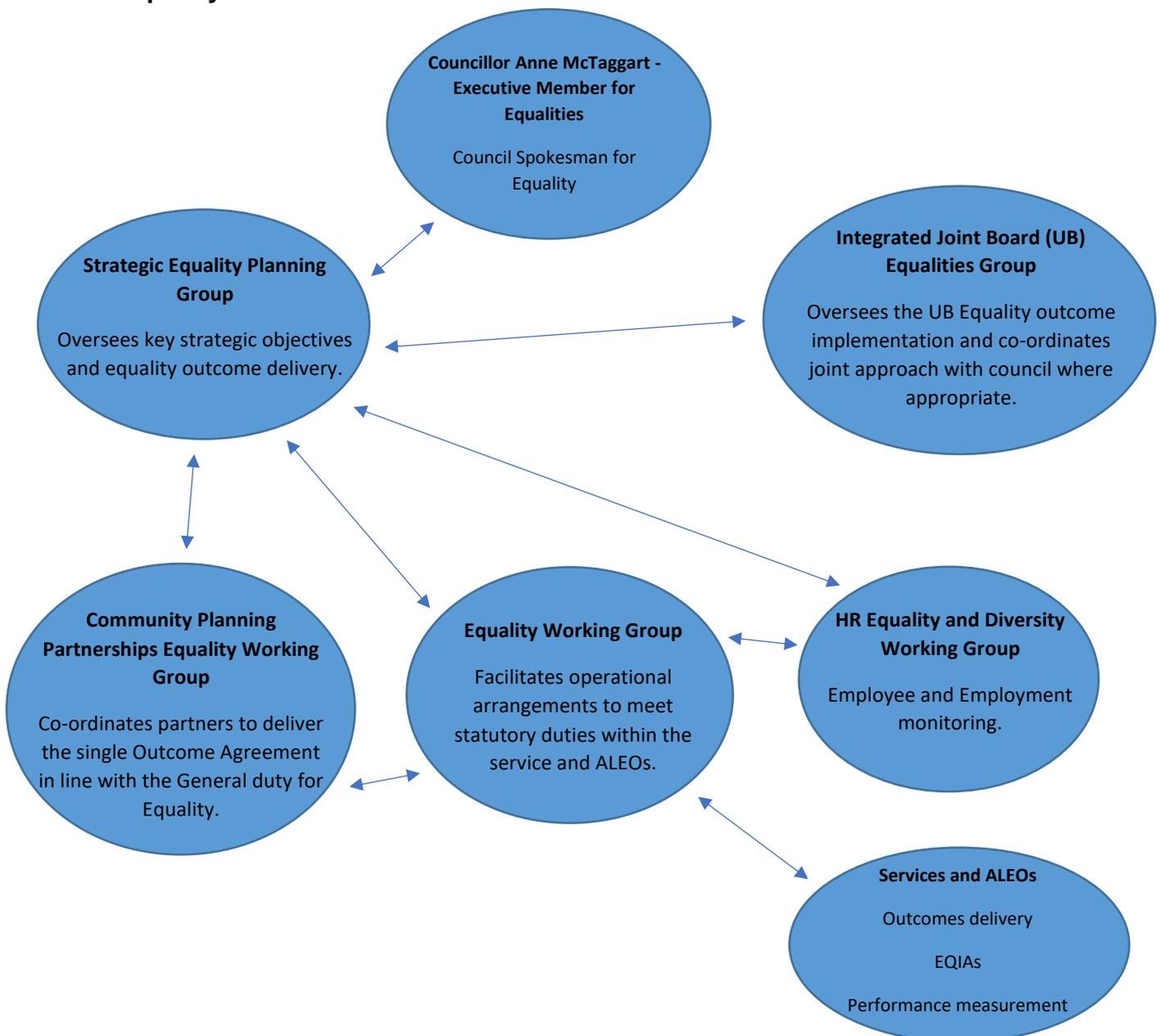
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of an equality consideration on all committee report templates. This consideration is linked to the Equality Impact Assessment process, and also reflects on Socio Economic and Human Rights considerations.

3.1.5 The [Community Planning Partnership](#) has also been responsible for co-ordinating the city-wide partnership approach to supporting General Duty for equalities, and seeks to embed Equality Outcomes through its own Equalities Working Group and its links to Locality Action Planning and support to organisations.

3.1.6 The Integration Joint Board, has developed its own specific [Equality Outcomes](#); and continues to support the work of Glasgow City Council by linking into Strategic Equality Planning Group, which enables the co-ordination of actions and responses related to GCC Equality Outcomes; where appropriate.

3.1.7 Equality Governance



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- 3.1.8 The Council has appointed an Executive Member for Equalities, who chairs the Strategic Equality Planning Group (a meeting of key senior officers from across the Chief Executive's Department and other Council Family leads as appropriate).
- 3.1.9 At an operational level, an officer group EWG (Equality Working Group) with representatives from all services and ALEOs is responsible for coordinating the Council Family Group response to the Equality Act 2010, and for driving the Equality Outcomes and related policy areas. Policy links are also made to the Glasgow Community Planning Partnership Equality Working Group.

3.2 Equality Outcomes

- 3.2.1 The Equality Act 2010 contained a new stipulation that public authorities must publish a set of Equality Outcomes. The 14 related Equality Outcomes 2021 – 2025 form the basis of equality work by the Council Family and reflect the priorities identified in consultation with equality groups. Each outcome has been aligned with the Strategic Plan theme it supports, actions and short-term and long-term measures. An update on the Council Family's progress towards delivering the Equality Outcomes is included in part II of this report.
- 3.2.2 Glasgow City Council also established a [Poverty Leadership Panel](#) (PLP) to bring together organisations, as well as individuals who have been directly affected by poverty, to co-ordinate key organisations with a focus on mitigating and reducing the impact of deprivation. Panel members include people with direct experience of poverty as well as representatives from organisations like Glasgow Housing Association, Glasgow Disability Alliance, Scottish Human Rights Commission, Ethnic Minorities Law Centre and the Federation of Small Business. The PLP met with activists on a regular basis, however the attendances were falling due to the topic of child poverty being discussed in various other council forums, which was inefficient and caused a duplication of work.

The panel published the [People Make Glasgow Fairer Strategy](#), outlining the significant challenges Glasgow faces addressing deprivation, and those outcomes prioritised to assist services reducing the impact of poverty and close the gap between Glasgow and the rest of Scotland. The panel will continue to be a key partner in addressing the [Fairer Scotland Duty](#) as the framework for reporting is developed with the Improvement Service.

Glasgow has also been involved in direct feedback on the implementation of the Duty; through the EHRC in 2020-21; looking at how a consistent framework could be constructed across local authorities in Scotland.

However due to the COVID pandemic face to face meetings were cancelled and the PLP continued with the quarterly meetings via Microsoft Teams. This led to a continuous reduction in attendance and a decision was made to postpone online meetings until face to face was possible and a monthly PLP newsletter was issued to keep members up to speed with all the tackling poverty projects and policy and research updates. Unfortunately, due to lack of input the PLP Newsletter eventually ceased.

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The co-chairs of the PLP agreed that members should be asked for their thoughts on the future of the PLP and in what format and frequency they want these meetings to look like going forward, if indeed they do want the PLP to continue. This review is expected to begin in May 2023.

3.2.3 Glasgow Violence Against Women Partnership (GVAWP)

The Glasgow Violence Against Women partnership (GVAWP) have committed to reviewing and revising a city-wide multi-agency violence against women strategic plan. A 3-year city wide strategic plan is agreed to tackle all forms of violence against women and girls. Thus, an external contractor has been appointed to support GVAWP to produce the city-wide plan, and an external contractor has been appointed to oversee the first year. The Women's Safety survey report has been produced and shared, and a permanent app has been developed to allow women and witnesses to continue to report public harassment and identify areas of concern. Women's safety tours are taking place within the city, with subgroup Wise Woman to be established.

3.2.4 The Equality Outcomes 2021-2025 set out the following outcome areas:

1. An increased proportion of women, black and minority ethnic people, younger people, disabled people and LGBTI+ are supported to enter employment or training.
2. Disabled people, black and minority ethnic people and other people have an improved experience in accessing services that meet their needs through more regular and systematic involvement in design of service delivery across the Council Family.
3. Service users are provided with information accessible to them on services provided by the Council Family particularly, those who face barriers through disability, language and digital exclusion.
4. Glasgow's work to end violence against women and girls results in:
 - Women and girls can access the right services based on identified need and are protected from further harm;
 - Experiences of women and girls inform the planning and activity to eradicate gender-based violence and;
 - Prevention approaches support tackling the root causes of violence against women and girls.
5. LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to;
 - Prevent hate crime before it happens
 - Encourage people to report hate crime when it happens
 - Improve service responses to victims
6. The importance of tackling social isolation and loneliness is recognised and prioritised through our work with partners.
7. Glasgow city Council create and celebrate a diverse and inclusive workplace.

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8. Black and minority ethnic people and disabled people have increased representation within Glasgow City Council's workforce.
9. Glasgow City Council has reduced barriers faced by women in the workplace.
10. Glasgow City Council employees are supported to have improved mental and physical health and wellbeing.
11. The Glasgow City Council has progressed LGBTI+ inclusion in the workplace.
12. Glasgow City Council (Education services) has developed a more strategic approach to delivering equality and diversity curriculum in schools that has been developed in partnership with the third sector and achieves external validation where possible.
13. Glasgow City Council (Education Services) has developed a more strategic approach to challenging discrimination in schools and ensuring that everyone is engaged in tacking forward this approach.
14. Glasgow City council (Education Services) has continued to improve outcomes in relation attainment and achievement for children and young people including those experiencing socio-economic disadvantage, those for whom English is not their language, those who identify as black and minority ethnic and disabled children and young people.

3.3 Training

- 3.3.1 We continue to provide all our staff with access to appropriate training to ensure that we build staff confidence, and professional assurance, to deliver high quality accessible services to the people of Glasgow. For example, from April to March 2022, 364 staff attended the 'Autism Spectrum Condition Basic Awareness' course, 193 staff attended 'Dementia Basic Awareness' course and 268 staff attended 'Equality and Diversity' course. During and after COVID 19 we have ensured that staff have access to online supports, and these have become more accessible with the roll out of mobile ICT to staff who are not permitted to attend the office environment.
- 3.3.2 Since the development of the original outcomes, elected members have also been prioritised to attend equality awareness training, and it is now part of the elected member mandatory training. Half-day training sessions have been facilitated by external trainers.

The Council has an agreed core standard for equality training and plans to augment this training with briefings and awareness sessions on specific topics. Training courses for employees are provided online through the e-learning platform or, where appropriate, and in line with current restrictions. delivered through classroom-based training. All services have a commitment to development of training on equality and will supplement the core standard as relevant for different staff roles, for example, the Glasgow Centre for Independent Living delivered disability etiquette awareness sessions for staff in Social Work Services. In line with Glasgow Council's Equality Outcomes, we have partnered with several training providers to source a range of training opportunities. Training such as Equality, Diversity and Inclusion which is available to employees, and as of January 2023, an array of training has been scheduled, covering topics of Disability Equality for front line employees, Dementia Awareness, Unconscious Bias in Recruitment and [more](#).

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- 3.3.3 The Council also provides Equality Impact Assessment (EQIA) training to enhance key decision-making processes in the Council. Since the third set of outcomes were published in 2021, significant numbers of staff across the entire Council Family have been trained in Equality Impact Assessment. Elected members across all political parties have also been trained, and refresher training will also be offered later this year. This has provided greater scrutiny of EQIA, and a helped to embed Equality consideration into decision making. As a result of COVID 19 restrictions, no consistent face to face training took place from 2020 to 2021, and an online EQIA module of training was developed for Elected Members and staff in November 2020. Since the easing of restrictions regular face to face training recommenced in November 2022; and a full schedule of monthly training is being undertaken for 2023.
- 3.3.4 The development of the Council's approach to Climate Change Impact Assessment will necessarily look to include EQIA as part of its approach and the ongoing development of this will be notified to Committee.

3.4 Implementation and Monitoring

- 3.4.1 The Governance and Management section above outlines how progress towards mainstreaming equality and the delivery of the Outcomes is coordinated and monitored. To implement the council family approach to meeting the Public Sector Equality Duty, each council service and ALEOs has a lead officer for equality. The General Purposes City Policy Committee considers equality policy issues and the Operational Performance and Delivery Scrutiny Committee considers equality performance issues.
- 3.4.2 This report will be published website in April 2023, and the full report will be published after consideration by the City Administration Committee. The Council is bound by the public sector duty of the Equality Act 2010, and the entire Council Family, including arms-length organisations, has agreed to deliver the Equality Outcomes.
- 3.4.3 The Equality Outcomes include both long-term and shorter-term performance measures to enable the Council Family to track progress of delivery. Services are asked to embed performance monitoring of progress towards the Equality Outcomes into performance management arrangements. Corporately, equality issues are reported in the Council Annual Performance Report.
- 3.4.4 Every Council service prepares an Annual Business Plan (ABP) formerly known as the ASPIR. This report contains a progress and performance update in relation to key priorities. It also sets out future priorities and how these will be achieved. ASPIRs are reported to the relevant Policy Development Committee. Within the ASPIRs, services are asked to summarise the key findings and response to [Equality Impact Assessments](#) (EQIAs) that have been conducted during the year and set out the planned EQIAs for the upcoming financial year.

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4.1 Evidence and Information

4.2 Consultation and Research

- 4.2.1 A comprehensive list of demographic questions are asked in every consultation or survey carried out by Glasgow City Council. The [consultation statement](#) sets out the commitment to ensuring that all relevant groups and communities with an interest or who are likely to be affected by an issue will have the chance to participate in a consultation. The Council makes materials available in different formats if needed, for example using a large print or another language. The Council also uses alternative methods of consultation, such as focus groups, to ensure that a wide range of views are represented.
- 4.2.2 The [Glasgow Household Survey \(GHS\)](#) is used by the Council Family to measure and track residents' use of and satisfaction with key services provided by the Council and its partner organisations. The survey is carried out annually and consists of 1,000 interviews across the city. A fresh demographically representative sample is used for every survey. Each respondent is asked a comprehensive set of demographic questions. The latest report was released in August 2022.
- 4.2.3 The information that is collected through surveys is analysed by age, disability, gender, race, religion or belief and sexual orientation and is routinely done so to assess if there are differential results reported by different groups. For example, from this analysis the Council knows that Black and Minority Ethnic residents have a higher satisfaction levels with council services (66%) as non BME (46%), despite an overall decline in this satisfaction measure. In addition, every two years, the GHS includes an additional booster sample of interviews carried out among residents from black and ethnic minority groups. The results and analysis are reported across the Council, to elected members and the GHS reports are published on the Council's website.

