

EAST RENFREWSHIRE COUNCIL

28 June 2017

Report by Deputy Chief Executive

REVIEW OF THE COUNCIL'S EQUALITY AND HUMAN RIGHTS REQUIREMENTS
AND PLAN FOR EQUALITY OUTCOMES 2017-2021

PURPOSE OF REPORT

1. The report presents an update on progress to fulfil the Council's equality duties since 2013 and outlines our proposals for Equality and Human Rights between 2017 and 2021.

RECOMMENDATIONS

2. It is recommended that the Council:

Approves the report on the progress made by the Council, since 2013, to fulfil its equality duties and its proposals for Equality and Human Rights between 2017 and 2021.

BACKGROUND

3. The Equality Act 2010 requires the Council, in the exercise of its functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

4. Under the Equality Act 2010 (Specific Duties) Scotland) Regulations 2012, the Council and the Education Authority are legally obliged to publish at two yearly intervals:

- A mainstreaming report on the progress made to make the equality duty integral to the exercise of its functions so as to better perform that duty;
- A report on the progress made to achieve its equality outcomes;
- A refreshed set of equality outcome outcomes which it consider will enable it to better perform the equality duty;
- an annual breakdown of information gathered on the composition of employees and the recruitment, development and retention of persons as employees of the authority, with respect to the number and relevant protected characteristics of such persons;

- Gender pay gap information; and
- A statement containing the authority's policy on equal pay among its employees between men and women, disabled people and non-disabled people, and people who are from a minority ethnic group and people who are not, and details of occupational segregation amongst its employees in relation to men and women disabled people and non-disabled people, and people who are from a minority ethnic group and people who are not.

REPORT

5. In line with these public duties, the Council, in 2015, commenced the practice of publishing a biannual report on the progress made to achieve the equality outcomes it had set and make the general equality duty integral to the exercise of its functions.

6. Since its last biennial report there have been some changes which have affected its content, namely the creation of the East Renfrewshire Integration Joint Board (IJB) and the East Renfrewshire Culture and Leisure Trust (ERCLT) respectively. In the main, this means that delivery of Outcomes which, in the past, would have been led by either of these bodies are no more reflected in our refreshed Equality and Human Rights Outcomes, although the Council continues to work in partnership with them to fulfil outcomes for our communities.

7. The Council is required, under Section 6(1) of the Human Rights Act (1998) not to act in a way which is incompatible with a Convention right. In the last three years, the Council has received a number of requests to evidence our compliance with our Human Rights Duties.

8. In 2013 the Scottish Commission for Human Rights launched Scotland's National Action Plan, SNAP, for Human Rights. SNAP constitutes a bold roadmap towards a Scotland where everyone can live with human dignity under the themes of Better Culture, Better Lives and Better World. This model of change is strongly influenced by the broad consensus in Scotland that public services should focus on outcomes, improvement and participation. The Council's agenda for Equality and Human Rights, has, therefore, been developed in line with these developments.

9. The Council's wider equalities agenda is reflected through a number of key strategic documents of the Council, including its equality and human rights report and associated outcomes and intermediate outcomes, its 5 SOA outcomes and associated intermediate outcomes, the Education Department's Standards and Quality Report.

10. The attached report evidences progress achieved including:

- Increasing numbers of properties adapted to the needs of disabled people;
- Improvements in streetscape to make getting around easier for, in particular, wheelchair users;
- Improvements in attainment levels, in particular, for boys as well as pupils from Asian/Pakistani backgrounds;
- Significant improvement in fostering good relations between those from different faiths and cultures as can be seen in the report including a range of opportunities taken to bring people together around festivals and cultural points in the calendar; and
- New opportunities for LGBTI young people to come together in a safe environment and supported to develop its aims and objectives.

11. Whilst there is much to be positive about the last four years, further work is required to: encourage more disabled accessible taxis in East Renfrewshire; reduce under-representation in the Council's workforce particularly in terms of ethnicity and disability; and in further embedding a culture of equality considerations throughout the Council.

12. As required by existing equalities legislation, the attached Equality and Human Rights report has a refreshed set of Equality and Human Rights Outcomes for the Council and Education Authority respectively, designed to be implemented over the next four years.

13. In light of the local government elections the Equality and Human Rights Commission agreed to defer their compliance checks for full publication by 30 April 2017, in order to allow incoming councils time to consider draft publications, to make any necessary changes and to ratify and publish final versions on the information required.

14. A draft set of outcomes for East Renfrewshire Council were published on the Council's website by 30 April 2017.

FINANCE AND EFFICIENCY

15. There are no specific financial implications arising from this report. Departments will continue to work together with communities, sharing resources where required, to fulfil the Council's equality agenda.

CONSULTATION

16. This report is the result of engaging with:

- Departments on progress in fulfilling their equality commitments;
- Senior managers on how well they are doing on equality issues and their plans and proposals for the future;
- Local disabled and minority ethnic communities to identify their main priorities; and
- The wider community through organising a Bridges to Change Equality and Human Rights Conference.

RECOMMENDATIONS

17. It is recommended that the Council:

Approves the report on the progress made by the Council, since 2013, to fulfil its equality duties and its proposals for Equality and Human Rights between 2017 and 2021.

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East Renfrewshire Council

Review of the Council's Equality and Human Rights requirements and Plan for Equality Outcomes 2017-2021

INTRODUCTION

1.1 East Renfrewshire Council's vision for the future is to be a modern, ambitious council creating a fairer future with all. Since April 2013, we have been pursuing a number of equality outcomes which are in line with this vision. In response to Scotland's National Action Plan for Human Rights and the Council's human rights obligations, we are, for the first time, casting our equality outcomes within a wider human rights framework between 2017 and 2021 to aid the journey towards fulfilling the Council's vision.

1.2 This report sets out the council's journey, so far, to realise the equality outcomes we have been pursuing since 2013 and the Equality and Human Rights Outcomes we will be pursuing for the next four years so that no one is disadvantaged or left behind in East Renfrewshire.

1.3 The Council's wider Equality and Human Rights agenda is a combination of the equality and human rights-related aspects of the Single Outcome Agreement, soon to be replaced by the Local Outcome Improvement Plan, LOIP. While the Education Authority's "Equalities Delivery Plan 2017 – 2020" is included in this report, the main body of the report also covers the equality public duties held by the Education Authority as well as the Licencing Board. Thus all references to the "Council" in this document include the Education Authority and the Licencing Board, unless otherwise stated. The Council's approach to delivering on equalities is evidenced through the Outcome Delivery Plan, the Education Department's Standards and Quality Report as well as Council-wide midyear and annual Reporting. As advised in previous reports, this report is therefore, best read alongside those plans and related reports.

BACKGROUND

2.1 Since the last biennial report there have been some significant changes affecting its content. The East Renfrewshire Integration Joint Board (IJB) has been set up jointly by East Renfrewshire Council and NHS Greater Glasgow and Clyde to integrate strategic planning and service provision arrangements for adult and children's health and social care services and criminal justice services.

2.2 The IJB is a distinct legal entity from both the Council and the Health Board with both bodies delegating functions to the new Integration Joint Board which was formally established in June 2015. As required under the Scottish Specific Duties Regulations 2012, the IJB published its first report on mainstreaming the Equality Duty in April 2016. As the IJB did not have any employees transferred to it, the employment-specific sections of this report did not contain any employee information. The information in this report therefore includes those Council employees who are employed within the East Renfrewshire Health and Social Care Partnership (HSCP). Should a decision be made in the future to align the reporting dates of East Renfrewshire Council and the East Renfrewshire Integrated Joint Board, then there may be the opportunity to expand on the information contained in this report about HSCP employees in a similar manner to that produced for Education Authority employees. However at this time, the information will be contained within this overarching report.

2.2 On 2 July 2015, East Renfrewshire Culture and Leisure (ERCL) took over delivering sport, leisure, arts and culture services in East Renfrewshire from the Council. ERCL is a charity and as such is not a listed authority under the Scottish Specific duties regulations. On this date, some 400 employees (this includes those employees who transferred under TUPE regulations and others listed as casual workers) transferred from the Council to this new organisation and are no longer recorded as Council employees. This event is reflected in the statistics in this report and as such affects the ability to compare figures between 2014/15 and 2015/16 and previous years although percentage comparisons will be used where possible. East Renfrewshire Licensing Board does not have any employees and therefore there are no separate statistics listed.

2.3 The Council continues to work with various partners to reduce inequalities between different groups within the local population and between different areas through early intervention and preventative approaches. The Council seeks to build this partnership approach to tackling inequalities into all areas of service delivery.

2.4 The Equality Act 2010 requires the Council, in the exercise of its functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

2.5 Under the Equality Act 2010 (Specific Duties) Scotland) Regulations 2012, the Council is required to:

- report on mainstreaming the equality duty;
- publish equality outcomes and report progress;
- assess and review policies and practices;
- gather and use employee information;
- publish gender pay gap information;
- publish statements on equal pay;
- consider award criteria and conditions in relation to public procurement; and
- publish in a manner that is accessible.

2.6 The council has, since 2012, been under a duty to publish a report on the progress it has made to make the equality duty integral to the exercise of its functions so as to better perform that duty not later than 30th April 2013; and at intervals of not more than 2 years, beginning with the date on which it last published a report under that requirement.

