



Glasgow City Council

Operational Performance and Delivery Scrutiny  
Committee

Report by Director of Governance and Solicitor to the Council

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**Item 6**

21st November 2018

**ALEO EQUALITIES UPDATE – REPORT AS AT 30 SEPTEMBER 2018**

**Purpose of Report:**

To provide the Committee with an update on employment equalities information in relation to the Council's Arm's Length External Organisations (ALEOs) as at 30 September 2018.

**Recommendations:**

The Committee is asked to note the contents of the report.

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes  No  consulted: Yes  No

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## **1. INTRODUCTION**

- 1.1 The purpose of this report is to provide equalities information and employment statistics in relation to each of the Arm's Length External Organisations (ALEOs) established by the Council. This report is as at 30 September 2018.
- 1.2 The information within this report has been provided by each of the ALEOs. As individual entities, each operates its own Board, to which Elected Members are appointed, and its own constitutional and governance frameworks. The role of the Board, supported by appropriate sub-committees where relevant, is to monitor and oversee the operation of these arrangements in furtherance of the strategic objectives of the organisation. This includes oversight of equalities and employment statistics.
- 1.3 The information within this report is provided to Committee as part of the ALEO Governance Framework implemented by the Council and to ensure oversight and scrutiny of equalities across the ALEOs, as part of the Council Family.

## **2. ALEO EQUALITIES AND EMPLOYMENT STATISTICS**

- 2.1 The following table provides equalities information and employment statistics for each of the ALEOs as at 30 September 2018.

ALEO	Date	No. of FTE Staff	Male (%)	Female (%)	No. of Staff on Temporary Contracts	No. of Modern Apprentices	No. on Youth Employment Scotland or similar scheme	No. of Agency Staff	No. of Staff in staff bank	Staff from a black ethnic minority background (%)	Staff describing themselves as having a disability (%)	Staff describing themselves as gay/lesbian /bisexual (%)
<b>City Building (Contracts) LLP</b>	30 Sept 2018	339	92	8.0	61	0	0	0	0	1.25	3	N/A
	31 Mar 2018	335.4	92.7	7.3	45	0	0	2	0	1	3.4	N/A (1)
	30 Sept 2017	344.73	92.8	7.2	44	0	0	1	0	1.2	3	N/A (1)
<b>City Building (Glasgow) LLP</b>	30 Sept 2018	1,387	88.0	12	156	249	0	8	0	1.3	9.5	N/A
	31 Mar 2018	1,338.79	88.6	11.4	166	253	0	36	0	1.5	9.2	N/A (1)
	30 Sept 2017	1,386.39	88.6	11.4	153	262	0	22	0	1.6	9.3	N/A (1)
<b>City Parking (Glasgow) LLP</b>	30 Sept 2018	145	64.14	35.86	0	0	0	0	0	2.07	1.38	0
	31 Mar 2018	147	64.63	35.37	0	0	0	0	0	2.04	1.36	0
	30 Sept 2017	149.37	64.47	35.53	0	0	0	0	0	1.97	1.32	0
<b>City Property (Glasgow) LLP</b>	30 Sept 2018	74	64.2	35.8	1	0	0	1	0	1.19	2.38	1.19
	31 Mar 2018	79	67	33	1	0	0	1	0	1.26	3.8	1.26
	30 Sept 2017	79	67.8	32.2	1	0	0	0	0	1.1	1.1	1.1
<b>Cordia (Services) LLP (*)</b>	30 Sept 2018	3,880	15.9	84.1	814	0	0		0	2.6	2.1	0.67
	31 Mar 2018	3,908	16	84	974	2	0	0	0	2.6	2.3	1
	30 Sept 2017	3,982	16	84	843	3	0	0	0	2.6	2.4	0.77