4.3 Engagement

- 4.3.1 The Council actively engages with communities in order to understand their perspectives, concerns and priorities. An example is the Glasgow Equality Forum (GEF), which brings together representatives from the voluntary sector, equality networks, and other organisations, who meet with community planning partners to discuss areas of mutual interest and help to shape and inform strategy and policy development.
- 4.3.2 Membership of the Forum is structured to provide knowledge and experience of the issues and experiences of people across the range of protected groups. Many of the networks and organisations have broad membership bases, which inform their contribution. The current membership of the Forum includes:

[Glasgow LGBTI+ Voluntary Sector Network](#)

[Glasgow Disability Alliance](#)

[Glasgow Women's Voluntary Sector Network](#) (co-ordinated by Wise Women)

[Glasgow Voluntary Sector Race Equality Network](#) (co-ordinated by CRER)

[CEMVO Scotland](#)

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Associate members:

[Faith in Community Scotland](#)

[Scottish Refugee Council](#)

[Age Scotland](#)

[WSREC](#)

[Interfaith Glasgow](#)

[Amina MWRC](#)

- 4.3.3 In addition, the network in partnership with the Council convened an LGBTi+ working group drawing on the LGBTi+ network, to facilitate closer engagement with public sector organisations on the delivery of outcomes for the community. The group has also overseen the establishment of Task Group to look at options for an LGBTi+ Hub in the City, linking to City Property and other relevant partners to explore practical options for the delivery of this outcome.
- 4.3.4 The Council also jointly supports the online [Equality Updates](#) (along with Glasgow Council for the Voluntary Sector). The Update consists of an e-bulletins and a web presence designed to raise awareness of and promote equality issues in Glasgow. Information is shared in relation to jobs, sources of funding, events and research.
- 4.3.5 Through the Integrated Grant Fund, the Council supported a range of third sector organisations that work to tackle discrimination and inequality and promote good relations. This included funding for equality networks and organisations, work on integration, and funding of services that complement and enhance Council Family Group services. The development of The [Glasgow Communities Fund](#) (referred to as the 'Fund'), was introduced in October 2022, offering a 30-month programme of grant funding support to third sector organisations up to 31st March 2023. In the first phase of the programme, the fund has supported almost 300 organisations to deliver diverse programmes of activity at a city-wide and local level to the value of over £47m. Phase 2 of the fund will run from 1 April 2023 until the 31st March 2026.
- 4.3.6 The Council also understands its obligations as an employer continues to support the [Equality and Diversity Group](#) to promote and support the message of diversity and inclusion within its own staff groupings, by using Diversity Champions to drive the message of equality across the Services and ALEOs.
- 4.3.7 There are several other networks or groupings at council service level that reflect this networking approach. One such example is the continued development of the [Glasgow Transport Strategy](#) (GTS);
- The GTS for the city of Glasgow aims to set a clear direction for transport policies, projects and investment up to 2030. It is the overarching transport strategy for the city by Glasgow City Council. Social inclusion cannot be achieved without a transport system that allows all communities to participate fully in the opportunities our city offers.
 - The GTS will be delivered through the support of the Active Travel Strategy, City Centre Transformation Plan and Liveable Neighbourhoods Plan. The strategy

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responds to Glasgow's net zero carbon aspiration for 2030, as well as a city target to reduce car vehicle kilometres by at least 30% by 2030 (over a 2019 baseline).

- For more information on this strategy, please refer to www.glasgow.gov.uk/transportstrategy

4.3.8. The Scottish Council Equalities Network (SCEN) is also a key forum for Glasgow and other authorities to engage and share good practice and relevant equality information. Usually two representatives from Glasgow City Council attend a meeting every 3 months with SCEN and is regularly a host.

4.3.9 Since the last Mainstreaming Report, there have been areas of activity that have been brought to light which require much needed focus. These are areas where evidence continues to be gathered and approaches are still being developed. However; their continuing progress will be reported on, in the mid-term review of the outcomes. These include:

Feminist Town Planning Motion

In October 2022, a [motion on Feminist Town Planning](#) was approved by Council, which focuses on putting women at the forefront of town planning and allowing a critical. The Council agreed that in order to create public spaces that are safe and inclusive for women, and accessible for all members of the community, it is fundamental that women are central to all aspects of planning, public realm design, policy development and budgets.

There are five areas for consideration within the motion;

- Adopt a feminist town planning approach within planning policy and the new City Development Plan.
- Gather intersectional gender-disaggregation of data ensure specific gender differences – developing a standardised approach across all consultations undertaken by the Council departments, committees, working groups, partnerships and ALEOs.
- Ensure recommendations from the Scottish Government's review into the Public Sector Equality Duty are incorporated at the earliest opportunity
- Incorporate gender competence training with Heads of Service and key members of staff across all council services.
- Start work on applying a gender budgeting lens to council budgets to ensure that gender perspectives are integrated into all stages of the budget process.

As at March 2023 engagement with officers is underway to consider the most appropriate actions to support this activity. The scheduled review of EQIA Guidance in April and May 2023 will allow Scottish Government recommendations to be included in the future EQIA framework going forward.

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Black Lives Matter

In line with the [motion approved by the Council in September 2020](#); the Council is addressing a number of areas as a result of the motion; including the ongoing work to:

- tackle access to employment and opportunities by removing discriminatory barriers;
- take action against racism and racial hate crime incidents in Glasgow schools; and
- recognise the historic legacy of slavery and develop a civic conversation regarding the history of the city and how best the complete history of the city can be understood and embraced.

Much work in these areas has been undertaken; and will continue to be undertaken across the Council by key strategic groups; including but not limited to; the BME Employment Working Group, the Hate Crime Working Group, Education Services and the newly appointed Diversity Manager at Glasgow Life; respectively. As the work in these and other related areas progresses and develops, we will look to enhance our evidence base and link to existing outcomes; and where appropriate and develop outcomes that reflect the delivery aims of clear targeted work.

As noted in the Motion itself; the latest progress and ongoing work;

- [Glasgow Household Survey 2022](#) included questions on the Legacy of the Transatlantic Slave Trade and Plantation Slavery.
- '[Glasgow's Historical Ties to Slavery & Atlantic Connections](#)' story map has been created in partnership with University of Glasgow between 2019-2022 to help inform discussion and understanding.
- Successful publication (in full detail below) from Dr Stephen Mullen, commissioned by Glasgow City Council 2022 in addressing slavery links and increasing understanding regarding the university and the city with the transatlantic slave trade.
- '[How Should We Address Our History](#)' released in June 2022 discusses the community conversations on the legacies of transatlantic slavery and colonialism in Glasgow.
- The Working Groups and key stakeholders are currently developing an Action Plan to be approved by the relevant committee by March/April 2023.

Notably, in March 2022, the "[Glasgow, Slavery and Atlantic Commerce: An audit of Historic Connections and Modern Legacies](#)" was released into the public realm by Glasgow University academic, Stephen Mullen. This publication addresses the City's history of the Atlantic Commerce and Slavery over two centuries. In line with the BLM motion, the 'Black Lives Matter/Slavery Legacy Working Group' was created to discuss Glasgow's historical links, including street names and status. This group is a Cross Party working Group which includes Council Officers, Academics and Stakeholder groups.

Most recent meeting took place in February 2023, where the investigation into raising awareness of the City's links to Slavery and the Transatlantic Slave Trade continues throughout a range of public and stakeholder engagement.

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Forum of Faiths

Originally founded in 2002, the Forum was [reconstituted in 2020](#) in order to improve ongoing dialogue and directly raise matters relevant to faith groups, that could inform the Council's approach to the Public Sector Equality Duty.

The purpose of the group as agreed at the first meeting in August 2020 is to:

- Provide discussion on social issues;
- Promotion of good relations/community cohesion
- Visits (when possible) to places of worship
- Assistance to multi faith civic ceremonies
- Provision of advice to public bodies
- Acting as a consultative forum on local issues for local government
- Directly link faith groups to the civil and policy infrastructure of the city.

As work develops across these areas; we will, as noted previously, reflect on their development, scope and activities, in all future Outcomes progress updates.

Since the easing of restrictions and the election of a new Lord Provost; the most recent meeting was held in February 2023, whereby the Forums of Faith members met the Lord Provost and had discussions surrounding the impacts of COVID, warm spaces and generally, to identify the current needs of each unique communities. These meetings will be organised quarterly and/or annually, depending on updates and availability.

5.1 Access to Services

5.1.1 Accessible Services

5.1.2 The Council has taken several steps to address barriers to communication in participation and accessing services. A number of these are included in part II of this report that set out the progress towards the Equality Outcomes. The paragraphs below provide some examples of specific approaches the Council Family Group undertakes to address barriers to access.

5.1.3 BSL Action Plan 2018-2024

A key development since the outcomes were published in 2017 is the publication of the [BSL Action Plan 2018-2024](#) in October 2018, which involved extensive consultation with the BSL community, services and stakeholders. This plan challenges the Council Family to improve accessibility for the BSL community. A [BSL User Reference Group met in October 2019](#) to provide a direct link to the community and reflect the priorities of the community as the Council Family seeks to implement the Action Plan. It had been planned to reconvene the group on an annual basis, however the COVID response has interrupted this, although the group continues to be contacted directly both as part of our direct [COVID response in 2020](#).

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Following on from the Action Plan, and after engagement with BSL Stakeholders, a BSL event is being organised by the Chief Executive Department for May 2023. This event will establish re-engagement with the BSL community, to ensure their needs as a community are reflected in our updated Action Plan and appropriate support and/or resources can be obtained.

5.1.4 Related to this; the Centre for Sensory Impaired, supported by the Council in partnership with the Royal National Institute for the Blind (RNIB), provides a range of services for people with sensory impairments. This includes the provision of materials in different formats and specific support through the provision of interpreters to the BSL community. The Council provides some information about its services in British Sign Language (BSL) on its website and is looking to further develop its approach in line with the BSL Action Plan.

5.1.5 2023-2028 Gaelic Language Plan

Gaelic usage within Glasgow City Council and Glasgow Life has been increasing on year via various projects and initiatives to service the Ghaidlig speaking community in the city.

It should be noted that the 2022 Gaelic Economic in Glasgow research study demonstrated that Gaelic contributed to over 700 FTE jobs and £21.6m GVA to the Glasgow economy. Raising awareness via undertaking research, facilitating internal and external training continues, and research has shown that interest in learning Gaelic among staff from across the Council continues to increase. Most recently, [Glasgow City Council's Gaelic Language Plan 2023-2028](#) has been approved by the City Administration Committee on the December, 2022.

5.1.6 Employability

City Building's supported business [RSBi](#), offers employment facilities to employees with disabilities. This formerly included Work Choice positions, which offered opportunities for people with disabilities on a rolling programme, this has now been replaced with the Transitional Employment Support Grant (TESG), which facilitates progression for disabled employees into mainstream employment.

5.1.7 Other Areas of Accessibility

The Council; through its Financial Inclusion team, and with its partners at MacMillan Cancer support continues to assist cancer patients linking up services through needs assessment to improve the journey of those patients and provide better access to all.

5.1.8 Through Neighbourhood, Regeneration and Sustainability (NRS) the Council has funded £2.7m of adaptations to Housing Association homes during 19/20. However, this allocation of £2.7m had been ring-fenced for medical adaptations to housing association homes during [2020/21](#) due to the vulnerable nature of the client group,

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many of these adaptations were delayed. Most recent update, the Glasgow Affordable Housing Supply Programme takes into account the priorities identified within 2 key strategic documents, [Glasgow's Housing Strategy 2017-2022](#) and [Strategic Housing Investment Plan \(SHIP\) 2021-2026](#).

5.1.9 The Linguistics team, as part of the HSCP, provides face to face interpreting, telephone interpreting and translation for citizens accessing Social Work Services and Education Services. The service currently supports around 70 languages across the city. We continue to support the increased diversity of communication in the city and respond to requests for certain languages. For example, the demand for Ukrainian interpreters has increased dramatically, due to the number of Ukrainian refugees within the City.

Services provided: 01 April 2022 – 31st December 2022	
Total	8,061
Internal: Social Work Services	4,206
Internal: Education Services	1,333
Internal: Other (private)	2,154
External: Other Council Services and External Agencies	368

5.1.10 Dementia Training: In response to the Scottish Government's Dementia Strategy and to bring training in line with the Promoting Excellence Framework, Glasgow City HSCP developed a course with Glasgow Caledonian University. The course is a 2-day skilled programme, accredited with 3 SCQF points and this can be used as recognised prior learning for other qualifications staff will undertake as part of their professional development. This course has not restarted following lockdown; however, it is one of the priority courses and forms part of the HSCP COVID recovery training plan. Dementia Informed training is included as core part of our homecare staff induction. Most recent figures in 2022, highlighted that 241 homecare new starts had this course delivered to them.

5.1.11 Glasgow ESOL partners continue to use the central register to recruit for ESOL learning classes which avoids duplication, provides a single point of access and gives a better picture of what the needs are in the City. Learning classes have switched to online since COVID and have remained online, as evidence conveys a higher attendance rate. Total courses delivered between April 2022 to mid-March 2023 were 136, with 5934 attendance.

5.2 Equality Monitoring

5.2.1 Equality monitoring enables the Council to analyse how different people use and experience services, highlights any issues and understand how services work, in order that action to improve service provision may be taken. The following examples illustrate how the Council collects and uses equality monitoring information to deliver services.

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- 5.2.2 NRS continue to undertake equality monitoring in specific service areas, such as checking whether the number of enforcement notices issued to black and ethnic minority business owners is disproportionate when compared to the overall number issued. The service monitors the issuing of statutory food hygiene regulatory notices, compliance notices in respect of commercial waste uplift avoidance, and enforcement notices relating to Health and Safety in this manner.
- 5.2.3 The CareFirst management information system utilised by Social Work Services continues to capture information on every service user's ethnicity, age, and gender, as well as their main client group to determine the type of disability or disabilities. There is also optional information collected on first language and religion. This classification information is built into operational reports that will show service activity by client and their equality characteristics. In turn this allows the department to monitor uptake of service and service activity by these characteristics.

5.3 Equality Impact Assessments

- 5.3.1 The Council continues to embed equality into policy, service planning and decision making through the application of an [Equality Impact Assessment \(EQIA\)](#) approach, which ensures that equality is considered at the start of a policy or service development. The EQIA considers how protected characteristics, socio economic deprivation, and human rights should impact our decision making and how a proper understanding of each of those elements as part of a decision-making process, enhances the outcome of that decision.
- 5.3.2 The Equality Impact Assessment documentation and process are used by the whole Council Family. All services and ALEOs are asked to report on completed EQIAs and note those planned for the upcoming financial year. Services comply with this by including the information as part of the Annual Service Performance and Improvement Report (ASPIR), which are published annually. All completed EQIAs are published on the [Council's website](#)
- 5.3.3 The EQIA process is also integrated into the Budget Strategy. The equality impacts of all budget options are assessed and the findings presented to elected members. These were summarised within the appendix to the [Budget Report](#).
- 5.3.4 The [EQIA guidance and assessment tool](#) was revised in July 2021, to reflect the Fairer Scotland Duty, and the need to reflect specifically on Human Rights implications in course of Impact Assessment. During 2019-2021, EQIA training was delivered online, due to the restrictions of COVID. As of 2022, EQIA training in person has restarted and occurs between 9-11 times a year to ensure all staff across the Council Family can attend. The structure of this training includes presenting information and guidance, followed by a practical example, whereby employees are asked to work in groups to discuss and identify impacts of this example.
- 5.3.5 At present, the chief Executive Department are developing a Climate Change Impact Assessment Form, which is currently at the testing stage and will be trialled later this year, 2023.

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6.1 Council Workforce Equality Monitoring (Excluding Teachers)

6.2. As an employer, the Council aims to achieve equality and diversity in its workforce, we want to be a sensitive and understanding employer, creating a workplace where everyone is respected. The Council monitors its workforce across multiple profile areas including by gender, ethnicity, disability, and salary. Tables providing a summary of this information as at quarter 3 2022/23 (December 22) are included as appendix A and B below. Detailed monitoring information for the Council and Education Services (the Education Authority which we are required to publish separately) will be published on the [Council's Website](#) for year end 2022/23 in due course.