Duty to publish equality outcomes and report progress

2.7 The council has also been under a duty to publish a set of equality outcomes which it considers will enable it to better perform the equality duty not later than 30th April 2013; and subsequently, at intervals of not more than 4 years, beginning with the date on which it last published its first set of equality outcomes. The Council should report the annual breakdown of information gathered on employees and details of the progress we have made in using that information to enable the Council to better perform the general equality duty.

2.8 In 2015 the Council commenced the practice of publishing a biannual a report on the progress made to achieve its equality outcomes and make the general equality duty integral to the exercise of its functions. These reports include progress on specific duties such as the duty to gather and use employee information; publish gender pay gap information; publish statements on equal pay; and consider award criteria and conditions in relation to public procurement. Our first set of equality outcomes, covering the four year period from 2013-2017, were published in April 2013: <http://www.eastrenfrewshire.gov.uk/CHttpHandler.ashx?id=9084&p=0> , and a progress report was published in April 2015: <http://www.eastrenfrewshire.gov.uk/CHttpHandler.ashx?id=14574&p=0> .

2.9 The Council is required, under Section 6(1) of the Human Rights Act (1998) not to act in a way which is incompatible with a Convention right. In the last three years, the Council has received a number of requests to evidence our compliance with our Human Rights Duties.

2.10 In 2013 the Scottish Commission for Human Rights launched Scotland's National Action Plan, SNAP, for Human Rights. SNAP constitutes a bold roadmap towards a Scotland where everyone can live with human dignity under the themes of Better Culture, Better Lives and Better World. This model of change is strongly influenced by the broad consensus in Scotland that public services should focus on outcomes, improvement and participation. The Council's agenda for Equality and Human Rights, has, therefore, been developed in line with these developments.

EAST RENFREWSHIRE – Local Population and the Council

3.1 East Renfrewshire is situated to the south of the City of Glasgow. It covers an area of 67 sq. miles (174 sq. km). The north of the area comprises the urban areas of Giffnock, Newton Mearns, Clarkston, Thornliebank and Barrhead. Each of these settlements has a distinctive character. There is also an extensive rural hinterland to the South, within which, the villages of Uplawmoor, Neilston, Waterfoot and Eaglesham area are located. Approximately 15 per cent of the area is urban and 85 per cent rural. The Levern Valley area includes the settlements of Barrhead, Neilston and Uplawmoor. The Eastwood area includes Busby, Clarkston and Williamwood, Eaglesham and Waterfoot, Giffnock, Netherlee and Stamperland, Newton Mearns and Thornliebank.

3.2 In 2011 the population of East Renfrewshire was 90,574. By 2015, it had increased to 92,940. The population of East Renfrewshire increased by 4.15% between 2001 and 2015. The highest proportion of the East Renfrewshire population can be found in the Eastwood area (74%). The population of children and young people increased by 7.5% from 2011 to 2014. East Renfrewshire has the highest proportion of 10-14 and 15-16 year olds in Scotland and the second highest proportion of 5-9 year olds.

3.3 Of the 37,225 households in East Renfrewshire, married or same-sex couple families (either with or without children) were the most common household type at 34 per cent. This

was followed by households with one person aged under 65 living alone or with one person aged 65 or over living alone. Lone parent families accounted for 10 per cent of all households. East Renfrewshire Council is higher than the Scottish average in households with married / civil partners with dependent children (21.1 per cent).

3.4 16.7% of East Renfrewshire's population self-report to have a long term health condition which has an impact upon their routine daily activities; this is slightly below levels experienced in Scotland – 19.6%. Barrhead is notable among East Renfrewshire's communities in that it experiences a higher level of limiting and long-term health conditions - 21.8%- than Scotland.

3.5 The area is expected to face great changes in its population in the coming years. The older population is expected to increase, with the proportion of those over 65 predicted to account for 28.7% of the population of East Renfrewshire by 2035, and equate to 25,600 people. The working age population for people living in East Renfrewshire is expected to fall from 64 per cent to 59 per cent. The proportion of young people under 15 is expected to fall slightly by 0.3 per cent over the next decade.

3.6 Death rates are declining for all ages, leading to higher life expectancies for both men (79.8) and women (82.8). This is the second-highest life expectancy in Scotland. By 2025, almost one quarter of East Renfrewshire will be aged 65 or over. Single person households increased by 4 per cent from 2001-2011 and now account for 30 per cent of the East Renfrewshire area. The total number of households is projected to change from 38,270 in 2015 to 42,498 in 2037, an increase of 11 per cent. Although East Renfrewshire still has the highest average household size, this reduction in population has led to a decrease in average household size from 2.54 to 2.42.

3.7 East Renfrewshire is joint-second highest in Scotland for the percentage of people who are married or are in a same sex couples. We have the second lowest proportion of divorcees. We are one of the most ethnically and culturally diverse areas in Scotland, with significant Muslim and Jewish communities.

3.8 There is a significantly increasing pattern of more people entering East Renfrewshire than leaving (2,056 more over the past 3 years) and people aged 30-44 account for the largest proportion of entrants, mostly coming from Glasgow. The private sector rental market in the Eastwood area continues to see increasing demand and the number of private sector rentals has significantly increased over the past 10 years. The highest proportion of people who own their house by mortgage with house prices in the Eastwood area remains amongst the most expensive in Scotland.

3.9 These changes are expected to lead to a number of implications for the Council, including:

- Greater demand for nursery and school provision as the population children in areas such as Newton Mearns and Busby increases; and
- Changes in housing needs and increasing demand on health and care services, as the population of older people increases.

ENGAGEMENT AND EVIDENCE-GATHERING

4.1 A number of methods were used to track progress in fulfilling our equality commitments, including:

- Reviewing and building on work already undertaken ;
- Engaging with departments on progress in fulfilling their equality commitments;
- Surveying senior managers on how well they are doing on equality issues and their plans and proposals for the future;
- Using our asset-based project with local disabled and minority ethnic communities to identify their main priorities;
- Organising a Bridges to Change Equality and Human rights Conference with our equality groups, attended by 80 people, to report on progress and consult about the future;
- Engaging with almost 2,000 local people from across East Renfrewshire to receive their views in the initial priority-setting phase of the Local Outcome Improvement Plan; and
- Reviewing various national reports and data on how well different groups are doing and what improvements are required in their lives.

4.2 The Council's Corporate Management Team considers a report, every six months, on the strategies in development across the Council. This is to avoid duplication of work and ensure there is awareness of the strategies in development and to promote cross departmental working. Increasingly, consideration is being given to assessing the impact of policies on equalities.

4.3 Equality considerations continue to be featured in Cabinet and other Council decision making processes: In the last four years, it has had a mandatory requirement for all budgetary proposals to be screened to determine relevance for full equality impact assessment and Elected Members are informed of the equality implications of such proposals.

4.4 Between 2013 and 2015, such screening was carried out to assess whether savings proposals were likely to have a high, medium or low equality impacts. It was observed that this approach meant that some budgetary proposals relevant to one or more of the three needs of the general equality could be exempted from full impact assessment on the grounds of low impact. In 2016 it was decided that we no longer have to assess whether savings proposals have a high, medium or low equality impact but instead colleagues have to consider whether they are relevant to the need to:-

- Eliminate discrimination or
- Advance equality of opportunity or
- Foster good relations

If the answer to any of these questions is "Yes", part 6 of the template, Appendix1 must be completed and a full Equality Impact Assessment must be carried out before the proposal is implemented.

STAFF & COMMUNITY ENGAGEMENT

5.1 The Council has revised its approach to budgetary proposals, mentioned above, into its corporate report. Thus where a proposed or existing policy is relevant to one or more of the three needs of the general equality duty, namely the need to eliminate unlawful treatment; advance equality of opportunity; and foster good relations, report writers are required to use the Council's Equality Impact Assessment toolkit to carry out a full assessment of the impact of applying the policy to the three needs, summarise the results of that assessment in the report, and publish the full assessment on the relevant section of the Council's website within 14 days of the approval of the report. Where a screening exercise reveals that a proposal is not relevant to equality or human rights, report writers are still required to report this in order to demonstrate that the matter was considered as part of the development of the proposals in question. In essence the Council has in place a robust approach to assessing the equality impacts of its policies and plans.

5.2 With its Community Planning partners, the Council developed five outcomes. These outcomes (Early years, Learning, life and work, Economy and environment, Safe, supported communities, Older people) explain what success will look like for the people of East Renfrewshire if partners work together, and they drive the work not just at the community planning partnership, but also at the Council.

5.3 Maximising the benefits of equality and diversity in employment also has an equally important role to play in the Council as it focuses on the five capabilities, (Prevention, Community Engagement, Data, Modernisation and Digital). In order to deliver on its outcomes and its aim to make people's lives better, it is developing excellence in these five key areas.

5.4 The Council has supported its employees to be engaged as part of a high performance culture by providing training and management development learning including establishing its Leadership Group. Significant investment in its staff has been established to ensure staff are able to contribute to and are aware of the strategic direction of the organisation, its key outcomes and 5 capabilities.

5.5 The Council has made progress in building equality considerations into its general consultation and engagement activities. Participation levels continue to increase as the East Renfrewshire Community Planning Partnership implements the Community Empowerment Act. In developing the Fairer East Ren plan (the local name for the Local Outcome Improvement Plan) almost 2,000 local people from across East Renfrewshire have given their views in the initial priority-setting phase of the plan's development. More than half of this group have been engaged face-to-face and we are reaching more local people who are not currently involved in community groups and organisations.