ALEO	Date	No. of FTE Staff	Male (%)	Female (%)	No. of Staff on Temporary Contracts	No. of Modern Apprentices	No. on Youth Employment Scotland or similar scheme	No. of Agency Staff	No. of Staff in staff bank	Staff from a black ethnic minority background (%)	Staff describing themselves as having a disability (%)	Staff describing themselves as gay/lesbian /bisexual (%)
<b>Glasgow Life</b>	30 Sept 2018	2,103.48	46.53	53.47	139	10	0	0	294	2.00	4.07	1.54
	31 Mar 2018	2,120.37	52.6	47.4	121	7	0	0	276	1.90	4.06	1.67
	30 Sept 2017	2,142	52.5	47.5	127	6	0	0	323	2.3	4	1.3
<b>Community Safety Glasgow</b>	30 Sept 2018	336.31 <sup>(3)</sup>	58.88	41.12	16	2	0	0	0	4.36	5.64	1.03
	31 Mar 2018	360.71	57.78	42.22	17	1	0	0	0	4.44	6.17	1.23
	30 Sept 2017	363.24	58.52	41.48	13	0	0	0	0	4.2	6.17	1.23
<b>Clyde Gateway</b>	30 Sept 2018	26.4	34	66	0	0	0	0	0	N/A <sup>(2)</sup>	N/A <sup>(2)</sup>	N/A <sup>(2)</sup>
	31 Mar 2018	26	36.6	63.4	1	1	0	0	0	N/A <sup>(2)</sup>	N/A <sup>(2)</sup>	N/A <sup>(2)</sup>
	30 Sept 2017	26	36.6	63.4	1	1	0	0	0	N/A <sup>(2)</sup>	N/A <sup>(2)</sup>	N/A <sup>(2)</sup>
<b>Jobs and Business Glasgow</b>	30 Sept 2018	217.06	17.41	82.59	1	19	0	0	5	4.05	7.69	0
	31 Mar 2018	211.66	18.18	81.82	0	24	0	0	5	3.31	8.26	0
	30 Sept 2017	210.8	19.9	80.1	0	15	0	0	4	4	7.5	0

N/A <sup>(1)</sup> - City Building (Contracts) LLP and City Building (Glasgow) LLP – information is not collected on staff sexual orientation.

N/A <sup>(2)</sup> - Clyde Gateway – information is not collected on staff sexual orientation, staff with a disability and staff from an ethnic minority background.

<sup>(3)</sup> – CSG FTE figure is for permanent staff only, where before, all staff were included.

<sup>(\*)</sup> – Following the transfer of Cordia to the Council, this will be the last time this ALEO is included.

### **3. Council Family Equality Initiatives**

- 3.1 Glasgow is Scotland's largest and most diverse city with a population of 606,300 (General Registrar of Scotland Mid-Year Estimate 2015). The city is home to a significant and growing black and ethnic minority population, estimated to be around 12% of the total population. Approximately, 24% of working age Glaswegians have a long-term illness or disability, compared to a Scottish figure of 17%. There are over 83,000 people living in Glasgow who are over the traditional retirement age of 65 years.
- 3.2 Although outcomes are generally improving for residents, there are still significant challenges for the poorest and most disadvantaged people in the city, and for those who face barriers because of their race, gender, age, disability, sexual orientation or religion or belief.
- 3.3 The Equality Act 2010 includes a public sector General Duty which means that the Council and its Services must pay due regard to the following needs when carrying out its services and functions. These are:
- the need to eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;
  - the need to advance equality of opportunity between people who share a relevant protected characteristics and those who do not, and
  - the need to foster good relations between people who share a protected characteristics and those who do not.
- 3.4 The Council's Equality Outcomes detail the activity which the Council Family is taking to progress equality in line with the legislation. An update report was presented to Operational Performance and Delivery Scrutiny Committee in June 2018. This activity includes:
- i. The Prism Employee LGBTI+ (Lesbian, Gay, Bisexual, Intersex and more) Network has been established as part of the diversity champions framework in support our Equality and Diversity commitments. This network provides peer support to LGBTI+ colleagues, raises awareness of LGBTI+ issues in the workplace, raises awareness of the Council as an LGBTI+ employer of choice and where appropriate, assists services to consider how they deliver their service to Glasgow's LGBTI+ community.
  - ii. The Council's BME Employee Peer Support Network aims to provide peer support, networking opportunities, improve the working lives of BME employees and also input to organisational activities from a BME perspective. The network continues to work with other Council employee networks and BME networks from external organisations to support its activities and achievement of the wider equality and diversity agenda.
  - iii. The Council is recognised by the Age Positive Campaign as an 'Age Positive Employer Champion' with employment policies and practices that demonstrate commitment to age diversity.