6.1.1 Service Provision

6.1.2 Education Services continue to include as many children and young people as possible in mainstream provision with appropriate support, as set out by the service's Inclusion Policy 'Every Child is Included'. In addition, there is specialist provision for children and young people with more complex additional support needs including physical disabilities, visual impairment and hearing impairment. Some of this provision is within co-located bases in our mainstream schools. There are 70,000 students enrolled in 192 establishments (140 primary schools, 30 secondary schools and 22 Additional Support for Learning schools). Further aspects of Glasgow's educational context include;

- Over 17,000 children and young people from minority ethnic backgrounds
- Over 15,000 children and young people who have English as an additional language (EAL); and
- Over 1400 care experienced children and young people attend Glasgow education provision.

6.1.3 The strategic lead for education is the Executive Director for Education Services. He is supported by Heads of Service including; learning, teaching and assessment; quality improvement and leadership; strategic lead for raising attainment and achievement, curriculum and employability. The Head of Inclusion has lead responsibility for Equalities, and is supported by the Quality Improvement Officer (QIO) Equalities

6.1.4 An integrated English as an Additional Language (EAL) Service is delivered in schools across the city. Staff are deployed according to need and work with children and young people who are learning English as an additional language, including those who are new migrants to Glasgow and those who are part of the settled community. The focus of the EAL Service is to help these children and young people achieve their potential and to overcome any barriers to learning caused by learning in an additional language.

6.1.5 The EAL Service provides direct support to children and young people with EAL and builds capacity with schools and teachers. The EAL Service links with other agencies

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that work with this group and also develops links with parents. The service was reviewed last session and the recommendations from this will have implications on the way we support children and young people with a great role in advising on curriculum development in schools.

- To ensure that young people who do not have English as their first language can demonstrate their attainment in English at an appropriate level, Education Services support the teaching of SQA qualifications in English for Speakers of Other Languages (ESOL) within secondary schools. ESOL is a qualification that is offered by the Scottish Qualifications Agency (SQA) at a National 3, 4, 5 and Higher and may be used to access further and higher education. Glasgow has developed an ESOL policy that advises which young people should be presented for ESOL and how it may be delivered in schools
- The revised Anti-bullying guidance(2019) from Education Services clearly sets out our expectations on bullying, including bullying related to all protected characteristics. SEEMIS Bullying and Equalities Module allows schools to record all incidents of bullying behaviour.
- Working in partnership with '*respectme*', Scotland's Anti-Bullying Service, Education Services are currently delivering mandatory anti-bullying training to all senior leaders between January and March 2023, totalling 6 sessions across each the city.
- Education Services has the Education in Equalities Working group (EEWG) who lead in supporting the development and implementation of equality actions within the service. The group consists of practitioners, service support staff, and representation from external agencies. The EEWG link with closely with colleagues across the city and particularly with QIO's who work in the field of curriculum development, pupil rights and pupil voice.

7.1. Anti-sectarianism

7.1.1 Anti-sectarian work in Glasgow schools and Local Authorities across Scotland continues to occur and develop through the Sense Over Sectarianism program. Direct delivery by Sense over Sectarianism staff had been reduced due to COVID 19 restrictions but a healthy level of engagement has returned through a mixture of direct delivery, provision of teaching resources and online support. Anecdotal indicators through communications with Glasgow schools suggest that the SOS Flagship resource "Divided City" continues to be delivered by teaching staff in over 80% of Primary Schools.

7.1.2 Due to Covid restrictions, the program had also developed and delivered online CPD sessions to both Primary & Secondary sector Probationer Teachers however normal staff CPD and Glasgow University MeDUC & PGDE Inputs have been resumed.

7.1.3 The annual Holocaust Memorial Day (HMD) education event was once again hosted by Sense over Sectarianism on January 27th in the Banqueting Hall. There were a variety of speakers and performances who addressed an audience of over 350 young

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people and staff from a selection of Glasgow schools. The headline speaker was Kirsty Robson from the HMD Trust and other speakers included the Director of Education Douglas Hutchison and Councillor Christina Cannon.

7.1.4 SOS Workshops continue to support anti-sectarian work across our schools. To date this session, a series of 3 workshop sessions have been delivered to over 1650 pupils across our primary schools.

Age appropriate resources are continuing to support the work in schools at 4 stages:

- Early years – Using ‘Rainbow Fish to the Rescue’ to explore the themes of friendship, and feelings around being left out because of differences.
- P6/7 – The novel study of ‘Divided City’ continues to be delivered in high numbers of schools however COVID restrictions has led to the suspension of the popular Communities United programme which brings denominational and non-denominational schools together to explore their values, attitudes and behaviours in relation to sectarianism.
- S2/3 – The play ‘Scarfed for Life’ addresses a wide range of issues experienced by young people in our schools and in the wider community
- S5/6 – Employability and Social Media workshops provide education around the history of discrimination in the workplace and how the digital footprint of young people could be affecting their employment opportunities especially in relation to recent legislation

7.1.5 Anti-Homophobic and Transgender Developments

7.1.6 Education Services continues to work with partner organisations to deliver initiatives to raise awareness about diversity and to tackle homophobia. We have a strong working partnership with LGBT Youth Scotland. Currently we have 17 secondary schools involved in LGBT Youth Scotland Chartermark development work and this is at all levels Gold, Silver and Bronze. We also have one Primary establishment who achieved Silver Charter mark status and another 6 now involved in the Chartermark programme. Psychological Services are also currently working towards silver charter mark. This work had been impacted by the pandemic, however, is now moving forward progressively.

7.1.7 This session we have continued to strengthen our links with Time for Inclusive Education (TIE) working in partnership to promote the national website, resources and e-learning modules. The positive impact of last session’s successful ‘Spotlight On’ professional learning events for Glasgow schools is evidenced in the increasing number of our schools and staff registering with the national website and undertaking further professional e-learning modules.

7.1.8 To date, **793** education staff and **100** Glasgow schools have registered with the website. Further to this, a significant number of teachers have completed Stage 1 and Stage 2 of the national professional learning modules in delivering LGBT

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Inclusive Education learning, as detailed below.

Moving forward, there has been a focus on Leadership of Equalities at all levels within our schools. A further four 'Spotlight On' professional learning sessions took place throughout January and February 2023 co-delivered with TIE, Education Services and school staff.

Spotlight session content included:

- Spotlight on... Leading Equalities in your School
- Spotlight on... LGBT Education in Primary
- Spotlight on... LGBT Education in Secondary
- Spotlight on... LGBT Education Toolkit in Action

7.1.9 Action and Learning for LGBT Inclusive Education in Schools (ALLIES 23)

During LGBT History month, Education Improvement Services planned various events to celebrate diversity and strengthen Inclusive Education across our schools. This series of events launched as ALLIES 23 – Action and Learning for LGBT Inclusive Education in schools.

7.1.11 Working in partnership with TIE and LGBT Youth Scotland, ALLIES 23 delivered and facilitated a series of citywide events with a key focus on support and learning for children and young people, increased opportunities for professional learning and curricular development. These opportunities provided an excellent opportunity to acknowledge and celebrate the strong work of schools in LGBT education, with several schools sharing practice through open door events.

Events during ALLIES 23 included:

Staff Professional Learning

- 5 'Spotlight On' Sessions delivered by TIE/ LGBT Youth Scotland
- Whole Day staff professional learning event held in Glasgow City Chambers
- Castleton Primary: LGBT Inclusive Education in Action
- Golfhill Primary Golfhill Pride: A Celebration of Inclusivity

Pupil Events

- School Workshops sessions held on 20th and 21st February in City Chambers with sessions available to both for primary and secondary pupils.
- Glasgow Film Theatre - Love Simon screening for secondary pupils.

In addition to ALLIES 23, Education Improvement Services will continue with

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Pride Lite 2023. This will be celebrated in the month of June and will be held at City Chambers. This annual gathering of LGBT young people will include a range of opportunities and workshops specifically for young people who identify as LGBT.

Education Services continues to encourage schools to promote their LGBT activities through social media and this highlights the significant number of LGBT groups in our secondary schools.

7.1.12 Anti-Racism developments and the Curriculum: Promoting Anti-Racism Together in Education (PARTIE 22)

Dialogue had been held with Glasgow's Schools Forum and feedback gathered to inform our planning. Their comments supported our direction of travel in strengthening anti-racism through increased opportunities for professional learning, sharing of practice and ongoing curricular support and development.

PARTIE22 was the vehicle to highlight and focus on these important priority areas, whilst we continue ongoing development across the session. It was attended by young people from Glasgow primary and secondary schools. Schools were invited over a 3-day period with a range of sessions in the city chambers, all of which were oversubscribed.

A total of 30 schools attended Day 1 and Day 2 workshops. These were facilitated by school practitioners, EAL Leaders of Learning, central officers and external partners. Workshops were designed to be safe spaces where young people explored anti-racism and expressed their thoughts, experiences and questions.

Workshop content included:

- An introduction to anti-racism and approaches to building a sense of belonging and self-confidence.
- Exploration of the effects of racism and how to stand up to racism.
- Hidden figures and representation in film and the effects on viewers.
- Hate crime.
- Day 3 celebrated the work already undertaken in the city whilst recognising there is more to be done. This Showcase had over 25 display stands designed and hosted by practitioners, children and young people. The content highlighted the breadth & depth of anti-racist work taking place across City schools. Just under 1000 young people visited the showcase along with practitioners:

The Education Improvement Service provided four professional learning "Spotlight on" sessions throughout October alongside Black History Month on culturally responsive and inclusive curriculum design and anti-racism,

A PARTIE22 film festival at GFT Glasgow Film Theatre was attended by 1400 young people and practitioners from Glasgow schools. Content at the festival related to Black History Month and anti-racism.

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7.1.13 Education Services continues to support the Scottish Government Anti-Racist Education Programme. (AREP). Two senior officers are involved with this work one is supporting diversity in teaching and the other is supporting educational leadership and professional learning this work is ongoing.

Psychological Services is undertaking research into experiences of black Young People. This will assist in ensuring there is clearer understanding on challenges faced by black young people as well as considering staff support needs.

7.1.14 Education HQ are working to support all schools in re-establishing their policy procedures with a new format Equalities Policy. With the head teacher being the lead for the Equalities Policy, all schools will ensure that all developments/plans linked to equalities work will be shared through school annual reporting procedures.

The Equalities in Education Working group (EEWG) work with colleagues from the Secondary and Primary sector and continue to develop curriculum materials around race and equality. Resources across the partnership are uploaded onto our website and schools can access this through Glasgow on-line as well as linking in with Education Scotland resources as they emerge. Partnership projects are instrumental in supporting the anti-racist curriculum and include work undertaken with Police Scotland and Community Safety Glasgow. Education Services also have an established Curriculum Dev Group (Social subjects) and practitioners continue to pull together learning and teaching resources for Race Equality with both Primary and secondary sector input. Lessons in citizenship are provided in across schools, and can be complemented by work with community and voluntary organisations to explore themes of discrimination around race

In addition, schools continue to develop opportunities for children and young people through music, art and cultural studies to build on young people's understanding of racism and discrimination. Education Services will continue to develop anti-racist education work in schools with a specific focus on reporting bullying/ harassment and Hate Crime.

7.1.15 Anti-bullying and Equalities

The revised Anti-bullying guidance (2019) from Education Services clearly sets out our expectations on bullying, including bullying related to all protected characteristics. SEEMIS Bullying and Equalities Module allows schools to record all incidents of bullying behaviour.

Working in partnership with '*respectme*', Scotland's Anti-Bullying Service, Education Services are currently delivering mandatory anti-bullying training to all senior leaders between January and March 2023, totalling 6 sessions across each the city.

This training provides further support to schools in relation to:

- Recording bullying incidents
- School policy review and development
- '*respectme*'s' e-learning anti-bullying training modules for all school staff
- '*respectme*'s' Anti-Bullying Self-Evaluation Toolkit and reward certification

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Education Services has also created additional support materials which include:

- Bullying response flowchart
- Information poster/guidance for staff
- Information poster/guidance for young people and parents/carers
- A Glasgow Schools Anti-Bullying Charter

Our Schools Forum (Primary 6 – Senior Phase) groups have received input from ‘respectme’ on Bullying related to body image and appearance. We have used what our young people said to create the Anti-Bullying charter for all Glasgow’s Schools.

7.1.16 Gender - Girls At COP26

During November 2021 and while Glasgow hosted COP26, more than 2500 young women from Glasgow secondary schools participated in #GirlsAtCOP26 – The Solutions are Feminist, at Glasgow Caledonian University. Read more background to Girls@COP26.

Young people joined forces to discuss the global issues around environment and gender – UN Sustainable Development Goal 5 - alongside other female related issues including health and challenges that can affect women and girls' bodies.

Over a series of sessions, which were co-designed with the pupils, girls discussed a range of themes including: the future of work and the green economy, data and design, fashion and food systems, and climate refugees.

On Tuesday 8th March 2022, as reported in our last committee update, we were able to hold two events to celebrate International Women’s Day. The focus was ‘Breaking the Bias’ which was the global theme for the day. We also launched the BAME women’s video with colleagues from the video attending the event and speaking with the pupils who were there:

To continue the legacy of this work and plan for COP27, EDIS colleagues held an event in June with S3 girls to discuss what our next steps should be. We continually aim to ensure that the girls have the opportunity to have their own voices heard and we followed up with activities as suggested, some of which are detailed below.

Almost one year on from GirlsAtCOP26, an exhibition, #WomenAtCOP26 opened on Thursday 29 September 2022 at Street Level Photoworks, Trongate 103, Glasgow. The portraits document women from across the globe who joined the girls in discussing taking collective action to address the climate emergency from a female perspective. An official opening was held on 11 October, the UN Day of the Girl and attended by officers, members, female leaders from across the city and beyond. Secondary schools were invited to visit the exhibit and many of our young women did so. The exhibition was a timely reminder on the Road to COP27 that COP26 was a game-changer, a people’s COP. An equalities conference with representation from equalities committee across our secondaries met at St John Paul Academy on the same day with the Learning for Sustainability Officer. Glasgow is committed to ensuring that honouring UN Day of the Girl becomes a key milestone before every future COP and serves to help empower women and girls.

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Discussions in our secondaries have been held with the girls, with women leaders on what action the City Government has taken since the events last year, in response to their calls for action. At the same time certificates were awarded to each school in recognition of their contributions to Glasgow and partner city, Pittsburgh, winning a prestigious award for Innovation in Youth & Education from Sister Cities International for its collaboration on the initiative. More information at Glasgow Caledonian University film students have also been editing each day's discussion, to be used as learning aids, one of which was premiered at the exhibition: A suite of 10 videos for each theme have been edited and the West OS will now develop learning materials to support the BGE and Senior Phase. Importantly these videos will be used to involve boys as well as girls in learning about sustainability across the West of Scotland, investigating balanced solutions between women and men.

8.1 Policy and Resource Implications

Resource Implications:

Financial: The plan will be implemented within existing resources.

Legal: None

Personnel: None

Procurement: None

Council Strategic Plan: Yes, across all themes of the strategic plan. Delivery against specific themes identified in the tables.

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Outcomes 2021-25 This report represents progress towards delivering all of the outcomes.

What are the potential equality impacts as a result of this report? Not required as the report is not proposing a new service, policy, strategy or plan, significant change to/review of a service, policy, strategy or plan or a decision about budgets

Please highlight if the policy/proposal will help address socio economic disadvantage. The Equality Outcomes include a specific aim to 'Improve Economic Outcomes for People with Protected Characteristics'

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**Sustainability
Impacts:**

Environmental: None

*Social, including
Article 19
opportunities:* None

Economic: None

**Privacy and Data
Protection impacts:** None

8.1.2 Recommendations

The Operational Performance and Delivery Scrutiny Committee is asked to:

- Consider and note the progress towards mainstreaming equality into service delivery.