5.6 The Council's Bridges to Change events, over the last 4 years, have been well-attended with a wide range of equalities groups represented. The views gathered are fed into the Council's wider equality and human rights programme, including service plans and the Fairer East Ren plan which is currently being developed. The engagement activities towards the Fairer East Ren plan has included a range of focus groups with disadvantaged or vulnerable groups such as carers, parents of children with additional support needs, young people, older people and LGBTI groups. The Council provides signing translation services at large events This work will continue over the summer as communities are involved in the development of the draft plan.

5.7 Community engagement training is provided to staff across the Council, which includes guidance on identifying the right people to take part in engagement using a variety of methods and taking equalities into account. Events are scheduled, wherever possible, in venues which comply with disability equality legislation. Information on community activity is regularly collected to identify which groups are active.

5.8 There are an estimated 850 community groups operating across East Renfrewshire. Of these;

- 237 are public sector operated.
- 548 are independent, private or faith based
- 62 are third sector organisations

5.9 A third sector partner holds 213 volunteering opportunities on a database that is open to community members, provided by volunteers in the community. This form of provision spans interests, hobbies and social groups to local influencing or peer support groups and is used to plan support provision, identify service gaps and invite people who are active in their communities to contribute to the development and delivery of local services.

5.10 The Council has developed an online database containing community information due to be launched this year. This will enable community members to search for community groups operating in their area which may be of interest to them. In extending its reach to its residents the Council established Citizen Space an online consultation tool as a key means of consulting with communities. To date, more than 170 consultations have been carried out using Citizen Space, with over 15,000 responses. The Community Planning Team continues to work with Council departments to support them to carry out engagement in a range of different ways.

5.11 During the period the Council has improved its processes to gather, monitor and record the profile of service users and service activities across all protected equality characteristics. The Council has in addition, implemented its Information as an Asset Programme to further support information gathering, storage and usage.

5.12 Since 2012, a full Council wide employee survey to measure employee's views on a range of issues affecting their work and working environment has been conducted. The survey is administered through a combined web-based and postal survey approach to maximise accessibility to the survey. The survey is undertaken every two years. A survey was held in 2014 and the appropriate results included in the previous monitoring report. To ensure that the results are used effectively with the monitoring data available, the results of the last survey, which was held late in 2016, will be explored in our 2016/18 report.

5.13 Bright Ideas is the Council's employee suggestion scheme. It was initially developed to allow employees to bring forward ideas on how the Council could continue to develop and improve the services it provides. However, it is also used by employees to suggest changes to policies and working practices including those from HR. Over the years a number have proved to be very relevant to the fields of equality. All suggestions are considered and given an individual response although as the scheme is anonymous, it is not suitable for personal replies. This makes it more attractive to employees who may not want to be identified with a particular request. More work will be done with the appropriate teams to refresh Bright Ideas and encourage its use by more employees.

5.14 The Council currently holds Healthy Working Lives Bronze, Silver and Gold Awards. Healthy Working Lives activities are developed by an Officers Working Group consisting of representatives from all Council departments. The group have developed an action plan for employees which aims to:

- Raise awareness of physical and mental health issues including stress
- Reduce accidents and promote safety in the workplace
- Support employees to stop smoking and develop the Smoke-free tobacco policy
- Raise awareness of alcohol and drugs issues
- Encourage employees and workplaces to improve the environment
- Organise health checks, events, campaigns, training and a staff survey

5.15 This broad remit influences health promotion, work/life balance and flexible working in the Council which all support the development of a diverse workforce. More recently the Group have promoted breast cancer awareness, cervical screening and smoke free community services to the workforce. In addition financial hardship can impact on any employees and the Council has promoted its Money Advice and Rights service to all Council employees as well as local residents. Support and advice is available on employee's financial circumstances including debt, benefits and income maximisation.

EQUALITIES IN EMPLOYMENT

6.1 The following sections detail the current equality monitoring requirements and practices of the Council in line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 while paying due regard to the general duties listed above. Under these regulations, authorities with 150 employees or more are to include in their mainstreaming reports employee information and/or profiles. They are also to include statements on equal pay and occupational segregation as well as gender pay gap information. For the first time, we include the disability and race pay gap information.

6.2 This section of the report takes into account the following public bodies covered by the Specific Equality Duties:

East Renfrewshire Council;
East Renfrewshire Education Authority;
East Renfrewshire Integrated Joint Board; and
East Renfrewshire Licensing Board.

6.3 Statistics have been produced in respect of financial years 2014/15 and 2015/16 and are representative of the Council as a whole. The Education Authority is an integral part of East Renfrewshire Council with a remit that covers a range of education services. For the purposes of this report, it should be noted that brief separate statistics have been produced for teachers to highlight key findings only and to reflect the intention of the legislation. All other statistics, unless indicated otherwise, include both non-teaching employees and teachers. Currently an analysis is undertaken of the following:

- Employees in post
- Applications for employment
- Applications for training
- Formal reporting of bullying and harassment cases
- Grievance procedures
- Disciplinary cases
- Termination of employment

6.4 Data is gathered through the Council's current HR and Payroll system. Work is ongoing to gradually align all data collected (where possible) with all the protected characteristics and the outputs of the Scottish census. The data collected is in line with the classification requirements for protected characteristics which are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

6.5 This is the third employee monitoring report produced under the Scottish Specific Duties and it is worth reflecting on what has been learnt from the last two that were produced.

6.6 What was learned from the first was that we were overly complying with the guidance produced by the Equality and Human Rights Commission (EHRC). It became clear that what was produced was of limited practical use and may in fact have deterred any potential readers with its pages of data. For the second report, the approach was more to look 'behind' that EHRC guidance so rather than simply listing all the data, instead the intent was to create a useful document that described the organisation in equality terms and could be used to develop a way forward to help create a more diverse organisation in the future and contribute to Workforce Planning and Organisational Development.

6.7 Workforce planning is getting the right number of people with the right skills employed in the right place at the right time to deliver an organisation's short-and long-term objectives. It is well underway within the Council and a Corporate Workforce Planning Group has been established to support the needs of the Council, in terms of staffing, now and in the future. It is addressing a diverse range of activities, such as succession planning, flexible working and job design.

6.8 Introducing this approach has already had an unexpected benefit when it was realised that for a number of years workforce statements were issued to Directors through this group providing information on the full workforce including gender, age, contract type, disability, ethnic origin, job title, FTE, grade, vacancies, number of casuals and agency staff and the starters and leavers within the department. This is clearly a partial overlap with the information published under the requirements of the Scottish Specific Duties so the opportunity is being taken to combine the production of equality workforce monitoring data with the data produced by the Workforce Planning Group.

6.9 This Board has a wide remit established with the purpose of supporting the Council during a period of significant change. The group's focus is the OD plan which covers seven four key areas essential to the effective functioning of an organisation from the McKinsey 7S model: shared values, style, staff and skills. Within these key areas, there are several objectives that are essential to a diverse workforce: shared values, ensuring employees feel valued in their role, supporting employees to learn and grow and providing leadership development. All of these objectives would benefit from access to workforce monitoring information.

6.10 The Council has put in place arrangements to support a more flexible workforce, able to deliver services through agile working and promoting the work life balance of its employees. This is supporting those needing reasonable adjustments due to caring responsibilities or disability for example. Managers are developing a level of expertise in using these to develop creative solutions to support their employees balance their personal needs with that of the workplace.

6.11 Financial worries can impact on any employee's ability to achieve their full potential. Certain groups in the workforce may experience more issues than others, for example working parents or those needing additional support due to disability. Opportunities are therefore taken to promote that the Council's Money Advice and Rights team offers its service to all Council employees as well as local residents. Support and advice is available on employee's financial circumstances including debt, benefits and income maximisation.

WORKFORCE ANALYSIS

7.1 In 2014/15, 26% of the workforce was male and 74% female. These figures are almost identical in comparison to 2015/16 where 75% were female. Again these figures are almost the same as those from the 2012/14 report with less than 1 % increase in the female percentage of the workforce. The 2011 census data for East Renfrewshire shows a male/female split of 47.7% male against 52.5% female which is very similar to the Scotland figures of 48.5% against 51.5%.

7.2 The gender profile of the workforce therefore shows little change with the workforce remaining predominately female. Although this does not reflect the local community, the trend within the public sector is for the female workforce to be predominately higher perhaps reflecting the number of part time posts and the availability of flexible working. Both work types are more attractive to those with caring responsibilities who tend to be female.

Contract status

7.3. As with gender, the percentage in the workforce working full time and part time shows no variation over time. In 2014/15, the split was 59% full time with 41% part time. If the contract status is also broken down in terms of gender then a clearer pattern begins to develop.

2014/15

Full time employees: Female 36.9%, male 22.3%
Part time employees: Female 36.8%, male 3.9%

2015/16

Full time employees: Female 37.9%, male 21.1%
Part time employees: Female 37%, male 3.9%

7.4 The Council has developed its flexible working policy to support those employees who wish to maintain a healthy work life balance. This is reflected in the some 1500 different working patterns in use across the Council. The flexible retirement policy for those in a Pension Scheme will also be considered in this way.

Disability

7.5. The figures below show very little change. The numbers who prefer not to answer still gives cause for concern as it would be hoped that with the support offered, employees would feel more able to be open about any disability they may have.

