

**Glasgow City Council****Wellbeing, Equalities, Communities, Culture and Engagement  
City Policy Committee****Report by Chief Executive****Contact: Thom Hughes, Senior Corporate HR Officer****UPDATE ON EQUALLY SAFE AT WORK ACCREDITATION  
PROGRAMME IMPLEMENTATION****Purpose of Report:**

This report provides an update on the organisation's status in relation to gender equality, an overview of activity taken to date and future planned activity in relation to the Equally Safe at Work Programme.

**Recommendations:**

It is recommended that the committee note the contents of this report.

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes  No  consulted: Yes  No **PLEASE NOTE THE FOLLOWING:**

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## **1.0 Background and context**

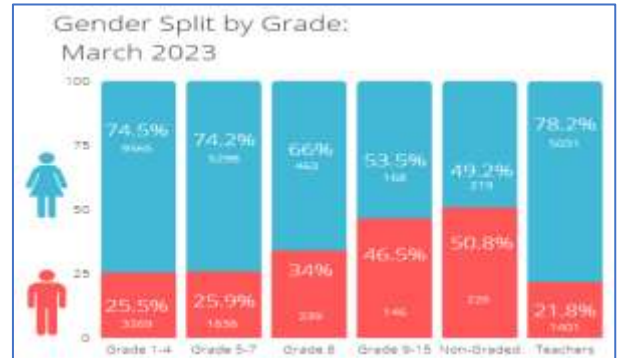
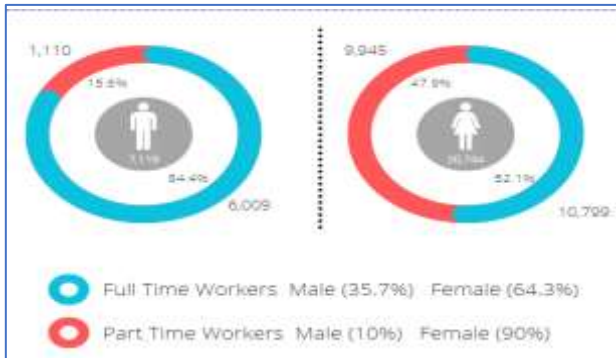
- 1.1 The Equally Safe at Work (ESAW) employer accreditation programme was developed by Close the Gap, who are Scotland's expert policy advocacy organisation working with Employers, Policy Makers, Trade Unions and Employees for over 20 years.
- 1.2 The ESAW programme supports the implementation of the Scottish Government's Equally Safe national strategy to prevent and eradicate violence against women and girls. The programme recognises that violence against women is a cause and consequence of wider gender inequality and therefore, it supports employers to improve their employment practice to advance gender equality in the workplace and better support victim survivors of violence against women.
- 1.3 'Violence against women' and 'gender-based violence' are often used interchangeably as most gender-based violence is inflicted by men on women and girls. However, it's important to recognise that most men don't commit acts of gender-based violence and that men can also be victims. The focus of Equally Safe at Work is however to support women in our organisation.
- 1.4 From a gender equality perspective in 2021 in Scotland women working full-time earned 6.6% less than their male counterparts, women working part time earned on average 26.9% less than men working full time, this shows that 'women's work' is undervalued and continues to be concentrated in low paid, part time jobs.
- 1.5 We recognise that there is an integral link between addressing gender inequality and preventing violence against women and therefore, we must take action to improve gender inequality in the organisation and committed in our Equality Outcomes 2021 – 2025 to reduce the barriers faced by women in the workplace. This area has also been subject to Full Council motions in relation to how we support women subjected to domestic abuse and asking us to commit to the Equally Safe at Work Programme.
- 1.6 This report provides an overview of the organisation's current status in relation to gender equality, an update of activity taken to date and future planned activity in relation to the Equally Safe at Work Programme.

## **2.0 Workforce gender equality summary**

- 2.1 The tables on the next page show that our organisation is reflective of societal norms in relation to women working part time and concentrated in lower paid posts. Whilst at grade 8 we have proportionately more women than men and at grades 9-15 our gender balance is more evenly spread we should be clear that 14,863 of our female employees are in grades 1-7, with 9,565 at grades 1-4 and the gender balance at these grades is disproportionately female. Our gender pay gap for employees excluding teachers has remained fairly static over the past three years, currently 7.3% in favour of men. Targeted

activity in Education in relation to principle, depute and head teacher posts has saw a decrease in the gender pay gap over the past three years, currently at 1.62% in favour of men. A full breakdown of our [workforce diversity information](#) is published on the Council website.

2.2 These figures reiterate the importance of the organisation taking part in the Equally Safe at Work Programme and further confirm our reasoning for including a commitment to reduce the barriers faced by women in the workplace in our Equality Outcomes.