PART II

Progress towards the Equality Outcomes

1. Background

1.1 Under the Equality Act 2010, public sector organisations are required to publish a set of Equality Outcomes every four years and publish progress towards the outcomes every two years. In 2021, the Council Family developed its [third set of Equality Outcomes](#), which build on the existing set and establish some new priorities. These outcomes are not meant to encompass all the work the Council Family does to reduce social inequality in the city. Instead, they reflect what are considered as the priorities.

1.1.1 Under the Equality Act 2010, public sector organisations are required to publish a set of Equality Outcomes by every four years and publish progress towards the outcomes every two years. In 2021, the Council Family developed its third set of Equality Outcomes, which build on the existing set and establish some new priorities. These outcomes are not meant to encompass all the work the Council Family does to reduce social inequality in the city. Instead, they reflect what are considered as the priorities.

1.1.2 This report represents the statutory mid-term report on progress towards the Council Family's Equality Outcomes. In the interest of best practice an annual progress report was presented to Operational Performance and Delivery Scrutiny Committee in October 2022, in order to highlight any issues at an early stage and to use the identified areas for improvement to inform the work plan of the Officer Equality Working Group for the coming year.

2. Introduction

2.1.1 This report presents progress towards the Equality Outcomes for 2021-2025, as of 2023. The outcomes were developed and agreed through evidence review and extended stakeholder engagement with equality groups and they were approved by Executive Committee [on 13th April 2021](#).

2.1.2 The Equalities Outcomes are now structured in terms of service areas- Glasgow City Council and Arm's Length External Organisations (Outcomes 1-6), GCC as an Employer (Outcomes 7-11), and Education Services (Outcomes 11-14).

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2.1.3 The Council Family Group’s Equality Outcomes for 2021 to 2025 are:

1. Glasgow Council Family Equality Outcomes 2021 to 2025	
1.	An increased proportion of women, black and minority ethnic people, younger people, disabled people and LGBTI+ are supported to enter employment or training.
2.	Disabled people, black and minority ethnic people and older people have an improved experience in accessing services that meet their needs through more regular and systematic involvement in design of service delivery across the Council Family.
3.	Service users are provided with information accessible to them on services provided by the Council Family particularly, those who face barriers through disability, language and digital exclusion.
4.	Glasgow’s work to end violence against women and girls results in: <ul style="list-style-type: none"> • women and girls can access the right services based on identified need and are protected from further harm; • experiences of women and girls inform the planning and activity to eradicate gender-based violence and • prevention approaches support tackling the root causes of violence against women and girls
5.	LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to; <ul style="list-style-type: none"> • prevent hate crime before it happens • encourage people to report hate crime when it happens • improve service responses to victims
6.	The importance of tackling social isolation and loneliness is recognised and prioritised through our work with partners.
GCC as an Employer	
7.	Glasgow City Council create and celebrate a diverse and inclusive workplace.
8.	Black and minority ethnic people and disabled people have increased representation within Glasgow City Council’s workforce
9.	Glasgow City Council has reduced barriers faced by women in the workplace.
10.	Glasgow City Council employees are supported to have improved mental and physical health and wellbeing.
11.	Glasgow City Council has progressed LGBTI+ inclusion in the workplace
Education Authority	

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12.	Glasgow City Council (Education Services) has developed a more strategic approach to delivering equality and diversity curriculum in schools that has been developed in partnership with the third-sector and achieves external validation where possible.
13.	Glasgow City Council (Education Services) has developed a more strategic approach to challenging discrimination in schools and ensuring that everyone is engaged in taking forward this approach.
14.	Glasgow City Council (Education Services) has continued to improve outcomes in relation to attainment and achievement for children and young people including those experiencing socio-economic disadvantage, those for whom English is not their first language, those who identify as black and minority ethnic and disabled children and young people.

21.4. The Council Family's Equality Outcomes make limited reference to health-related outcomes which in the past would have been partly delivered by the Council's Social Work Services. As a public body the Integration Joint Board (IJB) are required under the Equality Act 2010 to publish its own set of Equality Outcomes and the IJB's second [equalities mainstreaming report](#) in October 2020. Officers representing the IJB / Glasgow City HSCP continue to participate in the Council Family officers Equality Working Group to share information and best practice.

3 Progress as of 2023

- 3.1.1 In 2023, at the mid-point of the Equality Outcomes, the opportunity was taken to review the actions and measures that support the Outcomes. This was undertaken as an exercise with officers from across the Council Family, through the Equality Working Group to highlight any issues with achieving the outcomes, identify any areas for improvement and inform the work plan of the Equality Working Group for the coming year. Any updates are highlighted within the tables and have been assigned a RAG rating.
- 3.1.2 There are a total 77 actions, divided between the 14 Equality Outcomes. Due to the statutory timescales for publishing this information, the most current performance details for many measures is for 2022/23. This is due to year end data not being available until May/June. It should be noted that this data is not directly comparable with previous years, as the Equality Outcomes have been updated, and there are 77 now included, compared to 55 previously.

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3.1.3 Each action/output has been assessed as one of the following:

	Complete or evidence of positive progress made.
	There are some areas of slippage in targets.
	Progress does not appear to be as originally agreed in the action or there are circumstances that have prevented delivery of the action
	Figures are unavailable at the time of reporting

3.1.4 Summary of progress as of March 2023 is presented below.

Equality Outcomes RAG ratings					Total
GCC Family Equality Outcomes	29	13	2	1	45
GCC as an Employer	19	2	0	0	21
Education Authority	6	5	1	0	12
Total =	54	20	3	1	78

3.2 Of the actions which are able to report a RAG status, 71% are rated green compared to 83% in 2019.

4. Review of the Equality Outcomes 2021 to 2025

4.1.1 As part of the development of the equality outcomes for 2021 to 2025, a review was carried out of each of the outcomes. Although there has been progress, there are some areas that require more work or would benefit from revision. These updates are anticipated before the full report in 2025.

4.1.2 The table below shows how the work towards each of these outcomes will be taken forward to support action to achieve these outcomes by 2025.

Glasgow City Council and ALEOS (Outcomes 1-6)

OUTCOME 1

An increased proportion of women, black and minority ethnic people, younger people, disabled people and LGBTI+ are supported to enter employment or training.

General Duty: Advancing equality of opportunity *Strategic Plan Theme: A Thriving Economy*

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
<p>Sports Modern Apprenticeship Scheme</p> <p>Runs in partnership with the Training Academy to assist young people in developing skills, in confidence building and supporting employability for young people who are not attending school. The scheme is inclusive of those of BAME backgrounds, and supportive of disabled young people.</p>	<p>Number of Coach Core apprentices and demographic data.</p>	<p>Programming interrupted due to Covid-19 restrictions.</p>	<p>Coach Core programme participants in Glasgow are more likely to come from BAME communities, or be disabled than the Scottish Coach Core average, and significantly more like to come from BAME communities or be disabled than mainstream sport coaching programmes.</p> <p>As of 2022/23:</p> <ul style="list-style-type: none"> • 40% of apprentices live in the most deprived areas in Scotland, as defined by Scottish Index of Multiple Deprivation (SIMD) • 10% of apprentices are care experienced • 25% are female • Around 17% experience poor mental health 		<p>Glasgow Life</p>	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Volunteering programmes across libraries, arts and music, museums, sports, and events.	Number of Volunteers and equality demographic data.	<p>Programming interrupted due to Covid-19 restrictions.</p> <p>Communities and Libraries active volunteers – 29</p> <p>Sport – 39</p> <p>(This equated to 2184 hours of volunteering).</p> <p>Museums, Arts and Events interrupted due to Covid-19 restrictions and venue closures.</p>	<p>In 2022/23, there were a total of 438 volunteers across a wide range of Glasgow Life events (See Further Work and Comments) equating to 17,914 hours of volunteering.</p> <p>Data on the protected characteristics of participants is not currently available.</p> <p>However, Glasgow Life is currently working on improving consistency and range of data collection with regard to Equality Diversity and Inclusion (EDI) demographic factors.</p>	<p>Glasgow Life Volunteer programmes include;</p> <p>The Billie Jean King Cup, The Davis Cup, Home Library Service Volunteer, Aye Write literary Festival, Macmillan Cancer Information & Support Volunteers, Memories Scotland Group Facilitator, Gardening, CoderDojo, Digi-PALS, Disability Sport, Health Walk Leader, Good Move Motivator (Vitality & Live Active), School of Sport, Mela festival, World Pipe Band Championship, Museum Collection Guides, Museum Learning & Access Assistant, Curatorial and Research and Museum Conservation.</p>	Glasgow Life	
Digital skills learning programmes, adult literacy, and numeracy classes and ESOL classes designed to increase employability.	Number of courses, participants, and equality data for learning programmes	<p>5,200 people attended adult learning programmes, including adult literacy and numeracy programming,</p> <p>10,700 people attended English for speakers of other languages (ESOL) programming,</p>	<p>Programme indicators from April 2022 to mid-March 2023.</p> <p>Coding programme performance indicators 2022/23- engaged 448 learners across 31 courses:</p> <ul style="list-style-type: none"> • 40% female • 42% BAME • 70% faced barriers to work • 50% unemployed • 31% aged 16-24 	<p>Learner needs and preferences are being supported through the reintroduction of face-to-face adult learning programmes along with the continuation of online delivery; Language assessment sessions are being expanded to respond to the high demand for ESOL learning.</p> <p>Engagement with a range of digital learning opportunities</p>	Glasgow Life	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		<p>2,500 people attended Gaelic learning programmes.</p> <p>7,300 young people attended youth programmes, including with the Duke of Edinburgh Award Scheme.</p>	<p>68% of completers move on to positive destinations (53% into employment, 15% into education)</p>	<p>has grown, with face-to-face learning the preferred learning option for those with little or no digital skills.</p> <p>An increase in people being engaged in Glasgow Life Digital Learning programmes from community groups and organisations as a result of direct engagement and outreach by the Digital Learning Team Access for children, young people and adults continues to develop. This includes programmes leading to qualifications; new Adult Numeracy Multiply programmes, partnerships and funding schemes are being supported.</p>		
<p>Promote opportunities in construction to black and minority ethnic groups.</p>	<p>City Building will promote opportunities in construction to black and minority ethnic groups through the craft apprenticeship scheme, attending recruitment fairs, offering work experience programmes and organising participation events during National Modern Apprenticeship Week.</p>	<p>Programming interrupted due to Covid-19 restrictions</p>	<p>City Building's training team and Apprentice Ambassadors have attended organised events around Glasgow's Secondary Schools and Colleges to encourage applications as well as worked with other BAME community groups.</p> <p>They are also recently attended the National School and College Leaver event on the 28th and 29th March in the SECC.</p>	<p>City Building's training team and Apprentice Ambassadors are currently hosting work experience/ construction taster events involving MCR Pathways School pupils and other secondary schools in Glasgow.</p> <p>They link in also with Developing Young Workforce within Education services in Glasgow City Council.</p>	<p>City Building</p>	<p align="center"></p>

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
<p>Royal Strathclyde Blindcraft Industries (RSBi).</p> <p>RSBi is one of Europe's largest supported businesses employing 260 people, more than 50% of whom are disabled or disadvantaged.</p> <p>The workforce includes those with physical disabilities, visual and hearing impairments. Based in Springburn, in the north of Glasgow, RSBi is a leading example of a successful social enterprise- combining commercial success with socially responsible practices.</p>	<p>RSBi will continue to offer employment facilities to 260 employees (over 50% of whom are disabled), including 109 Work Choice positions.</p> <p>Work Choice was a Department for Work and Pensions supported employment programme designed specifically for people who, due to their disability may find it difficult to find or sustain employment. This has been replaced with a scheme called Transitional Employment Support Grant (TESG) which is referred to herein.</p>	<p>Percentage of apprentice intake to City Building who are from a black and minority ethnic background- 6.5% (4 BAME apprentices, out of 61 in total)</p> <p>Percentage RSBi employees who have a disability- 51%</p> <p>Number of TESG funded positions within Royal Strathclyde Blindcraft industries (RSBi)-109.</p> <p>In 2021, RSBi received the Queens Award for Enterprise, for its work in Promoting Opportunity, as well as winning the Investors in Young People Platinum Award- becoming only the fourth company in Scotland to do so. It has also achieved 3 International Organisation for Standardisation (ISO) accreditations for environment, health and safety, and quality.</p>	<p>Percentage of apprentice intake to City Building who are from a black and minority ethnic background- 8% (5 BAME apprentices, out of 62 in total)</p> <p>Percentage RSBi employees who have a disability- 51%</p> <p>Number of TESG funded positions within Royal Strathclyde Blindcraft industries (RSBi)- 106.</p> <p>RSBi also provides work experience and SVQ qualifications for 25 pupils from Glasgow's Additionally Supported Learning Schools, working towards SVQ 1 and 2 in manufacturing, which is delivered as a Community Benefit to GCC.</p>	<p>78% of RSBi employees reside within Glasgow City Council's boundary area and 12% of the workforce are Wheatley Homes Glasgow's tenants.</p> <p>RSBi is run on a commercial basis and has various quality standards to meets its commercial responsibilities including:</p> <ul style="list-style-type: none"> • ISO 9001 Quality Management System • ISO 14001 2015 Environmental Management System • ISO 45001 Occupational Health and Safety System • FIRA Gold • Kitemarks for various products • IYP Platinum • TRADA <p>RSBi only sources timber from responsibly managed forests which are FSC certified- seeking to reduce environmental impacts and ensure sustainable practices, by working within the Environmental Management framework of ISO 14001.</p>	<p>City Building</p>	<p align="center"></p>

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
<p>Programme for young people in conjunction with Museums, Galleries Scotland (MSG) to address under-representation in museums workforce, working with Our Shared Cultural Heritage (OSCH) project which works with young people (11- to 25-year-olds) of South Asian heritage.</p>	<p>Number of Kickstart students and post programme outcomes</p> <p>Number of young people participating</p>	<p>Glasgow Museums hosted 2 Kickstart employees, who started in December 2021. The first, a Research Project Assistant for the Legacies of Slavery & Empire project, has been closely working with Curator of Slavery and Empire and, Coordinator of the Our Shared Cultural Heritage programme. The Kickstarter Research Assistant has continued past the 6-month funded period and is still employed part time with Glasgow Museums in the same role.</p> <p>A second Kickstart employee was placed as Digital Content Support (Burrell); worked with our Content Producer to create short film and digital content for the museum. She also started in early December 2021, and secured an extension with Glasgow Museums, until she left</p>	<p>358 OSCH attendances by young people between April 2022 and February 2023.</p> <p><u>Next Step Initiative Trainees:</u> Glasgow Museums hosted 2 Next Step Initiative (NSI) Trainees from March 2020 until November 2021. NSI's aim is 'widening and strengthening skills development and access of people from African and Caribbean / ethnic minority communities across Scotland into the museum and built heritage sectors'. The NLHF funded programme placed 2 NSI Trainees with Glasgow Museums, one with Events and Curatorial as an Events Trainee, and the other with the Open Museum as Outreach Trainee. Both Trainees completed their Traineeships and gained the SVQ Level 3 Museums and Galleries Practice qualification, and are now employed full time with Glasgow Museums, after successful interview for Gallery Assistants at The Burrell Collection.</p>		<p>Glasgow Life</p>	<p align="center"></p>

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		<p>to take on further employment.</p> <p><u>Modern Apprentices:</u> In September 2019, Glasgow Museums employed 2 young Modern Apprentices (MAs). One was placed with the Collections Technicians and the other was with the Burrell Digital Team. Both successfully completed their MAs and gained their qualifications, and (due to covid) had short extensions to their MA contract. Both have now secured full time permanent employment with Glasgow Museums, one as a Gallery Assistant and the other as an Audio Video Technician.</p>				
<p>Glasgow Life (GL) is currently developing a new 5-year Equality, Diversity, and Inclusion (EDI) action plan</p>		<p>New 5 year Equality Diversity Inclusion plan under-development internally.</p> <p>Draft will be consulted on and published late summer 2023.</p>	<p>This will broadly focus on improving workforce diversity via positive action interventions; better understanding equalities, diversity and inclusion outcomes enabled by our services;</p> <p>We will focus on co-producing, designing and delivering GL services in partnership with under-</p>		<p>Glasgow Life</p>	<p align="center"></p>

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
			represented communities and groups- seeking to improve the experience for under-represented communities and groups across our venues and services			

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OUTCOME 2

Disabled people, black and minority ethnic people and older people have an improved experience in accessing services that meet their needs through more regular and systematic involvement in design of service delivery across the Council Family.