2014/15		2015/16	
Non-Disabled	46.1%	Non-Disabled	45.9%
Disabled	1.5%	Disabled	1.5%
Prefer not to answer	52.4%	Prefer not to answer	52.5%

7.6 Other evidence suggests that it would be a reasonable assumption that the numbers of employees living with a disability is in excess of 1.5%. (This is an increase of 0.1% from previous years.) Evidence through the maximising attendance procedures alone suggests that nearer 3% of employees have a long term health problem or disability. There are a number of such cases each year where reasonable adjustments have been implemented resulting in improved attendance and/or performance at work.

7.7 In addition, census data for 2011 shows that 7.7% of East Renfrewshire residents describe themselves as limited a lot by a long term health problem or disability compared to the national figure of 9.6%. 9.1% consider that they are limited a little, which again is less than the national figure of 10.1%. The PRD scheme also has an important role to play offering, among others, an opportunity, each year, for a disabled employee to discuss their development needs and use their abilities to reach their full potential.

7.8 The organisation is encouraging a culture where employees are increasingly more comfortable in disclosing this information or describing themselves in this way. The Council has been a 'Double Tick' employer since 1996 but in 2017, started the process towards becoming a Disability Confident employer. This approach will allow different ways for the Council to promote the support available to disabled employees and encourage completion of this protected characteristic.

Age

7.9 As in previous years the majority of Council employees are in the age band 45-49. There has been a decrease in the numbers in the band 16-29 which is unexpected and will be examined in more detail in the leavers section. Another unexpected change is in the age band 60-74 which had decreased from 6 % to 4.5% previously. In the period 2014/15, this had increased to 7.54% and then in 2015/16 there was another increase to 8.14%.

7.10 This information will be of particular relevance to the workforce planning group as it considers succession planning as it suggests some employees are staying in their post longer. This is likely to be an economic decision on their part, influenced by the removal of the default retirement age.

Race

2014/15	Percentage
AFRICAN	0%
ANY OTHER ETHNIC GROUP	0%
BANGLADESHI	0%
BLACK SCOTTISH	0%
CARIBBEAN	0%
CHINESE	0%
INDIAN	0.4%
MIXED	0%
OTHER (SOUTH) ASIAN	0%
OTHER WHITE	1.4%
OTHER WHITE BRITISH	2.4%
PAKISTANI	0.6%
UNKNOWN	17.5%
WHITE IRISH	1%
WHITE SCOTTISH	75.2%

7.11 The 0% figure reflects that there are fewer than 10 employees who have identified themselves against that particular group. 80% of the workforce identifies themselves as white and 1% as Black and Ethnic Minority (BME). This is a decrease in the BME figure from previous years. Those who chose not to answer represent 17.5% of the workforce which is an increase from previous years.

2015/16	Percentage
AFRICAN	0%
ANY OTHER ETHNIC GROUP	0%
BANGLADESHI	0%
BLACK SCOTTISH	0%
CARIBBEAN	0%
CHINESE	0%
INDIAN	0.4%
MIXED	0%
OTHER (SOUTH) ASIAN	0%
OTHER WHITE	1.4%
OTHER WHITE BRITISH	2.9%
PAKISTANI	0.8%
UNKNOWN	17.2%
WHITE IRISH	0.9%
WHITE SCOTTISH	74.8%

7.12 The 0% figure reflects that there are fewer than 10 employees who have identified themselves against that particular group. For 2015/16, the numbers that identify themselves as white remains unchanged at 80% as with the previous year. The BME figure has increased to 1.2%, reflecting the slight reduction in those who choose not to answer at 17.2% of the workforce from 17.5% in the previous year. Although there is this slight reduction, action needs to be undertaken to reduce this figure to improve the quality of the data but also to reassure employees about providing this information.

7.13 The percentage of the East Renfrewshire population from a BME background is 4% so the workforce figure still sits at a lower level. It would be anticipated however that if the reduction in the number of those who chose not to answer continues to decrease then this figure would rise accordingly.

Marriage and Civil Partnership

7.14 As can be seen below, the high figure of unknowns in this return prevents any meaningful interpretation of the data although this figure is showing a decrease. Any other trends that can be seen are a gradual slight increase of those who are married/in a civil partnership or single. All others only show a minor decrease. As a comparison the census data for East Renfrewshire shows a percentage married or in a Civil Partnership to be 55% and Single to be 28%.

	2014/15	2015/16
Married/Civil Partnership	21.4%	21.8%
Divorced/Separated	1.6%	1.5%
Single	15.5%	15.8%
Widowed	0.4%	0.4%
Unknown/Prefer not to say	61%	60.5%

Pregnancy and Maternity

7.15 The numbers taking maternity leave over the last two years were 92 in 2014/15 and 88 in 2015/16. There is no evidence of employees resigning immediately after being on maternity leave.

RECRUITMENT & SELECTION

8.1 The Council undertakes its recruitment through the national recruitment portal 'myjobscotland', the national shared recruitment portal for Scotland's 32 local authorities. It has been designed to carry in excess of 30,000 vacancies and process around 250,000 applications every year while providing easy access to public sector jobs in Scotland. It is a UK and international first in terms of scope and scale.

8.2 A benefit to applicants is that they can register with the site and receive alerts when the types of vacancies they are interested in become available. For the Council, as its primary recruitment tool, it enables a consistency to the recruitment and selection process within the Council. It makes Council vacancies more accessible to the wider community and those without a computer can use a Council library. This also raises awareness of the computer classes that are available through the local library service run by East Renfrewshire Culture and Leisure.

8.3 Alternative recruitment methods are supported with, for example, the HR team attending 3 catering/cleaning job fairs in 2014. In addition, paper copies of recruitment forms are accepted as a substitute for an online application although the numbers of requests received are low. Below shows a summary of recruitment monitoring information 2015/16

Disability:	2.43% of applicants declared that they considered themselves to have a disability
Gender:	54.3% of applicants were female
Race:	66.1% of applicants declared they were from a White Scottish background
Marital status:	25.2% of applicants were married or in a civil partnership with 10.3% living with a partner. 39.5% were single.
Religion:	29.5% stated they had no religion. The two highest groups were again Roman Catholic (18.5%) and Church of Scotland (16.3%). 2.76% identified that they were Hindu, Buddhist, Sikh or Muslim with the two groups showing increases being Muslim and Hindu. 0.12% were Jewish.
Sexual orientation:	74.6% of applicants declared they were heterosexual/straight with 1.28% identifying themselves as either gay or lesbian.
Age:	The highest percentage of applications, (34.5%), was received from the age group 16-29. 30-44 was second with 30.4%.

ORGANISATIONAL DEVELOPMENT

9.1 The Council currently operates a strategic Organisational Development plan aligned with the Council's Single Outcome Agreement. This highlights development opportunities, supports the effective implementation of change, integration of leadership capacity, multi-agency working and cultural integration. Several activities influence the broader equality and diversity agenda. In March 2015, the Corporate Management Team agreed a set of leadership competencies for application across the Council. These competencies are used in any new development programmes for managers and leaders, in PRD conversations with staff from Grade 11 upwards and in the development of person specifications associated with recruitment.

9.2 There are 4 key areas in the leadership competency framework which were refreshed last year: pursuing excellence, leading the way, growing the organisation and making connections. Equality and Diversity connection can be derived within any of these areas but in 'growing the organisation', nurturing talent has a sub group of competencies, where it can be more clearly seen:

- Encourages, supports, empowers, coaches and mentors teams and individuals
- Recognises achievements
- Offers a variety of approaches to development in order to develop people's potential and to deliver results.

9.3 A primary area of work has been leadership and management development where evidence of mainstreaming equality and diversity can be seen within the programmes. In the Managers for the Future training scheme (which is an accredited training programme), completion of the e-learning course on equality and diversity is required as early as day 2 of a 6 day training programme. The programme is aimed at supervisor level to equip them to perform better in their current role and to embed good practices that they would take forward to a more senior role in the future. 30 employees will undertake this programme.

9.4 The Leaders of the Future programme is described as "a programme which will challenge participants to explore how they can contribute to continuing to create an organisation in which they and others are "engaged" employees – creating work which has meaning for individuals, becoming managers who involve and interact in a way that creates a positive working environment and relationships built on mutual trust." This describes a fundamental building block of an equality and diversity agenda without actually needing to use those words showing an aspiration to take a mainstreaming approach to the issues. 100 employees have completed this programme.

LEARNING & DEVELOPMENT

10.1 'Insider learning' is the approach used in the Council to bring together the different learning and development activities that are available to all employees. Activities such as internal/external training courses, e-learning, professional/vocational qualifications and personal and professional development are used to both equip employees to carry out their current duties as well as duties they may need to carry out in the future.

10.2 A new development in 2015 was introduced through the revised Learning and Development policy of 'protected training time'. This was introduced to ensure that all employees, but in particular, those who deliver essential front line services receive adequate

training to ensure they can effectively carry out the duties of their post and keep up to date with new developments. These are often the areas where a higher priority of disadvantaged groups can be found, for example, female employees and/or those working part time.

10.3 This compulsory activity includes department based induction, internal courses and e-learning. Topics such as health and safety and conditions of service are covered. All employees participate in a performance review and development scheme. There is a scheme in place for teachers and a separate scheme for all other employees. Training is available for both managers and employees to ensure that the annual process is conducted effectively and to the maximum benefit of employees and their service.