- iv. The Council is also a Carer Positive accredited employer that is committed to providing support to employees with caring responsibilities, with a range of policies in place to help employees balance work and family life.
- v. The Council is committed to ensuring that no discrimination occurs during the recruitment and selection process. As part of the Disability Confident Scheme, developed by Job Centre Plus, all applicants who advise of their disability and who meet the minimum criteria for the job, will be interviewed
- vi. All employees have equal access to appropriate training and development opportunities. Those employees with responsibility for recruitment and selection are provided with relevant training and guidance.
- vii. The collation of workforce diversity information, which is voluntary and confidential, helps understand the diversity profile of people who apply to and who work with the Council. It helps inform action to recognise everyone's worth, support people where necessary and create an environment of mutual respect. This information also helps understand how the Council's workforce reflects the city.
- viii. Community Safety Glasgow (CSG) continue to work with community planning partners to resolve hate crime. CSG coordinated an advertising campaign that promoted reporting and launched an event called "Don't Stay Silent" during Hate Crime Awareness Week.
- ix. CSG provide a specialist domestic abuse advocacy and support service (ASSIST) to all those involved in the Specialist Domestic Abuse Court as having experienced domestic abuse, whether adults or children.
- x. City Building, through RSBi, continue to offer employment facilities to 260 employees (over 50% of whom are disabled) including 109 Work Choice positions.
- xi. City Building continue to promote opportunities in construction to females through the craft apprenticeship scheme, attending recruitment fairs, offering work experience programmes and organising events during National Modern Apprenticeship Week.
- xii. Glasgow Life continue to deliver a programme of relevant equality training/staff briefings in order to build empathy, understanding and confidence within the workforce.

#### 4. Policy and Resource Implications

##### Resource Implications:

<i>Financial:</i>	There are no new financial implications.
<i>Legal:</i>	There are no new legal implications.
<i>Personnel:</i>	There are no new personnel implications.
<i>Procurement:</i>	There are no new procurement implications.

<b>Council Strategic Plan:</b>	A Well Governed City that Listens and Responds: <ul style="list-style-type: none"><li>• The Council has open and transparent decision making, and</li><li>• We take account of equality issues and the impact of poverty in our decision making.</li></ul>
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##### Equality and Socio-Economic Impacts:

<i>Does the proposal support the Council's Equality Outcomes 2017-22</i>	<ul style="list-style-type: none"><li>• Outcome 1 - An increased proportion of people with protected characteristics are supported to enter employment or training.</li><li>• Outcome 2 - Glasgow City Council female employees are supported to overcome any challenges that gender may present.</li><li>• Outcome 3 - The Council Family has an improved knowledge about the demographic makeup of its workforce.</li><li>• Outcome 5 - The Council Family has developed and delivered a consistent, and where necessary mandatory, approach to raising awareness about equality and diversity.</li><li>• Outcome 12 - Glasgow City Council is recognised as an employer that supports its employees who have protected characteristics.</li></ul>
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<i>What are the potential equality impacts as a result of this report?</i>	No new direct impacts.
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*Please highlight if the policy/proposal will help address*

*socio economic  
disadvantage.*

**Sustainability Impacts:**

*Environmental:* No new direct impacts.

*Social, including  
Article 19  
opportunities:* No new direct impacts.

*Economic:* No new direct impacts.

**Privacy and Data  
Protection impacts:** None.

**5. Recommendations**

5.1 The Committee is asked to note the contents of the report.