General Duty: Fostering good relations and Advancing equality of opportunity

Strategic Plan Theme: Resilient and Empowered Neighbourhoods and A Well Governed City That Listens and Responds

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Citizen Panel pilots	A pilot of three Citizens Panels attached to the Area Partnerships in 2022. Targeted work to include people with protected characteristics will be part of the process.	<p>The Citizen’s Panels pilot has been extended through 2022/3 to ensure that the key purpose of the panels is clear and that they are co-produced with local communities.</p> <p>The Centre for Civic Innovation (CCI) is leading on the development, and is engaging with a number of stakeholders, including equality organisations, to ensure that people with protected characteristics are fully involved in the process.</p>	<p>Citizen’s Panels have evolved – it was accepted that there had to be more research done and a clear plan for what the ask of a Citizen’s Panel would be before Community Empowerment Services (CES) could take that forward.</p> <p>In December 2022, it was agreed that The CCI would instead “Co-design a system which allows Area Partnerships to make decisions on how the Neighbourhood Improvement Infrastructure Fund is spent based on the opinions of as many local citizens as possible.” This system will be scaled up and rolled out citywide by Community Empowerment Services.</p> <p>Work is currently ongoing to prototype and codesign the system with citizens, staff and Area Partners</p>		Community Empowerment	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
			<p>– working in Pollok and Calton with a view to scaling prototypes across the city as we learn. Research and engagement is also taking place in parallel citywide – particular focus in Canal and other wards who have already made decisions on the Neighbourhood Improvement Infrastructure Fund to understand what is working and what can be improved to improve the model. A project team has been created with staff from CCI and CES. CES staff are currently recruiting stakeholders to take part in the research and prototyping.</p> <p>High Level timeline:</p> <ul style="list-style-type: none"> • January Frame the challenges, design early options for the system, and develop initial ideas for prototype components • February Develop prototypes with citizens design team • March – May Run live prototypes, Test & Learn Cycle, Develop Final Recommendations • End of May Submit Draft Recommendations • June Hand over Final recommendation to 			

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
			<p align="center">Community Empowerment Team to scale across the city</p> <p>Provide cabinet with an options paper on where to go next with embedding citizens in the work of the council.</p>			
<p>Locality and community Programmes</p>	<p>A range of local structures/models that approaches to joint working between Residents and Public, Third Sector Agencies via Thriving Places, Area Partnerships and other locality planning structures such as the Thriving Places neighbourhoods and G53 Together, where focus is on co-production of localised services.</p> <p>Community membership of these will target diverse communities and increase representation.</p>	<p>The Thriving Places programme will continue for at least another year to March 2023.</p> <p>Within the programme, a wide range of the community are engaging in programmes and projects, in some cases targeted specifically e.g. engagements with young people and with older people's groups and targeted work with disabled people.</p> <p>In Castlemilk, the local community are developing a locality plan via a participation request from the Community Council.</p>	<p>In Castlemilk, the local community are developing a locality plan via a participation request from the Community Council.</p> <p>A steering group, which is led by members of the community council, has been established and meets on a regular basis to oversee the work to develop the plan.</p> <p>A community survey has been translated into 7 languages and an easy read version has been developed to help BME people and people with additional needs participate.</p> <p>Community Empowerment are working with the local integration network to help provide opportunities for BME people to participate. Registered social landlords have been offered support for BME tenants to participate.</p> <p>Surveying has ended, with 2133 surveys completed, exceeding the target of 10% of the population.</p>		<p>Community Empowerment</p>	<p align="center"></p>

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
<p>Locality and community Programmes</p>	<p>A new city-wide community engagement group was created in Dec 2021 and includes representatives of different equalities groups, to ensure that diverse representation is central to future community engagement activity.</p>	<p>This group continues to meet bimonthly and has a wide range of members, from public, third and community sector.</p> <p>The group is co-facilitated by CES and a manager from a Third Sector BME organisation.</p> <p>Equalities organisations are key members of the group and the agenda has included a session on Anti-racist community work.</p> <p>A similar session is planned for engaging with disabled people, showing that equalities issues are at the heart of the engagement work.</p>	<p>The group continues to meet and develop. It has influenced the development of the citizen's panels and highlighted the need to a specific equalities approach.</p> <p>The group carried out a review within a development session in December 2022 and this has led to the creation of a workplan.</p> <p>There are three key aims of the group:</p> <ul style="list-style-type: none"> • Providing opportunities to work together and promote good community engagement and highlighting the importance of good equalities practice within that. • Looking at ways to support the professional development of community engagement and development workers. • Finding ways to challenge power and tackle inequalities in community engagement practices. <p>One of the actions will be about planning an annual 'gathering' style event to promote good community engagement and promote the active inclusion of equalities groups and communities within that.</p>		<p>Community Empowerment</p>	<p align="center"></p>

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Community Plan	<p>The Community Plan for Glasgow is currently being renewed to include actions from the Social Recovery workstreams.</p> <p>Community engagement on the plan will target equalities communities</p>	<p>The Glasgow Community Planning Partnership (GCPP) agreed, following the work undertaken by 12 Social Recovery Taskforce (SRTF) workstreams, to the development of a 2023-27 Community Action Plan (CAP).</p> <p>This will include both the priorities within the 2017-27 Glasgow Community Plan and the work of the SRFT- but also be underpinned by Community Learning and Development (CLD).</p>	<p>The GCPP agreed, following the work undertaken by 12 Social Recovery Taskforce (SRTF) workstreams, to the development of a 2023-27 Community Action Plan (CAP) that would include both the priorities with the 2017-27 Glasgow Community Plan and the work of the SRFT but also be underpinned by Community Learning and Development (CLD).</p> <p>This new Community Action Plan is currently being developed as a rolling action plan that in the initial 18 months will focus on 4-5 SRTF workstreams including one specific Equalities workstream, all linked to CLD work where appropriate.</p> <p>In conjunction with the development of a new CAP, a new Performance Management Framework, for which performance for communities of interest/equalities communities will be a key component, is also being developed. The intended timescale is for the new Community Action Plan to be signed off in May/June 2023, followed by a community engagement process.</p> <p>This process will involve communities of interest and equalities communities- including those who were integral to the SRTF workstreams (BAME, Disability, Women and Young People).</p>		Community Empowerment	<div style="border: 1px solid black; width: 30px; height: 30px; background-color: yellow; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> A </div>

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Community Councils	A renewed look at a project to engage with equalities groups to join community councils (CCs), now that many are operating fully post-pandemic.	<p>Prior to the pandemic, an audit of community councils was carried out, which showed that while some CCs are diverse in their membership, many are not. A project was started, to engage with BME organisations with the aim of encouraging more BME members into CCs.</p> <p>However, this was put on hold as many CCs have struggled to meet during the last two years. This project is now about the restart via the BME task group.</p> <p>This can also be applied to other protected characteristics at a later date, but the lack of BME Community councillors was the most obvious issue, aside from a lack of younger members.</p>	<p>A renewed look at a project to engage with equalities groups to join community councils, now that many are operating fully post-pandemic.</p> <p>An initial discussion has been held with two community councils who wish to pilot increasing the diversity of their community council.</p> <p>There may be scope for an equalities themed session as part of the Community Council Development Session.</p> <p>In addition to above, a request has been circulated to all active CCs from Ward 10 (i.e., 6 from 7 active) – this is to explore Ward based joint areas for working.</p> <p>It would be appropriate for this group to look at Equalities and what this should mean for CCs (with a potential for roll out of any information and identified initiatives to increase BME representation across the city).</p>		Community Empowerment	
Delivery of adult disability sport programmes	Number of meetings and outcomes agreed for delivery	Programming interrupted due to Covid-19 restrictions	<p>In 2022/23, there were 5190 adult participants with disabilities.</p> <p>There are 6.5 hours of programmed sessions delivered weekly across 6 venues, 3 hours of swimming sessions delivered weekly across 3 venues, and Pan-disability coach-led sessions.</p>		Glasgow Life	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Delivery of children's disability sports programme	Number of meetings and outcomes agreed for delivery	Programming interrupted due to Covid-19 restrictions	In 2022/23, there were 90 child participants with disabilities. 1 hour weekly multi-sport coach led sessions for 5 to 15 years old; 1 hour weekly for 16+ held in Scotstoun; 7.5 hours weekly held in 3 venues of coach-led swimming sessions		Glasgow Life	
Glasgow Life Access Panels- supporting design and delivery of museum exhibitions programmes	Number of access panel meetings	Aug 2021 meeting was held to update Panel members on Burrell Collection progress and give an opportunity to ask questions. No consultation took place during this meeting.	3 GL Access Panel meetings since 2021 (Aug 2021, June 2022 and Jan 2023). There were approximately 8 people at each meeting. Topics covered included- Burrell digital update; Burrell orientation; Interior and exterior access at People's Palace and Winter Gardens.		Glasgow Life	
City Centre Transport Plan action on accessibility audit of city centre	Accessibility of city centre	Included in draft City Centre Transport Plan.	Sustrans funding has been successfully applied for and received, work is now underway on accessibility audit of city centre- including local groups and stakeholders.		NRS	
Staff travel plan	Supporting sustainable travel choices to work & supporting those who don't have access to a car for commuting.	This has been included as an action in published Glasgow Transport Strategy Policy Framework.	Paths for All funding successfully received- scoping work is currently underway and the Staff Travel Plan is to be developed in 2023/24.		NRS	

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OUTCOME 3

Service users are provided with information accessible to them on services provided by the Council Family particularly, those who face barriers through disability, language and digital exclusion.

General Duty: Advancing equality of opportunity

Strategic Plan Theme: A Well Governed City That Listens and Responds

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Local Planning Structures	Local planning structures use a range of methodology to ensure information is accessible to all local residents and are encouraged to participate in local groups, activities in consultation with key stakeholders and that meetings are accessible to all.	<p>The changes to Area Partnerships that were agreed by the GCPP Strategic Partnership, which continues to be implemented on an incremental basis with regular reports being submitted to the Area Partnerships.</p> <p>Links will be made with equalities groups regarding representation on Area Partnerships and the emerging Citizens' Panels.</p> <p>Further work on the review of Sector Partnerships has been undertaken, with an update provided to the Sector Partnerships in September and a report with recommendations will be submitted to the Strategic Partnership in December 2022. Discussion will take place with the Community Planning Partnership Equalities Group and Community Engagement Working Group as appropriate.</p>	<p>As a result of the consultation, Sector Partnerships will meet less frequently, and terms of reference and membership will be reviewed.</p> <p>Regarding Area Partnerships, progress is being made towards</p> <ul style="list-style-type: none"> Development of action plans for the 23 Area Partnerships that takes into Equality Outcomes <p>A new communication strategy aimed at increasing wider community participation within area partnership structures, that includes improved links with equalities groups</p>		Community Empowerment	A

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Glasgow Life Website	Improving Accessibility		<p>Access audit: Adherence to a style guide to ensure consistent communications in terms of plain English and typefaces.</p> <p>Design work follows accessibility guidelines in terms of colour contrast, shapes and layout etc.</p> <p>Image library refreshed to represent city diversity via service users.</p>		Glasgow Life	
Digital translation	Translation of communications into community languages.	<p>Reachdeck provides Google automatic translation of GCC websites into global languages.</p> <p>Where printed material is used, translation is available on request.</p>	<p>Reachdeck provides Google automatic translation of GCC websites into global languages.</p> <p>Where printed material is used, translation is available on request.</p>		Glasgow Life	
Accessibility Guides	Detailed Access Guides (DAG) are available for 216 venues in the city.	<p>DAGs have been extensively accessed by members of the disabled community.</p> <p>The final numbers on access to DAGS will be verified and published shortly.</p>	216 updated and revised DAGs for venues were identified and published by Glasgow Life.	GCC contract with AccessAble passed to Glasgow Life to manage in March 2023.	Glasgow Life	

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OUTCOME 4

Glasgow’s work to end violence against women and girls results in:

- **women and girls can access the right services based on identified need and are protected from further harm;**
- **experiences of women and girls inform the planning and activity to eradicate gender-based violence; and**
- **prevention approaches support tackling the root causes of violence against women and girls**

General Duty: Eliminating discrimination, harassment and victimisation Strategic Plan Theme: A Well Governed City That Listens and Responds

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
<p>The Glasgow Violence Against Women partnership (GVAWP) have committed to reviewing and revising a city-wide multi-agency violence against women strategic plan.</p> <p>This work includes revising the GVAWP objectives and identification of key actions for the next 3 years.</p> <p>As part of the review of the strategic plan the actions identified below will be subject to change.</p>	<p>A 3-year city wide strategic plan is agreed to tackle all forms of violence against women and girls.</p>	<p>The GVAWP undertook a review of its role and function and produced a suite of recommendations to take forward to inform strategic planning.</p>	<p>An external contractor has been appointed to support NRS Violence Against Women Services to produce the city-wide plan.</p>		NRS	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Work with Glasgow City Council to engage with Close the Gap Equally Safe at Work pilot as a shadow authority.	GCC has developed policy, practice and has achieved Bronze Award status Equally Safe at Work.	GCC engaged with Close the Gap as a shadow authority.	GCC to pursue Equally Safe at Work Bronze Award.	A working group to be established to support the development and delivery.	NRS	
Proactively engage with communities to raise awareness of the harm caused by Violence Against Women and Girls (VAWG)- creating greater understanding of the causes and consequences, and the role they can play in tackling it.	Women's Safety support report is produced and distributed across relevant GCC and other services.	GVAWP funded the development of a women's safety survey and associated focus groups.	Phase 1 - Women's Safety survey report has been produced and shared. Permanent app has been developed to allow women and witnesses to continue to report public harassment and identify areas of concern. Women's safety tours taking place in the city.	A subgroup of the GVAWP including Wise Woman will be established.	NRS	
To embed an effective multi- agency financial inclusion plan for women and girls affected by male violence against women.	Financially Included Service is operational across the city.	Work was carried out in partnership with Glasgow East Money Advice Partnership (GEMAP) to submit a successful bid to Scottish Government's Delivering Equally Safe (DES) fund. A dedicated Financially Included Team was appointed.	Financially Included Service operational since January 2022. A Steering Group was established to oversee the roll out of the project and report accordingly.	An external contractor has been appointed to evaluate the project in its first year of operation.	NRS	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
<p>Establish a specific working group to address the needs of women affected by immigration including Asylum Seeking and EU withdrawal.</p>	<p>A working group is established with clearly identified objectives and corresponding action plan.</p>	<p>The Women, Asylum Immigration Refugees (WAIR) Working Group was established.</p> <p>The group identified funds to establish a Women, Destitution and No Recourse to Public Funds Project (WD&NRPF).</p> <p>A position statement on Gendered Response to Ukraine Refugee Crisis was produced along with a corresponding workshop.</p>	<p>To date 6 women have been supported via the WD&NRPF project.</p> <p>The WAIR Group are currently reviewing and refreshing the Action Plan in line with GVAWP strategic priorities.</p>	<p>Women’s experiences in achieving safety are being recorded and findings will be reported in future.</p>	<p>NRS</p>	<p align="center"></p>
<p>Operationally and strategically support and oversee the delivery of an effective multi-agency risk assessment conference (MARAC) response to high-risk victims of domestic abuse in the city.</p>	<p>MARAC meetings are convened every 4 weeks, for each locality in the city.</p>	<p>Funding was identified to appoint a dedicated MARAC Coordination Team.</p> <p>All MARAC systems and processes subject to review and new procedures implemented.</p>	<p>NRS Violence Against Women Services are seeking to source additional funds to continue the delivery of MARAC in the city.</p> <p>In 2022/23:</p> <ul style="list-style-type: none"> • 51 MARAC meetings convened • 1,130 high risk victims of domestic abuse discussed • 1,588 children discussed. 	<p>Should funding not be secured, NRS VAW Services will begin an exit strategy to cease to deliver MARAC in the city. An Equality Impact Assessment has been developed relating to this.</p>	<p>NRS</p>	<p align="center"></p>