10.4 Within the first year managers/supervisors with responsibility for employees must attend Recruitment & Selection, Maximising Attendance and Discipline & Grievance. Again within the first year, newly appointed supervisors/team leaders/managers with no previous experience or formal qualification should attend either:-

- 2 day non accredited Supervisors Programme and any necessary corporate HR policy training (if required)
- 9 day Accredited Introductory Certificate in Management which incorporates all the Corporate HR Policy training within the training programme.

10.5 The training of supervisors and managers in this way is seen as essential to allow them to engage with and empower their teams. Through increased self-awareness, they will also be able recognise their own development needs and therefore the development needs in others. All this led to improved development of leaders across the organisation and is not restricted just to those in senior positions. Effective leadership at all levels is essential in order to promote equality of opportunity, identify and address any discrimination and advance good relationships within teams.

10.6 Centrally there are records held of those who attend internal corporate courses, either full day, half day or through e-learning. Learning & Development opportunities are agreed between the employee and line manager through the PRD process. As described above, records are held of applications for corporate courses and e-learning undertaken. Where outside this, courses are attended or refused, this should be held within the annual PRD record. In 2014/15 a total of 1740 L&D activities were recorded. Of these 912 were through e-learning. For 2015/16, this figure increased to 2453 with the figure for on-line training decreasing to 689.

10.7 In 2014/15, the gender breakdown of those attending training was 579 female and 308 male which does show a reduction from previous years. This reduction was not as large in 2015/16 where there was an increase to a 626 female and 344 male although this does not take us back to the figures of 2012/13 and 2013/14. The decrease in comparison to previous years is not reflected in the numbers of those undertaking annual PRD's.

10.8 13 employees in 2014/15 identified that they considered themselves to have a disability, reducing to 6 in the following year. This is significantly less than those in the general workforce so further work will need to be carried out to discover if this is a reluctance to identify with that particular characteristic through L&D or if some other reason exists. The largest numbers of those receiving training were in the age range 45-59 which is reflective of the composition of the workforce.

10.9 Data is collected for the number of corporate training applications that are made and rejected. In 2014/15 179 applications were rejected compared to 162 in 2015/16. This is in comparison to the total of 1740 (9%) activities in 2014/15 and 2453 (6%) in 2015/16, however this may include one employee cancelling attendance on more than one occasion.

DISCIPLINE & GRIEVANCE

11.1 Both the discipline and grievance procedures are in accordance with statute and ACAS guidance. A revised approach is being considered and will be reported on in the next monitoring report. A full and a half day training course based on the draft was developed as a pilot in 2014/15. The course is designed to assist participants develop an understanding of the difference between effective management and bullying, long term unacceptable workplace behaviour and a bullying and harassment culture. .

11.2. In 2014/15 there was 1 formal harassment/bullying case from a female employee with a declared disability. There were a further 4 grievances brought from 2 males and 2 female employees. None with a disability. In terms of the age ranges overall, 3 of the 5 cases concerned those in the age group 45-59. Taking into account the small sample number, the age distribution was reflective of the overall workforce. 24 discipline cases recorded and no evidence is shown of any disproportionate treatment based on age, disability or ethnic origin. It was noticeable however, that unlike the workforce statistics, the majority of cases concerned male employees. 75% of the disciplinary cases involved male employees.

11.3 In 2015/16 there were 3 formal harassment/bullying cases from 2 female and 1 male employees with 1 additional grievance raised from a female employee. The majority of grievances were submitted from similar age groups to the previous year. The age groups involved were 2 in the range 30-44 and also 2 in the range 45-59. The number of discipline cases dropped to 9 with again the majority involving male employees. 2 employees had a declared disability. As the bullying and harassment policy supports the informal resolution of such cases, there are no statistics on how many such cases were addressed. Being informal by their very nature, means that no records are kept. As the number of harassment cases is very small, no specific details have been included in case this identifies any individual employee.

STAFF LEAVING SERVICE

12.1 In 2014/15 there were 200 leavers which compares to 397 in 2015/16. By a ratio of 3:1 the female leavers exceeded the male leavers but this is an acceptable reflection of the composition of the workforce. 1.5% of leavers (3 individuals) in 2014/15 identified themselves as having a disability compared to 1.8% (7 individuals) in 2015/16. Although there is little change in the percentage leaving that has a disability, the numbers have more than doubled. This figure may be reflected in the revision of the capability policy in mid-2016. This policy was created to provide a transparent process linked to performance management.

12.2 The majority of leavers were from a White Scottish background across both years showing an increase from 76% to 81%.

The comparison of leavers across the age bands for the 2 years is as follows:

AGE	2014/15	2015/6
16-29	10.5%	18.6%
30-44	29.5%	28.2%

45-59	39.5%	35.5%
60-74	20%	17.6%
75+	0.5%	0%

12.3 This set of figures reflects the trend seen in the age profile of a reduction in the numbers of employees in the age group 16-29. There is no obvious reason why this reduction should have happened. While the reduction in the age band 45 to 59 and 60 to 74 was expected, as the Council went through a significant change process, it was not anticipated that the numbers in this group would also decrease. This will be examined in more detail to try to establish a basis for this trend.

EDUCATION AUTHORITY

13.1 In 2014/15 the number of teachers in post was 1384 and of these 22.2% were male and 77.8 female. The numbers decreased to 1352 in 2014/15 with a gender split of 22.5% male and 77.5% female which is a figure consistent with previous years. In 2014/15, 17.6% identified themselves as married or in a civil partnership with this figure almost unchanged in 2015/16. The unknown data shows a consistent 61.5% figure which limits any detailed analysis of these statistics.

13.2 In 2014/15, 158 teaching posts were advertised. This consisted of 95 basic posts and 63 promoted posts. The figure increased slightly to 174 in 2015/16, made up of 154 basic and 20 promoted.

13.3 Within Education, teachers follow the Professional Review and Development process whereby the development and training needs of all employees are identified and agreed in relation to their current practice, the requirements of the school or authority development plan, the wider and longer term needs of the education service and the national priorities. It also provides an opportunity for discussion of a teacher's career and personal development needs.

13.4 In 2014/15, 130 teachers left the Council and in 2015/16, this figure increased to 136. Further analysis revealed the following pattern:

Age	2014/15	2015/16
16-29	30	34%
30-44	26	31%
45-59	34	23%
60-74	10%	12%

13.5 In previous years there had been more teachers leaving in the 45-59, which was felt to reflect early retirements. These new figures show a shift to younger members of the workforce leaving. The gender split of those leaving is broadly similar to the teaching workforce as a whole.

PAY GAP & OCCUPATIONAL SEGREGATION

14.1 The gender pay gap has been calculated by totalling total pay for males and females and dividing by the total contracted hours. This gives a basic pay gap of 7.2% in 2014/15 and 6.3% in 2015/16. As with the workforce as a whole, this pay gap is in favour of male employees. The disability pay gap was 15.7% in 2014/15 in respect of 13 teachers who identified themselves as having a disability and 14.8% in 2015/16 for 14 employees. As this calculation is based on anonymous data, there is no further analysis available of the type of

disability involved, reasonable adjustments required and therefore the impact on the duties undertaken.

14.2 The Council supports the principle of equal opportunities in employment and believes that male and female employees should receive equal pay for work of equal value. It understands that equal pay between men and women is a legal right under both domestic and European Law and that the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 concerning equal pay covers race and disability in addition to gender.

14.3 The objectives to achieve equal pay and address the pay gap in employment for these groups include:

- Ensuring that those individuals doing work of equal value receive the same level of pay, unless an objective reason exists for any difference
- Reducing the pay gap for both full-time and part-time employees
- Having a workforce in which women and men, employees with disabilities and those from minority ethnic groups are represented at all levels
- Having recruitment and employment practices that promote equality and are free from discrimination
- Ensuring all employees have fair and equal access to training and development opportunities

14.4 In order to achieve the objectives the Council has regard to a range of actions including: -

- Arrangements for the ongoing monitoring of the pay grading and benefits structure and take remedial action where appropriate.
- Provide training and guidance for those involved in determining pay
- Inform employees of how these practices work and how their own pay is determined.
- Identify where there is occupational segregation and take positive action to reduce it
- Monitor the uptake of training and development opportunities and improve access to training programmes
- Examine any barriers that may impact, (on the grounds of gender, race and disability), employees advancing to more senior level posts and take positive action to remove them
- Consult with Trade Unions and review the current mechanisms for consulting with all employees

14.5 The Council reports annually on its progress and review its Equal Pay Policy Statement every four years. The Deputy Chief Executive is responsible for implementing, monitoring and reviewing the operation of the Policy across the Council and ensuring that due consideration is given to the resources required to achieve equal pay.

14.6 Under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, the Council, as a listed authority, publishes information on the percentage difference among its employees between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime). From 2017 the pay gap information was extended to include the equal pay gap between the following:

- persons who fall into a minority racial group and persons who do not
- people who are disabled and those who are not

14.7 The gender pay gap has been calculated by totalling total pay for males and females and dividing by the total contracted hours. This gives a basic pay gap of 8.8% in 2014/15 and 8.5% in 2015/16. The disability pay gap is calculated in a similar manner but in respect of 68 employees who identified themselves in 2014/15 as having a disability and 70 in 2015/16. This gives a basic pay gap of 19.6% in both 2014/15 and 2015/16. The race pay gap has been calculated as 14.5% in 2014/15 and 15.25% in 2015/16.

