

CSG SUBMISSION TO GCC – EQUALITY OUTCOMES FRAMEWORK 2017-2021

1. Summary

- A strategic plan for the eradication of violence against women and girls is in development and will be implemented in late 2018.
- Work to raise awareness of domestic violence continues to take place in the city's primary and secondary schools through lesson plans and dramas.
- The number of victims referred to MARAC meetings by ASSIST has fallen significantly, particularly in the Glasgow Divisional area, but this is due to other agencies making referrals which should be viewed positively.
- Client satisfaction with ASSIST is very high.
- The number of positive outcomes has increased among women being supported by the Routes Out Service. The single biggest increase relates to a positive financial outcome such as access to benefits.
- The number of referrals to TARA has reduced. As the single biggest referral source is Police Scotland, numbers will vary in line with major policing operations into human trafficking in any given period.
- Although there has been a small decrease in the number of hate crime incidents reported to Police Scotland, the number of reports relating to racist and religious incidents have increased.
- The proportion of reported graffiti incidents that are deemed offensive has remained the same.

2. Equality Impact Screenings

2.1 The following Equality Impact Screenings have been undertaken in CSG since January 2017:

- Adults at Risk of Harm – Staff Guidance
- Health and Safety Policy
- Eastgate Security Policy
- Security Standards Policy
- Housekeeping Standards Policy
- Risk Management Policy
- Business Continuity Policy

2.2 This excludes the EIAs undertaken as part of the Council's annual budget-setting process for 2018/19 and already submitted.

CSG's contribution to the GCC Equalities Outcome Framework

Output / Action	Measure(s)	Baseline (2016/17)	Current Performance (2017/18)	Further Work	
Outcome 13: Survivors or, and those at risk of, gender-based violence or other targeted abuse are well supported.					
13.1	<p>Conduct a strategic assessment of violence against women in the city, in order to inform the development of a strategic plan that is aligned with national priorities. The assessment will also inform the Glasgow Violence Against Women Partnership and ensure that emerging issues and trends, and the direct experience of women and girls, will inform future policy.</p> <p><i>Lead: Community Safety Glasgow</i></p>	<p>Production of the strategic assessment.</p>	<p>Strategic assessment produced in 2017.</p>	<p>Series of workshops delivered across the city, raising awareness of findings and recommendations of strategic assessment.</p> <p>Working Group established to take forward recommendations from strategic assessment and incorporate the priorities from Equally Safe – the national strategy – in the development of a strategic plan for the city.</p>	
	Development of strategic			Draft strategic plan	The GVAWP will produce a city

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		plan and action plan.		in production to be presented to the GVAWP in August 2018.	wide strategic plan which will set out the activity that will work towards the prevention and eradication of violence against women and girls.
13.2	<p>The Glasgow Violence Against Women Partnership will continue to deliver school-based activity that will raise awareness of gender inequality and its impact on teenagers' relationships.</p> <p><i>Lead: Community Safety Glasgow</i></p>	Percentage of children/young people who are able to identify domestic abuse and or warning signs.		<p>'Crush' drama delivered to 27 secondary schools across the city. This drama is targeted at 3rd year pupils. Between Jan and March 2018, 3,269 pupils watched a performance.</p> <p>The corresponding primary schools' dramas – <i>Gold Stars and Dragon Marks</i> was performed in 24 primary schools across the city. This production is targeted at P6 & 7 pupils. Between Jan and March 2018, 1,975 pupils watched a performance.</p>	<p>A mechanism has been developed in order to capture better quality evaluations of Crush Drama from: pupils; teachers and the drama company. This will allow us to measure:</p> <ul style="list-style-type: none"> • Level of understanding of young people • Impact of drama • Raise awareness of both pupils and teachers of where to go for help <p>The Crush drama will continue to be delivered and further uptake encouraged among secondary schools.</p> <p>Funding will be pursued to continue the delivery and ongoing roll-out of Gold Stars and Dragon Marks/Keeping Mum in primary schools.</p>

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		Percentage of children/young people who are able to identify where to go or who to approach for help.		Lesson plans are delivered in the classroom by teachers. Information in these plans includes where to go for help and support.	As above
		Percentage of young people who are more informed about healthy respectful relationships.		Lesson plans also help teachers explore key themes with pupils in classroom setting.	As above
13.3	Continue the commitment by all Council Family services to Multi-Agency Risk Assessment Conferences (MARACs) as a crucial risk management process for high risk victims of domestic abuse. <i>Lead: Community Safety Glasgow</i>	Number of victims referred to MARAC.	574 (Apr-Feb 16/17)	378 (Apr-Feb17/18)	Glasgow continues to work towards the delivery of a robust and effective MARAC for high risk victims of domestic abuse. A common shared Operating Protocol is developed. Multi-agency Chairing has been established. To further develop core membership of MARAC. Funding identified to provide dedicated MARAC administration. Identified a need to develop a process to dip sample quality of