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Support Public Sector partners to create a workforce that is competent, confident and proficient in identifying and responding to all forms of violence against women.	Public sector partners recognise the importance of a competent and confident workforce that is able to identify and respond to all forms of VAW&G.	NRS Violence Against Women Services introduced the Safe & Together model of working to Glasgow HSCP. Information on Safe Lives training shared.	Glasgow HSCP have undertaken a pilot of Safe & Together in South of the city. Safe & Together Managers training has taken place. Safe Lives have delivered training targeted at specific staff teams.	Glasgow HSCP are producing a 5-year Domestic Abuse Strategy to be implemented across all the care groups. This strategic document has been subject to public consultation and will be publicly available in Spring of 2023.	NRS	
Deliver high quality age and stage appropriate activity which challenges gender stereotyping and promotes healthy positive relationships in primary and secondary schools across the city.	A multi-agency working group is established to explore opportunity to integrate prevention learning in school, youth and other identified settings.	Specific VAW&G work in schools was disrupted during public health restrictions. GCC Education Services have established a working group to address sexual harassment within the secondary school estate.	Work has been delayed in the development of a new programme of activity which will specifically explore abuse within teenage relationships.	GCC Education Services are exploring the use of Zero Tolerance Under Pressure workshops for use within secondary school estate.	NRS	
Develop a specific strategy to address Commercial Sexual Exploitation (CSE) of women and girls in Glasgow.	Glasgow has a dedicated multi-agency working group committed to tackling commercial sexual exploitation. Glasgow has a strategic plan which tackles the commercial sexual exploitation of women.	Routes Out service undertook a scoping of websites which promoted the selling of sex online/indoor over the course of the pandemic and public health restrictions.	Routes Out are working in partnership with Police Scotland undertaking an observation exercise on the selling of sex east of the city centre. GVAWP responded to GCC consultation on licensing of sexual entertainment venues. GVAWP, TARA and Routes Out participated in the Scottish Government working group on challenging demand.	The outcome of the Routes Out scoping observation exercise will help to inform the development of a CSE strategy. The Scottish Government have produced a framework to challenge men's demand for the purchase of sex and this will be integrated into the city-wide plan.	NRS	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Caledonian Project	<p>This project works with men who have offences relating to domestic abuse.</p> <p>Monitor the activity of the team and the outcomes recorded for men who engage with this project.</p>	<p>The Caledonian team in Glasgow continues to deliver an accredited, integrated approach to address men's domestic abuse and to improve the lives of women, children, and men.</p> <p>Using a trauma informed and evidence-based approach, the centralised team comprising of social work and ASSIST staff have responsibility for delivering the system, which supports the wider strategic aims of Glasgow HSCP in reducing violence to women.</p> <p>Following the working environment being informed by the constraints of the COVID guidance all staff have increased their time working within the office, this has had the impact of us improving joint working practices within the team and indeed with other agencies. It is believed that this has led to risk being addressed with greater ease.</p>	<p>The Caledonian team continue to maintain contact with women and children at risk of domestic abuse, offering a range of physical and emotional support.</p> <p>The Caledonian team also support HSCP staff with risk assessment and management where domestic abuse is of concern during lockdown. At present the team are working with actively working with 228 men subject to Community Payback Orders with a requirement to engage with the programme.</p> <p>The Women's Workers continue to be proactive in engaging with the (ex) partners of the men that are subject to Caledonian Team. It is important to recognise that every effort is made to support women in engaging with the service throughout the duration of the man's Order. Currently the team have over 200 women allocated to the team. They all receive varied levels of support determined by their wishes and the level of risk, need and support required.</p> <p>One of the key functions of the project is providing the men with the opportunity to engage with the groupwork programme. Currently we have 3 groups running with 10 people in each</p>	<p>That 80% Justice Social Work Reports are submitted to the court within the six-week timeframe that is agreed by the court.</p> <p>The court has requested 254 Justice SW Reports, the team have completed 201 of these on time. From the 53 that were not completed on time 8% of these were requested at short notice from the court. 29% of this- 53 reports were not completed on time, as a result of the man not attending the appointment offered.</p> <p>At present 79% of Justice SW Reports have been submitted on time, it is hoped that the report completed at the year-end will be over 80%.</p>	NRS	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
			<p>group. We have 45 men waiting to have a place in the group.</p> <p>The team continue to support processes such as Multi-Agency Risk Assessment Conferences (MARAC), Multi-Agency Tasking and Coordination (MATAC) and Disclosure Scheme for Domestic Abuse Scotland (DSDAS) in terms of a wider multi-agency approach to addressing domestic abuse.</p>			

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OUTCOME 5

LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to;

- prevent hate crime before it happens
- encourage people to report hate crime when it happens
- improve service responses to victims

General Duty: Eliminating discrimination, harassment and victimisation

Strategic Plan Theme: A Well Governed City That Listens and Responds

The Council will review its existing equality training and update the materials. It will develop and implement a revised mandatory equality training standard for the Council Family at all levels of the organisation. The core of the training will be e-learning, supported by toolbox talks and face-to-face training that meets the needs of public-facing employees. Core elements will include general equality awareness, raising awareness of hate crime, violence against women, and disability etiquette. All below actions are aligned to this output.

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service (s)	RAG
Hate Crime GOLD module was revamped and launched October 2022.	Number of attempts/completions.	N/A	596 completed Hate Crime Modules on GOLD since it was launched in October 2022, with an additional 84 'in progress'.	Hate Crime has been added as a core module for all employees and will be implemented as part of the NRS Hate Crime Ambassador pilot project.	NRS	
National Hate Crime Awareness Week 2022 social media campaign.	Facebook/Instagram/Twitter impressions and shares.	FACEBOOK: 23k users reached, 21 shares, 58 likes, 21 comments (5 posts). TWITTER: 58k impressions, 115 likes, 49 retweets (8 posts). INSTAGRAM: 3.1k impressions (2 posts).	FACEBOOK: 24k users reached, 50 shares, 385 reactions (previously likes), 287 comments (11 posts). TWITTER: 67k impressions, 322 likes, 155 retweets (9 posts). INSTAGRAM: 4.8k impressions (5 posts).	All social media metrics saw an increase from last year; 50 Facebook shares and 287 comments vs 21 and 21 respectively. Retweets on Twitter tripled; Impressions on Instagram increased by more than 1000.	NRS	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service (s)	RAG
National Hate Crime Awareness Week 2022 physical events.	Attendees	N/A (2021 events were all online).	<p>More than 1,500 young people attended PARTIE22, all of whom received some form of hate crime education</p> <p>Three college campuses received lunchtime inputs, reaching approximately 150 students per day</p> <p>30 people attended an awareness raising event hosted at the Mitchell Library, with a further 59 attending via Zoom</p> <p>59 artworks were received as part of the schools' poster competition.</p>	<p>This year saw a welcome return to physical events, all of which successfully engaged partners.</p> <p>(Police Scotland; GCC education; Glasgow Disability Alliance; SEMDC; Interfaith Glasgow; GCC Corporate Policy; The Wheatley Group; and The Advocacy Project).</p>	NRS	
Third Party Reporting training.	Numbers trained.	No training has been recorded for the 2021/2 period.	124 staff were trained, from 24 different organisations.	Recruitment of new Third Party Reporting centres is currently on pause pending a Police Scotland review of the service nationwide however this year has been focused on bringing existing centres up to standard training-wise and improving data reporting frameworks.	NRS	
Updating web presence.	n/a.	n/a.	Web presence has been updated to reflect more up-to-date branding, legislation, and resources.	HateCrimeGlasgow.org is currently in development.	NRS	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service (s)	RAG
Glasgow Household Survey		Specific Hate Crime questions were not included in the 2022 Glasgow Household Survey.	Hate crime questions have been submitted for the forthcoming 2023 Glasgow Household Survey, with an additional question aimed at collecting data around why people choose not to report- the results of which can inform Glasgow's hate crime strategic practice going forward.	Pending submission outcome.	NRS	
Glasgow Life (GL) support for National Hate Crime Awareness Week & Third party Hate Crime reporting in Venues.		GL's approach to Hate Crime activities largely ceased during Covid-19.	Glasgow Life venues previously supported Hate Crime week via publicity material; venues also provided third party reporting options. As part of our current review of Equity Diversity and Inclusion work, we are looking at the feasibility of refresher support in this area.		Glasgow Life	
Anti-sectarian workshops with schools		St Mungo Museum didn't open to schools in 2021-22 so there were no bookings for that workshop during that academic year	It re-opened in Sept 22, in time for the 2022-23 academic year. For the period Sept 22-March 23, it had the following participants in this workshop: 63 primary school age pupils 27 secondary school age pupils 44 further education (college) students.	There has been less demand in having these workshops from schools in recent years.	Glasgow Life	

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OUTCOME 6

The importance of tackling social isolation and loneliness is recognised and prioritised through our work with partners

General Duty: Fostering good relations

Strategic Plan Theme: A Healthier City

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Alcohol Drug Partnership (ADP) Recovery Communities	<p>There is a community in each of the 3 sectors in the city and contact was maintained with people during the pandemic.</p> <p>This programme provides opportunities for people in recovery to socialise free of alcohol and drugs.</p>	<p>The city's 3 recovery communities continue to work across each of their sectors, and following the easing of COVID restrictions, each area now has a full timetable of face-to-face activities, including gender specific activities.</p> <p>Each of the communities has its own programme, tailored to meet the needs of their community, including homework clubs for parents and children, bereavement support groups and first aid training.</p> <p>The North-East recovery community have accessed training on Alcohol related Brain Damage (ARBD), and members now visit a care home for people with ARBD every week to include residents in recovery activities in the sector.</p>	<p>This is a rolling programme, so there is not a lot of new activity to report on.</p> <p>The communities also link with their local areas, working to reduce stigma and develop local, positive connections.</p> <p>They work in partnership with universal services to embed recovery in the city's wider community and support people to move on to greater independence.</p>		Community Empowerment	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
<p>Live Well Community Referral Programme</p> <p>Project launched in June 2022 in Calton Ward (9). Designed to improve social connection, health and wellbeing via programme of culture and sport.</p>	<p>Numbers of participants & Demographics</p>	<p>Programme launched in 2022</p>	<p>126 participants;</p> <ul style="list-style-type: none"> • 84% female; • 16% male • 32% connect with community • 29% social isolation • 23% low mood/improve mental wellbeing; • 10% increase physical activity; • 50% of all referrals from decile 1 (highest 10% deprivation) • 61% of Calton referrals from decile 1 • 72% of all referrals are from quintile 1. (Highest 20% SIMD deprivation) • 77% of Calton referrals are from quintile 1. 		<p>Glasgow Life</p>	<p align="center"></p>
<p>LGBTQ+ Book Group in Hillhead Library</p>	<p>Numbers of participants</p>	<p>10 LGBTQ+ Participants</p>	<p>The book group meets monthly; Stock purchased to support the group around topics relating to LGBTQ+ issues, and Hillhead Library also has a specific LGBTQ+ section customers can browse and borrow from.</p> <p>This group includes a mix of ages and has helped reduce social isolation, while also sparking cross generational discussions around LGBTQ+ issues.</p>		<p>Glasgow Life</p>	<p align="center"></p>

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
<p>Dementia Training</p> <p>In response to the Scottish Government's Dementia Strategy and to bring training in line with the Promoting Excellence Framework, Glasgow City HSCP developed a course with Glasgow Caledonian University.</p>		<p>The course is a 2 day skilled programme, accredited with 3 SCQF points and this can be used as recognised prior learning for other qualifications staff will undertake as part of their professional development.</p> <p>This course has not yet restarted following lockdown; however, it is one of the priority courses and forms part of the HSCP COVID recovery training plan.</p>	<p>Dementia Informed training is included as core part of our homecare staff induction.</p> <p>Most recent figures, which were during 2022, highlighted that 241 homecare new starts had this course delivered to them.</p>		HSCP	
<p>Pensioner Poverty Project</p>	<p>The main aim of the project is to reduce pensioner poverty within the city in line with the objectives of the People Make Glasgow Fairer Strategy.</p> <p>Part of the project aims to work with other projects such as the Glasgow Helps hub who can refer the citizen onto organisations</p>		<p>This project is an income maximisation service delivered to clients aged 80 and over that have been identified as potentially eligible for Attendance Allowance and other benefits. It can be delivered as a telephony service or home visit.</p> <p>Since November 2021, the following outcomes have been achieved:</p> <ul style="list-style-type: none"> • £1,346,727 in actualised financial gains to date • 425 financial gains overall • 242 clients with one or more financial gain. 		Financial Inclusion	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
	who can help with loneliness/social isolation		<ul style="list-style-type: none"> On average clients will be £5,565 better off per year 97% client's applications for Attendance Allowance were successful All 23 wards have had a financial gain 			
<p>Glasgow Helps</p> <p>Helping our citizens of Glasgow, connect with the right support networks at the right time to enrich their lives – achieved by creating a joint understanding of their needs, securing and managing agreed support pathways to help build citizen resilience and enable participation in the life of the city.</p>	<p>The Project has referral pathways to health and wellbeing service providers within the city which will help those who suffer from loneliness and social isolation.</p>	<p>This service was originally established as a pandemic response, supporting those who were shielding or required to self-isolate. Recognised as a key project within the Council's Renewal programme it was agreed to build on the crisis response offer to develop a holistic support service for those in need of additional support.</p> <p>Since 2021 we have;</p> <ul style="list-style-type: none"> Established appropriate governance to oversee service development, including the completion of a DPIA Secured approval for a Business Plan Recruited 28 staff Implemented a new telephony system Commenced development of website support solution Updated our service records management system 	<p>Alongside this, we have continued to provide support to citizens resulting in the following (Oct 2020 – July 2022);</p> <ul style="list-style-type: none"> Over 180,800 contacts with citizens, including 98,500 conversations; 989 referrals for fuel support; 4,437 referrals for support to access food; 148 citizens supported with digital resources (devices and connectivity); 481 referrals for support in relation to finances; 479 referrals made to organisations that can support with wellbeing <p>Additionally, the statistics below provide a more up-to-date summary of activity undertaken between 9th May 2022 and 22nd September 2022.</p> <p><i>Please Note- There will be some crossover of these statistics with the above figures, which run from October 2020 to July 2022- but for the sake of providing the most up to date information, they have been included below.</i></p>		Financial Inclusion	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		<ul style="list-style-type: none"> • Identified and commenced development and delivery of a number of ‘campaigns’ to reach out to cohorts of our citizens who may benefit from additional assistance • Grown and evolved our referral pathway partners • Worked with GCVS to create a standard Data Sharing Agreement for use between GCC and the Third Sector • Commenced work on our communications and stakeholder engagement plan • Positioned Glasgow Helps as an integral part of the Child Poverty Pathfinder as part of the ‘No Wrong Door’ model 	<ul style="list-style-type: none"> • 8,360 contacts with citizens (including inbound, outbound and text messages); • 1,777 referrals have been made which include; <ul style="list-style-type: none"> ○ 32% for food support ○ 39% for fuel support ○ 14% for financial information and advice ○ 9% to One Parent Family Scotland ○ 5% for community support ○ 0.8% to social work ○ 0.6% for digital support • 1,333 adults and 1,143 children have been supported through referrals; • 452 citizens engaged in the case management support; and • 219 citizens have participated in a case review. <p>Of those who are engaged in case management support;</p> <ul style="list-style-type: none"> • 62% are female • 68% are unemployed • 10% are in full time work and 19% in part time work • 58% reside in the social rented sector and 22% in a private let, 11% are owner occupiers • 75% are white • 62% are families 			

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OUTCOME 7

Glasgow City Council create and celebrate a diverse and inclusive workplace.