14.8 The Scottish Government defines occupational segregation as the concentration of men and women:

- in different kinds of jobs (**horizontal** segregation) or
- in different grades (**vertical** segregation)

14.9 Occupational segregation is considered to be one of the barriers which prevent women and men from fulfilling their potential and consequently contributes to any pay gap. Women tend to be concentrated in the lower paid jobs (e.g. clerical, catering, cleaning and caring roles) and the lower grades within an organisation. The aim is to have a workforce that more accurately reflects East Renfrewshire and the diverse groups that live within it.

14.10 Currently we monitor occupational segregation in the following groups:

	2014/15	2015/16
% of Council employees in the top 2% that are women:	41.7%	50.8%
% of Council employees in the top 5% that are women	50%	51.4%

14.11 This area of work is currently being extended to include those that fall into a racial minority group and those employees who are disabled. However, at present, the large proportion of the workforce where this data is unknown currently makes any such monitoring challenging. Earlier monitoring information contained in this report will show that unlike gender, racial information is unknown for nearly 20% of the workforce and in the case of disability over 50%. An exercise will be undertaken to reduce these figures significantly before occupational segregation monitoring is extended.

14.12 Research suggests that women with children face difficulties in terms of finding work that is appropriate for their skills and career as well as flexible and convenient in terms of their childcare and other caring responsibilities. A lack of options forces many women into part-time, low-paid work however there are options available for our workforce. The Council has adopted a flexible working policy that until recently extended further than the legislative minimum by allowing any employee to apply for a range of flexible working options. Legislation has now caught up with this progressive approach. As stated earlier there are some 1500 different working patterns in use across the Council, which illustrates that the Council is actively supporting those employees who wish to work flexibly.

14.13 In line with the national single status agreement, the Council has subjected all its posts (excluding Teachers and Chief Officers), to a job evaluation scheme which was developed at a national level. This was intended to address the under-valuing of roles and occupations. It is considered that those jobs graded lower under job evaluation are those which are traditionally female dominated. For example, this would include cleaners, catering employees and homecare although it can now be demonstrated that Cleaning and Homecare posts are showing an increase in the number of males.

14.14 The Council engages at a national level to support any developments that update the scheme to reflect the need to ensure that women and men doing work of equal value receive

the same level of pay (unless an objective reason exists). The the Council has undertaken extensive negotiations in order to harmonise its terms and conditions of service. The first main harmonisation in 2007 brought in a common job evaluation scheme and standardised core terms and conditions for the previous Administrative, Professional, Technical and Clerical staff and Manual Workers. This had a positive impact on those conditions that influence any pay gap. A further harmonisation exercise took place in 2011.

14.15 Teacher's conditions of service are negotiated at a national level and therefore those conditions which impact on any pay gap are out with local influence. Chief Officer conditions are also negotiated in a similar manner.

14.16 In addition to the implementation of job evaluation to ensure equity in pay and grading, the Council also introduced the Living Wage as a supplement. This is based on the amount an individual needs to earn to cover the basic costs of living. It is an informal benchmark so is not a legally enforceable minimum level of pay, like the national minimum wage and is set significantly higher. It is paid as a supplement and impacts on grade 1 and 2 and part of grade 3. These are parts of the workforce that are predominately female, often on part time contracts.

REVIEW OF PROGRESS ON DELIVERING OUR EQUALITY OUTCOMES

Equality Outcome 1: Disabled people are protected from physical and communication barriers.

Wheelchair users are confident that they can hire a wheelchair-accessible taxi at a fair cost when they need one.

15.1 In March 2015, the Licensing Committee took a decision to incentivise taxi licence holders to operate wheelchair accessible vehicles by introducing free licence applications for anyone providing this type of vehicle. This was introduced as an alternative to any compulsory measures. There are 4 wheelchair accessible taxis out of 58 taxis and 2 wheelchair accessible private hire vehicles out of 435 total vehicles. These numbers for last year are zero and three for taxis and private hires, respectively.

15.2 There has been no significant increase in the number of accessible vehicles despite the revision of the tendering conditions to award more points to tenderers with accessible vehicles and increasing the age limit of contracted accessible vehicles from 10 to 12 years. The Licencing Committee decided, in Early 2017, that all new taxi and private licences are to be restricted to WAVs until 20% of the vehicles are wheelchair accessible. A Council programme of education is in development to give taxi drivers a broader understanding of the needs of disabled people. An additional £10,000 was allocated to the Licencing Board's budget to implement those changes.

15.3 New houses built in East Renfrewshire are suitable for disabled people and older people. In line with the Building Scotland Act, all new approved houses built in East Renfrewshire cater for a variety of particular needs including the needs of disabled people such as access to houses. In addition, all new developments managed by the Council's Housing Service have a proportion of properties adapted to the particular needs of disabled people. In 2013-14 adaptations were made to 62 dwellings in the private sector and 71 in ERC stock to make them suitable for use by disabled residents. In 2014-15 63 adaptations were made on dwellings in private-ownership and 92 in ERC stock. In 2015-16 adaptations were made to 81 dwellings in the private sector and 105 in ERC stock to make them suitable for use by disabled residents. In 2016-17 80 adaptations were made on dwellings in private-ownership and 107 in ERC stock.

15.4 Wheelchair users find it easy to access pavements in East Renfrewshire. When planning to undertake junction improvements, the Roads service assesses each location for the requirement and suitability to install dropped kerbs and undertakes these works as the opportunity arises. Many pavement resurfacing schemes have also been undertaken to assist pedestrians and wheelchair users. Since 2013 the service has undertaken no less than 200 of such infrastructure improvements to assist wheelchair users and other pedestrians.

15.5 These improvements have been made possible with assistance from Strathclyde Partnership for Transport (SPT) to allow raised kerbs to be installed at approximately two hundred bus stops (50% of our total) providing easy access to public transport for passengers including wheelchair users.

15.6 Disabled people receive information from the Council in accessible formats. Disabled residents can receive information in various formats from Large Print, Braille etc. with many visually impaired residents preferring to be contacted by e-mail as they may have voice recognition software. The recent launch of the Live Chat facility has also improved access to the website for disabled residents. The improvements include accessing Facebook and Twitter and the web content being designed to be accessible for users of assistive technology.

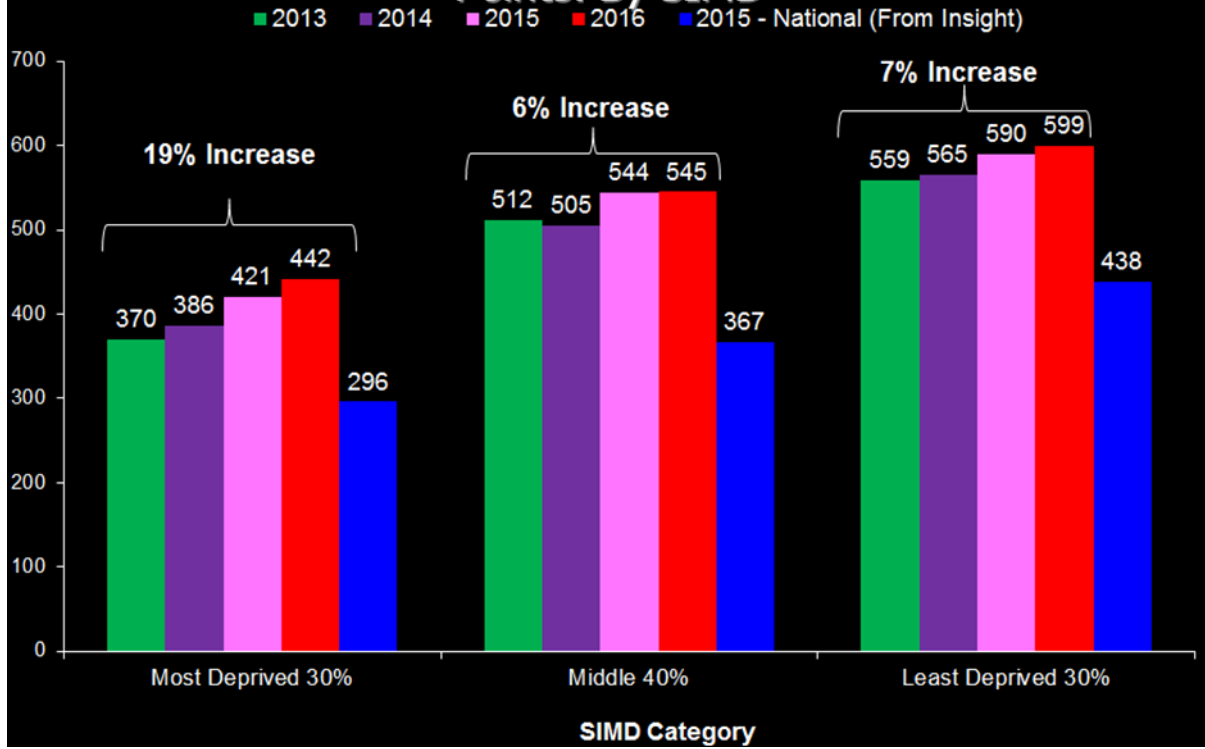
Equality Outcome 2: Attainment levels for our young people with the lowest attainment records have improved

16.1 Levels of attainment for pupils from Asian-Pakistani backgrounds have improved. Between 2012 and 2014, an average of 68.9% of S4 pupils from Asian-Pakistani backgrounds level 5 or better in English in the Scottish Credit and Qualifications Framework (SCQF) which was above the target of 51%. In 2015, 92.35% of Asian-Pakistani pupils achieved National 5 in Literacy in the SQA results. The figure for 2016 was 87%. Between 2012 and 2014, an average of 70.9% of S4 pupils from Asian-Pakistani backgrounds attained level 5 or better in Numeracy, against our target of 51%. In 2015, that figure rose to 87.24%. The figure for 2016 was 77%. These figures are much higher than in any other local authority and do show increased attainment for both groups and exceed the targets set for these groups.