### 3.0 Equally Safe at Work Programme Overview and activity to date

3.1 The framework has six standards which organisations are assessed against to achieve accreditation, the standards are:

- **Leadership** - Leaders demonstrate strong commitment to preventing violence against women and advancing gender equality
- **Data** - Employee data is collected, analysed and used to progress equality for different groups of women in the workplace
- **Flexible Working** - The Council has a flexible working policy and employees can work flexibly to help meet the needs of their lives
- **Occupational Segregation** - The Council continues to improve opportunities and outcomes for women in the workplace by addressing occupational segregation
- **Workplace Culture** - Creating an inclusive workplace culture to advance gender equality is an organisational priority
- **Violence against Women** - Staff understand the link between women's labour market inequality, violence against women and wider gender inequality and the Council's employment practice is violence against women sensitive and women feel confident and safe to disclose experiences and seek support

3.2 In terms of the Council's activity towards accreditation, we have been involved since 2019 when the first cohort of local authorities started to work towards accreditation. At that time, it was decided that we wouldn't go forward for full accreditation however would participate as 'shadow organisation' along with other local authorities who would progress towards accreditation as part of the second programme intake, being a 'shadow organisation' allowed us to understand the requirements of accreditation and learn from the organisations who were progressing in the first cohort. In 2022, we submitted our application to become bronze accredited and following various conversations with Close the Gap our application to take part was accepted.

3.3 As a consultation route and to oversee our accreditation journey we established an Equally Safe Implementation Group; membership consists of representatives from:

- Corporate and Service HR teams.
- Our various trade union equality leads.
- Each of our employee equality networks.
- The Glasgow Violence Against Women Partnership.
- The Council's Hate Crime Working Group.

3.4 The group has input from Elected Members through our Equality Diversity & Inclusion Cross Party-Political Working Group chaired by Cllr Allan Casey, Convenor for Workforce, Homelessness & Addiction Services and will provide updates to that group and appropriate committees.

3.5 We have listed below some of the activities completed to date:

- A gap analysis of our current policies, procedures and practices has been completed against the accreditation standards.
- Circulation of an employee survey to understand women's experience in the workplace.
- Close The Gap have completed consultation sessions with female employees in lower paid roles including catering, cleaning, and pupil support assistants.
- 'Gender Lens' training has been delivered to HR colleagues across the organisation, with further training scheduled in May 2023.
- Consultation with our employee networks to ensure consideration of intersectionality of our approach and understanding of the additional barriers faced by Black & Minority Ethnic, Disabled and LGBTQ+ women.
- Submission of our workforce gender data for review and consideration by Close the Gap.
- Development and publication of an organisational commitment to achievement from the Chief Executive.
- Review of our Equal Pay Policy Statement and current approach to publication of Gender Pay Gap and Occupational Segregation data.
- Review of our employment policies and practices through a 'Gender Lens' approach.

- Development of Manager’s Brief to include call to action for rollout of flexible working, sexual harassment and violence against women e-learning modules to managers.

3.6 Our activity to date has supported our accreditation against the standards of Leadership, Data, Occupational Segregation and Workplace Culture.

#### 4.0 Equally Safe at Work Accreditation next steps

4.1 Corporate HR working with Service HR teams overseen by the Equally Safe at Work Implementation Group will continue to progress activity towards accreditation. Whilst we have made some progress against the standards of Leadership, Data, Occupational Segregation, and Workplace Culture we still have activity to complete. We will also take action to meet the standards of Flexible Working and Violence against Women.

4.2 Corporate HR meet regularly with Close the Gap as part of the accreditation process and take part in their implementation working group along with other local authorities going forward for accreditation as part of the second cohort. Close the Gap are comfortable with our progress to date and plan for achievement of accreditation. Further updates will be provided to committees as appropriate.

4.3 As would be expected when working towards a gender equality accreditation the ongoing progress of the organisations job evaluation activity and work towards implementation of a revised pay and grading structure remains a key factor. The Equally Safe Implementation Group does not have responsibility for job evaluation, however the activity of that working group, progress on job evaluation and work towards implementation of a revised pay and grading structure are interdependent to receiving accreditation.

#### 5.0 Policy and Resource Implications

##### Resource Implications:

Financial:	No Impact resources required are covered by agreed budgets.
Legal:	No significant legal issues.
Personnel:	No direct personnel implications or significant changes to processes/procedures.
Procurement:	No relevant procurement issues.

<b>Council Strategic Plan:</b>	<p><b>Grand Challenge 4 - Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities.</b></p> <ul style="list-style-type: none"> <li>• Mission 2 – Run an open, well governed council in partnership with all our communities</li> <li>• Mission 3 – Enable staff to deliver a sustainable and innovative council structure that delivers value for money</li> </ul>
<p><b>Equality and Socio-Economic Impacts:</b></p> <p><i>Does the proposal support the Council's Equality Outcomes 2021-25</i></p> <p><i>What are the potential equality impacts as a result of this report?</i></p> <p><i>Please highlight if the policy/proposal will help address socio economic disadvantage.</i></p>	<p>Yes across outcomes 7 – 11 which are our employment outcomes and in particular outcome 9 where we have committed to reduce the barriers faced by women in the workplace.</p> <p>Positive impact</p> <p>Actions arising from accreditation may assist socio economic disadvantage through removing barriers face by women in the workplace.</p>
<b>Sustainability Impacts:</b>	
<i>Environmental:</i>	N/A
<i>Social, including Article 20 opportunities:</i>	N/A
<i>Economic:</i>	N/A
<b>Privacy and Data Protection impacts:</b>	N/A

## 6.0 Recommendations

It is recommended that the committee note the contents of the report.