General Duty: Fostering good relations

Strategic Plan Theme: A Well Governed City That Listens and Responds

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Complete external benchmarking of ED&I approaches through Employers Network for Equality & Inclusion	Achievement of accreditation	Achieved Bronze Accreditation	Achieved Silver Accreditation		HR	
Delivery of suite of ED&I Training	Training delivery and evaluation	N/A	Launch of ED&I Training Catalogue with 13 courses across protected characteristics delivered through 48 events.	Evaluation currently ongoing with calendar for 23/24 being developed	HR	
Develop our ED&I Peer Support Networks to deliver events on digital platforms to mitigate the impact of COVID19 and connect with as many employees as possible.	Delivery of events and engagement through MS Teams	24 events delivered through MS Teams	Hybrid approach with mix of events on MS Teams and in person	Ongoing evaluation of model will continue in line with organisational approach to hybrid working	HR	
Work with employees to bring together ED&I activities and showcase	ED&I Awareness Plan	Regular communication on ED&I in staff news and communications	Regular communication on ED&I in staff news and communications	Activity will continue	HR	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
GCC as a diverse and inclusive employer.			Specific activity in HSCP linking with NHS CED/Financial Services sharing of good news stories on positive action activity from placement to post.			
Take action to encourage employees to disclose demographic information by raising awareness of why this information is collected and how it is used.	Changes in % of non-disclosed employees across protected characteristics	2021/22 Quarter 4 Figures: Disability 55.8% (-0.4% on 2020/21) Ethnicity 22.5% (+0.3% on 2020/21) Religion or Belief 58% (-2.1% on 2020/21) Sexual Orientation 59% (-2.1% on 2020/21)	2022/23 Quarter 3 Figures: Disability 54.4% (-1.4% on 2021/22) Ethnicity 22.8% (+0.3% on 2021/22) Religion or Belief 56.6% (-1.4% on 2021/22) Sexual Orientation 57.2% (-1.8% on 2021/22)	Activity will continue with 2022/23 Quarter 4 Figures published on the Council website.	HR	
Develop a package of independent ED&I Support for Employees through our Employee Assistance Provider	Delivery of ED&I specific Employee Assistance Support	Ongoing package of support available to employees with Employee Assistance Provider.	Ongoing package of support available to employees with Employee Assistance Provider. Due to cost of living to tackle socioeconomic disadvantage a Cost of Living Working Group was established which provided access to external support and discount schemes.		HR	
Maintain accreditation as Carer Positive Exemplar Organisation	Maintained Accreditation	Accreditation Maintained	Accreditation Maintained	Ongoing activity takes place to	HR	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		4 Carer Employee Peer Support Networks delivered	4 Carer Employee Peer Support Networks delivered Dementia Awareness Training Sessions Delivered	maintain accreditation		

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OUTCOME 8

Black and minority ethnic people and disabled people have increased representation within Glasgow City Council's workforce

General Duty: Advancing equality of opportunity

Strategic Plan Theme: A Well Governed City That Listens and Responds

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Take action to increase BME Representation across the organisation and ensure BME employees are supported and developed.	<p>Increase in number of BME Employees and % of workforce who are BME.</p> <p>Evidence of activity taking place to support BME Employees</p>	<p>2021/22 Quarter 4 Figures:</p> <p>BME Employee Number 917 (+55 on 2020/21) BME Workforce % 3.3% (+0.2% on 2020/21)</p> <p>Reengagement of BME Network with Coordinator, Steering Group and Leadership Sponsor. Quarterly Network Meetings taking place. Structure for Proposals for change developed.</p>	<p>2022/23 Quarter 3 Figures:</p> <p>BME Employee Number 963 (+46 on 2021/22)</p> <p>BME Workforce % 3.4% (+ 0.1% on 2021/22)</p> <ul style="list-style-type: none"> • 25 Proposals submitted. • First BME Employee Survey Completed • BME Network Website Update and External site Created • Pilot of BME Employees in recruitment activity • Briefing on BME Specific Mentoring Programme • Focus on Race Equality in ED&I Training Calendar • Proposal for BME Management Programme Developed. 	Activity will continue.	HR	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Continue to work with BME Partner Organisations to deliver programme of positive action to increase BME representation in the organisation.	Increase in BME Staff Evidence of activity taking place	Figures detailed in action above Activity taken place as below: <u>Education Services</u> Al Meezan Centre Pupil Support Assistant Ring fenced principal teacher posts <u>Financial Services</u> Bridges Project into Catering, Cleaning and Facilities Management	Figures detailed in action above Activity taken place as below: <u>Education Services</u> Bridges Project Ukrainian Refugees into school posts <u>Financial Services</u> Continuation of Bridges Project into Catering, Cleaning and Facilities Management <u>HSCP</u> Bridges project work placements leading to job outcomes in Older People's Residential Units	Services continue to work with partners where opportunities allow. Reduction in recruitment activity impacts organisational ability to change diversity of workforce.	HR	
Continue to take action increase disabled representation across the organisation and ensure disabled employees are supported and developed.	Increase in Disabled Staff Evidence of activity taking place	Figures as at Q4 2021/22: Disabled Employee Number 741 (+27 on 2020/21). Disabled Employee Workforce 2.6% (No change on 2020/21). Maintained Disability Confident Accreditation Reestablishment of Disability Employee Network	Figures as at Q3 2022/23: Disabled Employee Number 766 (+25 on 2021/22). Disabled Employee Workforce 2.7% (+0.1% on 2021/22). Assessment of activity required to move towards Disability Confident Leader Working with Supported Employment Scotland and Enable Scotland on Public Social Partnership in line with Scottish Government Fairer Work	Reduction in recruitment activity impacts organisational ability to change diversity of workforce.	HR	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
			Scotland to develop an action plan to reduce our disability employment gap. Disability Equality Training focus in ED&I Training Calendar.			
Rollout Disability Passports to ensure we appropriately support employees with health conditions, disabilities, or impairments.	Launch of passport	Benchmarking of approach. Consultation with disability network and trade unions to scope requirements.	Draft documents prepared and shared with disabled network and trade unions for review, with a view to launch in 2023/24		HR	

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OUTCOME 9

Glasgow City Council has reduced barriers faced by women in the workplace.

General Duty: Advancing equality of opportunity

Strategic Plan Theme: A Well Governed City That Listens and Responds

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Progress Job Evaluation and update Equal Pay Policy Statement	Completion of Job Evaluation Process and Updated Equal Pay Policy Statement Produced.	Job Evaluation activity ongoing with update reports provided to committees.	Job Evaluation activity ongoing with update reports provided to committees	Updated Equal Pay Policy Statement will be produced when Job Evaluation activity complete.	HR	
Take action to reduce the inequalities experienced by women in the workplace.	Evidence of Activity taking place.	<p>Delivery of quarterly Women's Network Events.</p> <p>Launch of Menopause Café</p> <p>Delivery of Women's Confidence workshops in conjunction with Women's Network.</p>	<p>Delivery of quarterly Women's Network Events and 6 Menopause Café Events</p> <p>Delivery of Women's Network Women in Leadership Events</p> <p>Delivery of Women's Confidence workshops in conjunction with Women's Network.</p> <p>Delivery of Menopause in Workplace Training events for Managers.</p> <p>Delivery of ED&I Awareness and Unconscious Bias Training.</p>		HR	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Further develop our Gender Pay Gap Reporting to include Disability & Ethnicity.	Data produced and published.	<p>Disability Pay Gap: - All Employees (Excluding Teachers) 9.1% in favour of disabled employees - Teachers 6.93% in favour of non-disabled employees</p> <p>Race Pay Gap: - All Employees (Excluding Teachers) 1.96% in favour of white employees - Teachers 5.54% in favour of white employees</p>	Data not due to be published until 31 st March 2023.	Additional activity will be required to review this in line with revised pay and grading structure as part of job evaluation process.	HR	
Achieve accreditation as an Equally Safe at work Organisation (in line with Scottish Government rollout)	Implementation plan and accreditation achieved	<p>Member of shadow group awaiting opening of next intake for accreditation.</p> <p>Ongoing discussions with Close the Gap to confirm position on Equal Pay to allow confirmation from Close the Gap to progress to accreditation.</p> <p>Confirmation received from Close the Gap to start accreditation process.</p>	<p>Employee consultations completed by Close the Gap.</p> <p>Employee survey completed to link to implementation plan.</p> <p>Gender lens training completed with HR Teams.</p> <p>Gap analysis completed and implementation plan developed.</p> <p>Implementation working group established.</p> <p>Commitment statement from Chief Executive & Leader of Council.</p> <p>Data bundle submitted for accreditation.</p> <p>Ongoing discussions with Close the Gap to support achievement of accreditation.</p>	Activity will be ongoing	HR	

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OUTCOME 10

Glasgow City Council employees are supported to have improved mental and physical health and wellbeing.

General Duty: Advancing equality of opportunity

Strategic Plan Theme: A Healthier City

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Develop Health & Wellbeing Action Plan to support employees and mitigate the impact of COVID 19	Action plan developed and implementation plan agreed	Action Plan develop and implemented.	Implementation of action plan continues as detailed below.		HR	
Maintain Health Working Lives Gold Accreditation	Maintained accreditation	Accreditation Maintained	Accreditation Maintained.	Healthy Working Lives Programme is being disbanded however we will continue to work alongside the principles of the programme.	HR	
Maintain 'See Me in Work' accreditation from See Me Scotland to support employee mental health & wellbeing	Maintain accreditation	Accreditation maintained	Accreditation maintained.		HR	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Take action to promote overall employee health and wellbeing	Evidence of activity taking place	<p>Regular Health & Wellbeing Communications at corporate and service level</p> <p>Provision of independent Occupational Health & Employee Assistance Services to support employees.</p> <p>Benchmarking of organisations Occupational Health & Employee Assistance Provisions in preparation for tender process to procure contract from 2023.</p>	<p>Regular Health & Wellbeing Communications at corporate and service level including promotion of NHS campaigns.</p> <p>Development of health & wellbeing hub on council website to allow all employees to access information.</p> <p>Developed Health & Wellbeing Handbook as 'one stop resource' for employees and managers</p> <p>Developed Health & Wellbeing Marketing materials including digital screens, QR codes, posters etc. to raise awareness of activities.</p> <p>Delivered managers training workshops on our Health & Wellbeing approach.</p> <p>Procurement of combined independent occupational health and employee assistance provider from 2023 in line with contractual requirements. Provider confirmed and implementation process under way.</p>		HR	<div style="text-align: center; margin-top: 200px;">  </div>

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Take action to support employee's mental health & wellbeing		<p>Work with 'See Me' to support employee mental health and wellbeing.</p> <p>Carried out benchmarking towards developed of Health & Wellbeing Handbook and one stop support area</p> <p>Research and benchmarking on organisational approached to supporting employee experiencing alcohol, drugs and gambling harms.</p>	<p>Launched 'Able Futures' to raise awareness of support available from DWP. To date engaged with 600 staff with 200 self-referrals made.</p> <p>Update our employee alcohol, drug, and gambling support policies with signposting to internal and external support to reduce related workplace harms.</p> <p>Carried out marketing activity to raise awareness of support available through alcohol, drugs and gambling policies.</p> <p>Delivered alcohol and drugs awareness training to 100 managers in NRS</p>		HR	
Take action to support employee physical health & wellbeing	Evidence of activity happening	Access to online resources due to social distancing requirements.	<p>Delivered bespoke Glasgow City Council Step challenge in partnership with 'Paths for All'. 30 teams took part.</p> <p>Provision of discounted fresh fruit and vegetables to employees through partnership with City Markets.</p> <p>Carried out health & wellbeing roadshows providing health checks and access to resources to support health & wellbeing.</p>		HR	

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OUTCOME 11

Glasgow City Council has progressed LGBTI+ inclusion in the workplace

General Duty: Fostering good relations and Advancing equality of opportunity

Strategic Plan Theme: A Well Governed City That Listens and Responds

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Take part in Stonewall Scotland's Workplace Equality Index to progress LGBTI+ Inclusion in the workplace	Completion of Index and outcome	Achieved Bronze Status Employer Action plan developed in line with results from Stonewall benchmarking in preparation for 2023 submission	Benchmarking data submitted and awaiting outcome.		Education Authority	
Take action to support LGBTI+ Inclusion in the workplace	Evidence of activity happening	Employee network events delivered in conjunction with Edinburgh City Council 3 employees attend Stonewall Scotland Young Leaders Development Programme	Employee Network events delivered: LGBTI+ Inclusion focus in Equality Diversity & Inclusion Training Catalogue. 1 Employee attending Stonewall Scotland Young Leaders Development Programme		Education Authority	

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OUTCOME 12

Glasgow City Council (Education Services) has developed a more strategic approach to delivering equality and diversity curriculum in schools that has been developed in partnership with the third-sector and achieves external validation where possible.

General Duty: Fostering good relations

Strategic Plan Theme: Excellent and Inclusive Education

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Social Studies Equalities (SSE) Group established.	Social Studies Framework is being used by teachers in Glasgow schools.	SSE Group created links to Equalities resources that represent the diversity that exists within our classrooms, communities, city, and country.	Launch/sharing of the SSE updated Social Studies framework with all Glasgow Schools highlighting the Equalities resources. Added tiles/buttons to GO (Glasgow Online) for GCC Curriculum Frameworks.	Continue to promote the use of these links and create additional links to Equalities resources. To replicate this work across GCC other Curriculum Frameworks.	Education Authority	
Connected with Glasgow University regarding Glasgow's Slavery Audit.	Teaching resources created by Glasgow teachers in partnership with Glasgow University.		Planning meetings. Day of workshops for identified teachers with Professor Stephen Mullen. Creation of teaching resources.	Professional learning regarding Glasgow's Slavery Audit and Slavery past. Launch/share teaching resources.	Education Authority	

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OUTCOME 13

Glasgow City Council (Education Services) has developed a more strategic approach to challenging discrimination in schools and ensuring that everyone is engaged in taking forward this approach.