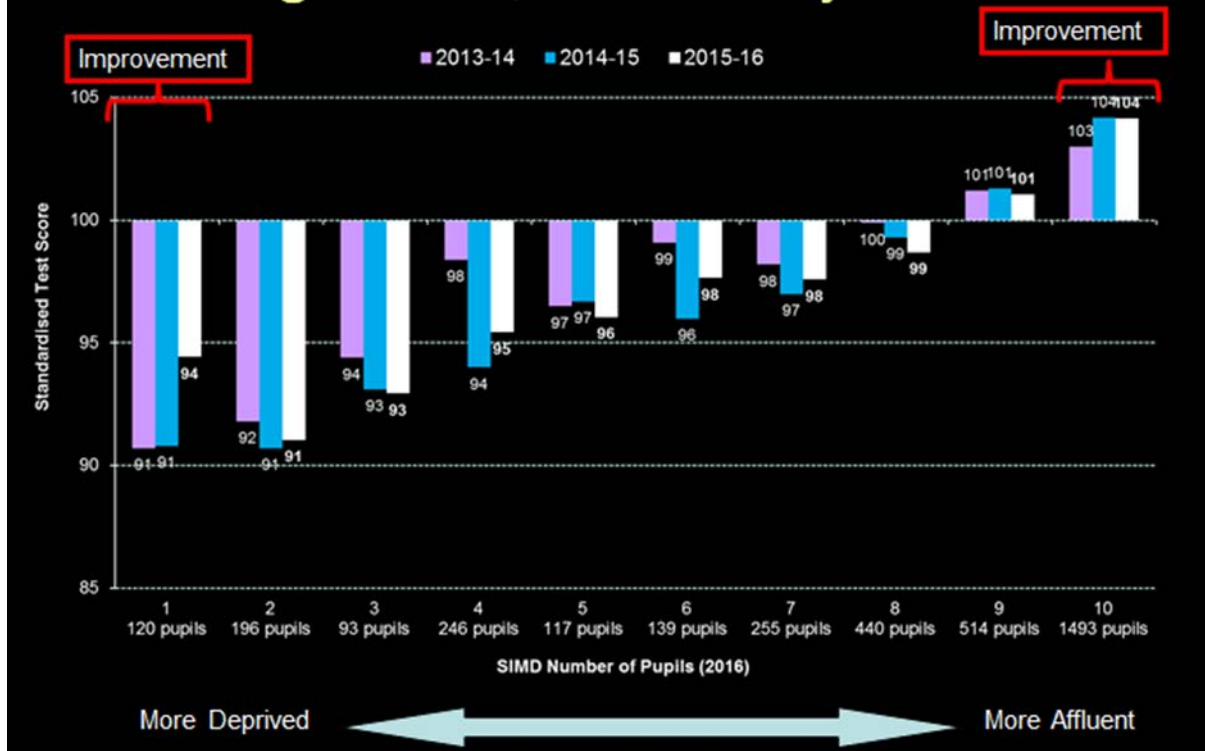
16.2 Levels of attainment for boys have improved. Between 2012 and 2014, there was an 8.4% increase in the proportion of boys attaining SCQF level 5 or above in Literacy. In 2015, 89.6% of boys achieved National 5 in Literacy in the SQA results. The figure for 2016 was 85%. In 2015, 84.33% of them achieved National 5 in Numeracy. The figure for 2016 was 77%. Again, these figures are much higher than in any other local authority and do show an increased attainment during the period under review and exceed the targets set.

16.3 As can be seen from the tables below, levels of attainment for those children and young people in deciles 1 and 2 of the SIMD have also improved. Between 2013 and 2016, the average total cumulative insight points by SIMD for the 30% most deprived areas increased by 19% while that for the 30% least deprived areas increased by 7%.

S4 SQA 2013-2016: Average Total Cumulative Insight Points: By SIMD



Standardised Testing: 2014-15 to 2015-16: English: P3, 5 and 7: By SIMD



16.4 There has been a significant focus on approaches, funding and resources to support the most vulnerable young people and families across the Council. As a result of the recent SG Pupil Equity Funding, the Education Department has issued to all schools guidance on the use of this money which is intended to support those in the lowest deciles. The EMIS unit has been gathering data specifically relating to levels of attainment of the most vulnerable and the equity measures which have been put in place are impacting positively on attainment and other outcomes.

Equality Outcome 3: The relations between different groups in East Renfrewshire are strong

17.1 As highlighted earlier in this report positive steps have been taken to strengthen the relations between different groups in East Renfrewshire. In Particular the Youth Services Team, in conjunction with partners, have delivered a number of intergeneration activities such as knitting, dementia awareness, and quizzes to strengthen the links between our younger and older age groups, while reducing the isolation and improving the mental health of our older persons

17.2 There are good relations among young people from different faith groups. Young people from different faiths are involved in programmes run by Young Persons Services e.g. Duke of Edinburgh, youth clubs and the East Ren Challenge. We have used our annual Diversity Fun Day, held for Primary 6 pupils in September, and the Festival of Colours, to improve relations among young people from different backgrounds. Between 2013 and 2015, an average of 100 Primary 6 pupils participated in the Diversity Day activities each year. This increased to 300 in 2016. The number of people participating in the festival of

colours averaged around 250 between 2013 and 2016. In a straw poll of youth leaders from different faith backgrounds who assisted in the planning and delivery of the Diversity fun Day held in September 2013, 86% agreed that good relations existed among young people from different faith groups.

17.3 Lesbian, Gay, Bisexual and Transgender people have healthy relationships with faith communities in East Renfrewshire.. The Young Person's Services team has established a new youth group for young people aged 12+ who identify as being LGBTI (Lesbian, Gay, Bisexual, Transgender or Intersex). This is a brand new group, where young people will be involved in deciding what the focus of the group will be. This has been identified by young people as something needed in the area. This group has been meeting in the Museum Youth Facility, Barrhead Main Street on Monday evenings 7-9pm from the 29th February 2016. It is proposed to coordinate liaison between that Forum and East Renfrewshire Faith forum this year

Equality Outcome 4: We have strong and active equality community organisations and their members are active citizens and effective contributors to civic life in East Renfrewshire

18.1 Young people are actively engaged in local decision-making. The Young Persons Services Team supports the 3 locally-elected members of the Scottish Youth Parliament and the local youth forum, tackling issues and concerns that young people have in the local area. Some of the issues include transport across the authority, free or low cost leisure facilities, and campaigning for better services to support young people with mental health issues. All schools and establishments have pupil councils who meet regularly and provide opportunities for children, across all stages, to give their views on aspects of school life, school improvement plans etc. Children also have regular opportunities with their teachers to plan their own learning, including self-evaluation, how they learn, the contexts through which they learn, and next steps in their learning.

18.2 Opportunities for parental involvement in Equalities issues have increased. The Parent Equalities Forum meets 3 times per session and numbers attending have increased. A number of schools have also been increasing their engagement opportunities with their own parent group and equalities is regularly an agenda item at parent council meetings.

18.3 Members of equality groups actively participate in our Citizens' Panel to inform partnership and Council policies. In 2015/16, 3% of Citizens' Panel respondents came from minority ethnic communities. For the 2016/17 survey, it had increased to 6%, matching the representation of minority people in the total population of the area. We have achieved a fair representation of disabled people on the Citizens' Panel. 117 out of 552 respondents in the 2016 Citizens' Panel survey identified themselves as disabled.

18.4 In the last 4 years, support has been provided to East Renfrewshire Disability Action, ERDA, and Diversity ER to pursue an assets-based programme which has led the two organisations to identify a number of areas of action to make their organisations stronger and to reflect the interests of these sections of the community. Work with the Muslim community has led to 3 vibrant community centres catering for the community.

18.5 Representatives of local equality community organisations are confident that they are influencing service design and delivery. 42.86% of core reps of office bearers of ERDA and Diversity ER surveyed in April 2016 reported being confident that they are influencing service design and delivery. The figure for the 2015 was 50%. The reduction in satisfaction largely reflects dissatisfaction among ERDA members with regard to the lack of accessible taxis, steps being taken to address this are reported above.

18.6 Disabled people and their carers have choice and control over the care and support services they need to live their lives the way they want to. The number of people self-directing their support has continued to increase during 2015/16 rising to 384 at mid-year from 279 at year end 2014/15. 124 people with learning disability have redesigned care and support packages with clear expressions of individual choice being agreed and the relevant Self Directed Support route being followed.

18.7 Disabled people's groups are involved in giving support to disabled people when there are big changes in disabled persons' lives 70% of core reps or office bearers of ERDA and Diversity ER surveyed in April 2016 reported being in agreement that disabled people's groups are involved in giving support to disabled people when there are big changes in disabled persons' lives.