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					<p>actions undertaken and response. A programme of workshops will be delivered across the city to raise the profile of MARAC and to increase accessibility to vulnerable victims furthest away from early interventions.</p> <p>Work towards a common shared risk assessment for high risk victims of domestic abuse.</p> <p>Develop staff skills and confidence in operating risk assessment.</p>
13.4	<p>The Council Family will continue to facilitate and support appropriate services to those experiencing gender-based violence, for example a specialist domestic abuse advocacy and support service (ASSIST), a service for women over 18 years trafficked for Commercial Sexual Exploitation (TARA), and Routes out of Prostitution.</p> <p><i>Lead: Community Safety Glasgow</i></p>	<p>ASSIST—</p> <ul style="list-style-type: none"> Percentage of clients rating the service as good or very good (target 75%); Percentage of clients where the safety planning mechanisms suggested made them feel safer all or some of the time (target 75%) <p>Routes Out—</p> <ul style="list-style-type: none"> Number of positive outcomes achieved for women. <p>TARA—</p> <ul style="list-style-type: none"> Number of referrals to 	<p>N//A</p> <p>N//A</p> <p>551 (Apr-Mar 16/17)</p> <p>69</p>	<p>95%</p> <p>96%</p> <p>591 (Apr-Mar 17/18)</p> <p>56</p>	

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	<p>TARA Service;</p> <ul style="list-style-type: none"> • Number of women accessing the support of TARA; and • Facilitate regular and accessible service-user participation forums, up to 4 per year. 	<p>(Apr-Mar 16/17) 72</p> <p>2 Service User Group forums hosted on the draft Scottish Government Trafficking and Exploitation Strategy and Public Awareness campaign</p>	<p>(Apr-Mar 17/18) 68</p> <p>8 women individually completed detailed surveys on the type and quality of support provided by TARA throughout the year. A weekly ESOL/Arts group was attended by between 5 and 8 women and ad hoc feedback on various issues was provided by this group.</p>	<p>NB support is provided for up to 12 months so some individual clients may be counted in both years</p>
<p>14.1 Develop a Council-wide Hate Crime Policy Position (based on the Hate Crime Pledge)</p>	<p>A Council-wide Hate Crime Policy exists</p>	<p>Council Family Organisations signed up to the pledge</p> <p>.</p>	<p>N/A</p>	<p>Engage with GCC Corporate Policy team on procedure developing Council-Wide Hate Crime Policy</p>

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<p>Develop capacity building activity to support the implementation of Hate Crime Policy</p> <p>Develop Hate Crime Procedures for Staff</p> <p>Develop capacity building programme to support implementation of Procedures</p> <p>Develop a communication strategy to raise awareness of Hate Crime Policy and Procedures</p>	<p>Opportunities are offered to appropriate staff and elected members to develop their capacity to support the implementation of the Council's Hate Crime Policy</p> <p>Consistent application of Hate Crime Policy exists within relevant Council Services and ALEOs</p> <p>Opportunities are offered to appropriate staff to develop capacity to implement the Hate Crime Procedures</p> <p>Hate Crime Policy is accessible on Connect, GCC website, public facing space and back offices.</p>		<p>N/A</p>	<p>Work with GCC Corporate Policy Team to develop mechanisms for assessing gaps in capacity to implement Council Hate Crime Policy</p> <p>Adapt existing training and information resources.</p> <p>Work with Equalities Working Group to identify which services are appropriate for a hate crime guidance</p> <p>Work with operational managers within identified services to develop hate crime procedures that are appropriate to the service</p> <p>Work with operational managers within identified services to develop mechanisms to assess gaps in capacity to implement the Hate Crime Policy</p>

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		Procedures document is available on Connect and in locations appropriate to services.			<p>Adapt existing training and information resources</p> <p>Work with Corporate Communications to ensure Policy and Procedures are accessible and available to all staff and service users in appropriate formats</p>
14.2	Deliver an annual public education campaign to Raise Awareness and encourage reporting of Hate Crime.	Reach of Hate Crime Awareness Week Campaign	3,254,339. This reflects estimated exposure to campaign messages through a combination of main stream and social media advertising, social media messaging, print media and radio coverage	1,407,723 This reflects estimated exposure to campaign messaging through mainstream advertising, social media messaging, and local broadcast and online news coverage. Reduction in reach reflects reduced capacity to promote campaign using social media.	2019 campaign messaging requires a refresh and Hate Crime Working Group have decided to focus the 2019 campaign on raising awareness of Third Party Reporting
		RAG depiction of recorded hate crime by protected characteristic;	Analytical Reports produced quarterly by CSG and shared	Analytical Reports produced 4 weekly by CSG and	

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	<p>recorded incidences should reflect an increase all protected characteristics (data supplied by Police Scotland).</p>	<p>internally.</p>	<p>presented at Multi Agency Tasking and Coordinating meeting (CSG, SFR & Police Scotland). Quarterly Analytical Reports produced by CSG and presented to Hate Crime Working Group.</p> <p>Small decrease in aggregate number of hate crime reports.</p> <p>Increases: Racist incidents (+51) Religious incidents (+18)</p> <p>Decreases: Homophobic incidents (-45) Sectarian (-41)</p> <p>Little change: Disablist incidents Transphobic Incidents</p>	

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	Proportion of reported graffiti incidents that are offensive.	21% (465/2188) Apr-March 16/17	21% (445/2130) Apr-March 16/17	