General Duty: Eliminating discrimination, harassment and victimisation

Strategic Plan Theme: Excellent and Inclusive Education

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Review Bullying and Equalities incidents data.	Rise in recording incidents of Bullying and Equalities in our schools.	Under-reporting of Bullying and Equalities incidents.	Under-reporting of Bullying and Equalities incidents.	Ongoing monitoring of Bullying and Equalities incidents and analysis by schools and LA.	Education Authority	
Connect with RespectMe regarding partnership working and training for Glasgow's teachers and senior leaders.	Senior leaders' attendance at x6 citywide, mandatory training sessions. School staff completing eLearning modules.		Implement citywide, mandatory training with Glasgow Schools senior leaders including HTs, an identified DHT and PT Pastoral Care.	2023/2024 monitor information from RespectMe about the numbers in Glasgow completing the eLearning modules.	Education Authority	
Action Plan created.	Schools have their own Anti-Bullying Policy. School staff Complete RespectMe eLearning modules. Consultation with Glasgow Schools Forum – children and young people about bullying.		Schools reflecting on their existing Anti-Bullying Policies. Launch of Anti-Bullying: -Flowchart -Guidance for school staff, parents & carers Create an Anti-Bullying Charter for Glasgow Schools, children, and young people. Launch/share Anti-Bullying Charter.	Schools have a refreshed Anti-Bullying Policy and school staff have engaged with the RespectMe eLearning modules. Schools display and implement Anti-Bullying Charter.	Education Authority	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Connect with Glasgow City Parents Group (GCPG)	Partnership work RespectMe resulting in jointly produced guidance for parents/carers of: -Those experiencing bullying behaviour -Those displaying bullying behaviour		Joint presentation with RespectMe and GCPG to parents. Launch/share guidance for parents.	Ongoing work with RespectMe and GCPG.	Education Authority	

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OUTCOME 14

Glasgow City Council (Education Services) has continued to improve outcomes in relation to attainment and achievement for children and young people including those experiencing socio-economic disadvantage, those for whom English is not their first language, those who identify as black and minority ethnic, and disabled children and young people.

General Duty: Advancing equality of opportunity

Strategic Plan Theme: Excellent and Inclusive Education

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Robust Career Long Professional Learning (CLPL) programme offered to all English as an Additional Language (EAL) staff to build capacity in supporting EAL Learners.		<p>Year 1 of EAL CLPL offer involved 6 full day CLPL sessions.</p> <p>Topics included Systemic change in race equality, evidence based EAL practice, EAL moderation, transitions, first language assessments, principles for outstanding EAL practice.</p>	<p>Currently in year 2 of CLPL programme.</p> <p>2 sessions delivered with key focus areas of welcoming new arrivals and raising attainment in listening and talking.</p> <p>Current attendance of approximately 85% of EAL teachers.</p> <p>Average attendance – 110 total.</p>	2 further sessions to be offered this year.	Education Authority	
Further developing partnerships with Principal Teachers and Faculty Heads and teachers delivering English for Speakers of Other Languages (ESOL) within the ESOL curricular Network, to include all schools.		ESOL Curricular network established.	Attendance of this group growing to include attendees from other Local Authorities, and now includes members from English and Modern Languages departments.	Aim to have representatives from all schools in coming year.	Education Authority	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
English Language Learner (ELL) framework to encourage accurate allocation of ELLs across the city and to provide age/level appropriate strategies and resources.			ELL draft framework created. Currently at pilot stage. EAL LOL team piloting alongside EAL teachers in 10 primary schools and 5 secondary schools	Phase 3 to include schools with no EAL teacher	Education Authority	
English for Speakers of Other Languages (ESOL) Strategy Group to review and update ESOL policy.		N/A	ESOL policy working group created. Inaugural meeting to take place in April.		Education Authority	
Education Scotland's Science, Technology, Engineering and Maths (STEM) Project - Work with families to enhance knowledge of the value of STEM in enhancing language and learning of Early Years Young People. STEM ambassador role created for people with STEM background who are refugees and Asylum seekers to highlight and promote the value of STEM subjects.		3 English as Additional Language (EAL) Early Years teachers were embedded in 3 establishments with high EAL learner numbers to model good EAL + STEM practice and deliver 3 linked Career Long Professional Learning sessions to a total of 38 Early Years practitioners. 3 whole day sessions were organised for a total of 45 Early years and Early Level practitioners at Glasgow Science Centre focussing on STEM language, STEM habits of Mind and Effective Practitioner Questioning. 1 online session for the STEM Nation group of 50 Early Years, Primary and	6 STEM Ambassadors from refugee and asylum-seeking backgrounds supported by EAL PTs and 1 EAL Leader of Learning to volunteer their time and enthusiasm to bring STEM subjects to life and demonstrate their value. STEM Ambassadors supported by project grant funding to cover transport costs to and from school visits. STEM Ambassadors presented to 12 primary and secondary classes across the city ranging from P5 to Senior Phase learners focussing on the learners and acting as positive role models.		Education Authority	

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Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		<p>ASN practitioners was hosted by Education Scotland.</p> <p>EAL Leaders of Learning delivered EAL awareness training to the Glasgow Science Centre staff Engagement Team to enhance staff knowledge, skills and confidence to support inclusion.</p>	<p>EAL Principal Teachers and Leader of Learning Group led a creative and interactive workshop and stall focussing on STEM and EAL at Promoting Anti-Racism Together in Education (PARTIE) event, which was attended by over 50 Glasgow school groups (600 learners and 50 staff).</p> <p>Developing Young Workforce images showcased in CLPL and by EDIS as part of a portfolio of STEM images focussed on more equitable representation.</p>			

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Appendix 1: Workforce Profile by Ethnicity

The table below has been simplified to provide a summary of the Council’s workforce by ethnicity. This summary is for All Council as at 31 December 2022.

To view the table in entirety (showing a breakdown by gender and ethnicity) please see the [Council’s website](#).

Grade	White Employees		BME Employees		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	9,533	74.1%	509	4.0%	2,831	22.0%	12,873
Grade 5 - 7 Total	5,656	79.2%	222	3.1%	1,263	17.7%	7,141
Grade 8 Total	598	85.4%	13	1.9%	88	12.6%	699
Grade 9 - 15 Total	274	86.9%			39	12.2%	313
Other Non-Pay & Grading Structure	342	72.8%	15	3.2%	113	24.0%	470
Teaching	4,213	65.4%	201	3.1%	2,024	31.4%	6,438
Total Workforce	20,616	73.8%	960	3.4%	6,358	22.8%	27,397
Total Full Time Workforce	12,708	75.4%	487	2.9%	3,656	21.7%	16,851
Total Part Time Workforce	7,908	71.3%	476	4.3%	2,702	24.4%	11,086

To ensure that employees can’t be identified we have removed number where it is lower than 10

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2. Appendix 2: Workforce Profile by Disability

The table below has been simplified to provide a summary of the Council's workforce by disability. This summary is for All Council as at 31 December 2022.

To view the table in entirety (showing a breakdown by gender and ethnicity) please see the [Council's website](#).

Grade	Disabled		Non Disabled		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	334	2.6%	5,865	45.6%	6,674	51.8%	12873
Grade 5 - 7 Total	221	3.1%	2,704	37.9%	4,216	59.0%	7141
Grade 8 Total	21	3.0%	250	35.8%	428	61.2%	699
Grade 9 - 15 Total			118	36.1%	191	60.4%	316
Other Non Pay & Grading Structure	31	6.6%	290	61.7%	149	31.7%	470
Teaching	152	2.4%	2,759	42.9%	3,257	50.6%	6438
Total Workforce	766	2.7%	11,986	42.9%	15,185	54.4%	27,937
Total Full Time Workforce	508	3.0%	6,999	41.5%	9,344	55.5%	16,851
Total Part Time Workforce	258	2.3%	4,987	45.0%	5,841	52.7%	11,086

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3. Appendix 3: Workforce Profile by Gender

The table below has been simplified to provide a summary of the Council's workforce by Gender. This summary is for All Council as at 31 December 2022.

To view the table in entirety (showing a breakdown by gender and ethnicity) please see the [Council's website](#).

Grade	Male		Female		Total Workforce
	Number	%	Number	%	
Grade 1 - 4 Total	3,260	25.3%	9,613	74.7%	12,873
Grade 5 - 7 Total	1,827	25.6%	5,314	74.4%	7,141
Grade 8 Total	242	34.6%	457	65.4%	699
Grade 9 - 15 Total	149	47.2%	167	52.8%	316
Other Non Pay & Grading Structure	237	50.4%	233	49.6%	470
Teaching	1,402	21.8%	5,036	78.2%	6,438
Total Workforce	7,117	25.5%	20,820	74.5%	27,937
Total Full Time Workforce	6,016	35.7%	10,835	64.3%	16,851
Total Part Time Workforce	1,101	9.9%	9,985	90.1%	11,086

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4. Appendix 4: Workforce Profile by Sexual Orientation

The table below has been simplified to provide a summary of the Council’s workforce by sexual orientation. This summary is for All Council as at 31 December 2022.

To enable viewing and printing, this table has been simplified. To view the table in entirety (showing a breakdown by sexual orientation) please see the [Council’s website](#).

Grade	Bi-Sexual		Heterosexual		Lesbian / Gay		Other		Not Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	49	0.4%	5,703	44.3%	70	0.5%	28	0.2%	7,023	54.6%	12,873
Grade 5 - 7 Total	37	0.5%	2,744	38.4%	74	1.0%			4,283	60.0%	7,141
Grade 8 Total			234	33.5%					460	65.8%	699
Grade 9 - 15 Total			104	32.7%					204	64.7%	316
Other Non Pay & Grading Structure			323	68.7%					137	29.1%	470
Teaching	63	1.0%	2,403	37.3%	90	1.4%			3,879	60.3%	6,438
Total Workforce	154	0.6%	11,511	41.2%	250	0.9%	36	0.1%	15,986	57.2%	27,937
Total Full Time Workforce	114	0.7%	6,700	39.8%	203	1.2%	21	0.1%	9,813	58.2%	16,851
Total Part Time Workforce	40	0.4%	4,811	43.4%	47	0.4%	15	0.1%	6,173	55.7%	11,086

To ensure that employees can’t be identified we have removed number where it is lower than 10

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5. Appendix 5: Workforce Profile by Religion or Belief

The table below has been simplified to provide a summary of the Council's workforce by religion or belief. This summary is for All Council as at 31 December 2022.

To enable viewing and printing, this table has been simplified. To view the table in entirety (showing a breakdown by religion or belief) please see the [Council's website](#).

Grade	Buddhist		Church of Scotland		Hindu		Jewish		Muslim		Other Christian		Roman Catholic		Sikh		Pagan		Another Religion		None		Not Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	
Grade 1 - 4 Total			606	4.7%	14	0.1%			196	1.5%	946	7.3%	1,793	13.9%	42	0.3%			91	0.7%	2,461	19.1%	6,712	52.2%	12,861
Grade 5 - 7 Total			403	5.7%					54	0.8%	164	2.3%	782	11.0%	11	0.2%			49	0.7%	1,326	18.6%	4,335	60.9%	7,124
Grade 8 Total			43	6.1%							11	1.6%	77	11.0%							104	15.0%	461	66.2%	696
Grade 9 - 15 Total			27	8.0%									26	8.3%							48	15.4%	205	67.0%	306
Other Non Pay & Grading Structure			63	13.4%							16	3.5%	84	17.9%							146	31.9%	148	32.4%	457
Teaching			304	4.7%					43	0.7%	122	1.9%	1,018	15.8%	12	0.2%			35	0.5%	941	14.6%	3,946	61.3%	6,421
Total Workforce			1,446	5.2%	14	0.1%			293	1.0%	1,259	4.5%	3,780	13.5%	65	0.2%			175	0.6%	5,026	18.0%	15,807	56.6%	27,937
Total Full Time Workforce	17	0.1%	897	5.3%	17	0.1%			105	0.6%	544	3.2%	2,179	12.9%	29	0.2%			105	0.6%	3,006	17.8%	9,946	59.0%	16,853
Total Part Time Workforce			549	5.0%	13	0.1%			193	1.7%	723	6.5%	1,601	14.4%	40	0.4%			75	0.7%	2,020	18.2%	5,861	52.9%	11,084

To ensure that employees can't be identified we have removed number where it is lower than 10

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6. Appendix 6: Equality Impact Assessments for 2021/22 and 2022/23

2021/22 Equality Impact Assessments

 Licensing and Regulation of Sexual Entertainment Venues [968kb]	 People's Palace and Winter Gardens- Stakeholder Engagement [69kb]
 Avenues programme: Cambridge St (North) to Renfrew St [155kb]	 Ash Dieback [126kb]
 Active Travel Strategy [54kb]	 National Park City [44kb]
 Secure on Street Cycle Parking [131kb]	 Strategic Plan for Cycling 2018 Review [137kb]
 Winter Maintenance Plan [46kb]	 City Centre Recovery Plan 2022-24 (CCRP) [243kb]
 Argyle Street West [5Mb]	 Employment - Community Payback Services – Service Reform [109kb]
 TRO George Square [120kb]	 Young Persons Guarantee [72kb]
 Provision of pay as you go car club service [121kb]	 Hyndland, Hughenden and Downhill West Traffic Management and Parking Controls (Variation No 1) Order 2019 [263kb]
 Screening Form for GCC (Kelvin Way) (Traffic Management) Order 202_ [268kb]	 Screening Form for City Deal Clyde Waterfront and West End Innovation Quarter Byres Road Public Realm [166kb]
 Screening Form for Bilsland Drive (Traffic Regulation) Order 20 [211kb]	 Screening Form for Hawthorn Street (Traffic Regulation) Order 20 [261kb]
 Application of Maximising Attendance and Sick Pay Principles During Covid19 [121kb]	 COVID 19 Recovery Planning – Glasgow Life – Events, Festivals, Services and Programme Re-activation [69kb]
 Glasgow's Active Travel Strategy 2022-2031 [418kb]	 Introduction of New Process for the Issue of Staff Travel Passes [108kb]

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2022/23 Equality Impact Assessments

 Positioning of Private Hire Car Licence ID Plates [122kb]	 CRC Taxi - Private Hire Car Drivers GM (002) [131kb]
 2023 UCI Cycling World Championships Activation Project [48kb]	 People's Palace and Winter Gardens- Stakeholder Engagement [69kb]
 Liveable Neighbourhoods Plan [349kb]	 Cost of Living Crisis Support Fund [405kb]
 Waste Strategy (Employment Assessment) [57kb]	 St. Mungo Museum of Religious Life and Art - Stakeholder Engagement [62kb]
 City Centre No.33 (Riverside and Merchant City) [209kb]	 EqIA CBS Parking Team Move [131kb]
 Licensing of Short Term Lets (STL) September 2022 [220kb]	 City Property Service Reform Phase 1 & 2 [129kb]
 Taxi and Private Hire Cars - Implications of implementing the Low Emission Zone [136kb]	 Installation of Fixed Side Step on Taxis [134kb]
 Private Hire Cars - Consideration of 7 year age limitation policy for private hire cars reintroduced [133kb]	 No One Left Behind Programme [182kb]
 Hillhead (Traffic Management and Parking Controls) Order 20 [138kb]	 Child Poverty (Glasgow's LCPAR) 2021-22 [658kb]
 Glasgow Communities Fund (GCF) - Phase Two 2023-2026 [183kb]	 Implementation of Social Listening Software [134kb]
 Holland Street Avenue [1Mb]	 Glasgow's Housing Contribution Statement [246kb]
 Tidal Weir Centre and South [176kb]	 Dressing the City (Screening form) [120kb]
 Hybrid Meetings [46kb]	 Non-Residential Charging Policy [208kb]
 Access and Integrity of the Waterfront: Tradeston Bridge [53kb]	 Access and Integrity of the Waterfront: Windmillcroft Quay [150kb]

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