Equality Outcome 5: Members of equality groups live their lives, safe from discrimination, harassment, victimisation and violence

19.1 Victims of identity-based harassment and violence are satisfied with the support they receive. There were 45 reported hate crime incidents from January to December 2015. 43 of them were dealt with satisfactorily and 2 were not resolved.

19.2 Levels of identity-based bullying and harassment in schools have reduced. Levels remain low across all sectors and schools/establishments are asked to report to the Education Department annually on incidents and alleged incidents recorded. Work has been carried out with equalities coordinators around dealing with incidents as appropriate. The Education Department has been working this session with partner organisations to support young people with issues relating to sexual identity

19.3 Victims of domestic violence have confidence in our mechanisms for addressing repeat violence against women. The Violence Against Women & Girls Service has been operational for two years with considerable development progressed to ensure that the appropriate support is available and accessible to women, children and young people affected by domestic abuse. Partnership working across the Violence Against Women & Girls Task Force, Police Scotland and Request for Assistance Team continues. ERDAP supported 169 women, children and young people during the third quarter across our range of wrap around services - drop in and help line, outreach service for women, refuge service and therapeutic support to children and young people. The demand for services continues with 43 new referrals. An 11% increase in referrals over each quarter has been noted in the current year. 48% of referrals came from partner agencies indicating a good level of awareness of services available.

19.4 There was a marked increase in safety, accommodation and support networks for families engaged in ERDAP services and service users indicated that their self-esteem and confidence had greatly improved along with issues relating to money, legal issues and children.

Equality Outcome 6: All equality groups live active, connected and healthy lives

20.1 Our older people live active, engaged and healthy and lives. Citizen panel respondents generally felt that their community supports older people; around two thirds indicated this (65%) and only 9% disagreed. The Corporate Equality Unit supports the Older People's Drop-In Group at Fairweather Hall to provide a day a week facility to 20 older people per week. The regular sessions include yoga classes, talks by relevant agencies and lunches. The group also organises day trips around Scotland and the occasional holidays abroad, funded by participants themselves. In recognition of the excellent work it has done

over the years since it was set up, the Group was recently awarded the Queens Award for Voluntary Service.

20.2 A range of programmes that are co-produced with local people have been developed across the authority, including:

- Men's Shed - based in Barrhead this project gives local people a place to socialise and a workshop to undertake community and personal projects e.g. woodworking
- Chair Based Exercise (Barrhead Foundry and Newton Mearns). These groups deliver seated exercise to improve strength and balance to build confidence in older people to participate in exercise.
- Chair based exercise pilot with Wise Connections - this group from Neilston supports people to improve their mental health through group work and physical activity
- Walking programme - walking groups developed across the authority area - local people trained as walk leaders to run their own groups.
- Long term conditions group - a peer support group to support people to self-manage their condition(s)
- 'Give it a Grow' based at the Waterworks in Barrhead - local people volunteer to set up a small community garden
- Stride (activity group for older adults) aims to keep people active and a programme devised by the group themselves looks at a range of topics e.g. money advice, reducing stress,
- Memory Lane dementia peer support group, run by volunteers this group provides a local drop in for people with dementia and their carers.

20.3. Local residents with protected characteristics make regular use of sporting and cultural facilities and services. In 2015/16 Minority Ethnic customers made up:

- 6.5% of participants accessing sports activities and facilities
- 7.6% of active library members (i.e. people who borrowed an item in 2015/16)

20.4 These figures point towards a representation of minority ethnic uptake of these services which is slightly above the 6% of minority ethnic population of East Renfrewshire. The disabled swimming lesson programme piloted in 2012/13, targeting participants with physical disabilities or special learning needs , increased by 16% (+40 participants) in 2015/16. The opening of the Barrhead Foundry has created new opportunities for young people to be involved in more leisure activities in East Renfrewshire.

20.5 ERCL's Library Service piloted the use of Citizen Space for its 2015 bi-annual customer survey to track feedback by protected characteristics. This flagged up a small number of areas for further study. Similar exercises will be conducted across other ERCL services in 2016/17.

20.6 Minority ethnic communities have access to local social cultural and religious facilities. The Corporate Equality Unit supported Diversity ER to research the culturally-sensitive swimming needs of minority communities and presented a report to the East Renfrewshire Culture and Leisure Trust. This led to a pilot project in which 68 minority ethnic women participated. The Trust is currently making arrangements to meet the needs identified during the project. In 2015/16, Black & Minority Ethnic customers made up 3.1% of non-sports attendances in halls and schools (out of hours). In 2016/17 they made up 2.3% of such attendances. While the reduction may be attributed to an overall increase in usage of our venues, more work would be required to bring these figures closer to the 6% of minority representation in the general population of East Renfrewshire.

20.7 Children and young people's participation in sports activities has increased. 3,480 young people took part in sporting activities in Secondary schools at least once a week during 2014/2015, not including participation in P.E. 5,142 children took part in sporting activities in Primary schools at least once a week during 2014/2015, not including participation in P.E. Data for 2015/16 is not yet available to enable comparison.

Equality Outcome 7: Our employees and Councillors are confident in their ability to play their part in maintaining East Renfrewshire as a place where nobody is left behind

21.1 Our employees are confident in their ability to respond to the needs of colleagues and citizens. The Council offers a range of equality and diversity based training to all employees through its corporate training calendar. In 2015 /2016, the type of courses covered disability awareness to religious and anti-discrimination training. A new type of course was piloted this year under the heading Dignity at Work. This offered two options, a two day course called Dignity at Work Awareness & Effect on Organisations and a half day Dignity at Work awareness course. These courses are aimed at changing workplace behaviour and culture and had 19 participants in 2015/16.

21.2 Our decision-makers are aware of the implications of the general equality duty when making decisions about the council's policies and practices. Proposed budgetary decisions are being considered in relation to their likely equality impacts. The budget savings template has been redesigned to ensure greater equality scrutiny. Departments are being encouraged to make equality impact assessments more a routine feature of their policy making process.

Equality Outcome 8: Members of equality groups currently under-represented in the Council's workforce have positive employment experiences and career prospects

21.3 We have identified and are tackling barriers to employment opportunities in the Council for under-represented groups. Work EastRen, the Council's employability services, offer a wide range of employability support and interventions which are focused on those furthest removed from the labour market. These are:

Core Work EastRen Activity 2015/16

Registrations	Female	Male
	189	258
16-24	56	105
25-39	58	65
40-49	40	30
50+	35	58
Disabled	4	8

Core Work EastRen Activity 2015/16

Ethnicity	Number of participants
Black African	2
Chinese	3
Eastern European	5
Indian	8
Other	14

Pakistani	15
White	399
Unknown	1

21.4 The Working Matters Employability Programme, a Clyde Valley City Deal ESA support programme, designed to assist people in receipt of Employment Support Allowance (ESA) and have undertaken a period of support through the Work Programme (WP).to develop a strategy and the relevant skills to secure sustained employment and to become resilient within the labour market. Equalities data for the Working Matters programme is broken down as follows:

Male	6
Female	4
Disabled	6
White	10

21.5 The Employability Fund, which brings together earlier National Training Programmes (Get Ready for Work, Life Skills, Training for Work, Targeted Pathways to Apprenticeships and the New College Learning Programme) to provide a more flexible, outcome-focused provision for unemployed people across Scotland. Priority groups include statutory school leavers aged 17 and under who are not in education, employment or training; those aged 18 and over who are in receipt of DWP benefit and have been unemployed for a period of 13 weeks or more; those under threat of redundancy and are within 13 weeks of their notified date of redundancy. For the 2015/16 Employability Fund programme equalities data can be broken as follows:

Male	6
Female	5
Disabled	None
White	11
16-24	11

21.6 Modern Apprenticeship Programme – as a service provider, Work EastRen delivers and manages the Modern Apprenticeship programme from Skills Development Scotland. Work EastRen were awarded 19 places for 2016/17 with recruitment expected to be complete by mid-August. For the 2015/16 Modern Apprentice Programme equalities data can be broken as follows:

Male	12
Female	15
Disabled	None
Indian	1
White	26
16-24	27

21.7 Family Firm Pre-Employability Programme - 10 care experienced young people were targeted for the pre-employment programme. All are currently unemployed and either in foster care, kinship care, living independently or in supported accommodation therefore have multiple barriers to accessing employment. At least half of the 10 have either no or limited qualifications. The programme will commence in mid-June 2016 and as such no equalities data will be available until the end of June.

21.8 SERI (Scotland's Employer Recruitment Incentive) – We administer SERI on behalf of Skills Development Scotland and it provides targeted support to unemployed young people. The aim is to get young people into a job and keep them employed. During 2015/2016 20 young people were supported by this initiative and the equalities data can be broken down as follows:

Male	16
Female	4
Disability	1
White Scottish	15
Indian	1
Asian	1
Prefer not to say	2
16-24	20

21.9 Employees with protected characteristics feel more supported in the workplace. The Council continues to use a range of approaches to support those employees with protected characteristics. It continues to develop its flexible working and special leave policy options to support those employees who need flexibility within their working pattern, with our Maximising Attendance policy and Occupational Health measures available to give more direct support. The counselling service, Time for Talking is available for employees to use outside the workplace when needed. For those occasions when an employee needs to take informal/formal action in respect of complaints or grievances, policies exist for them to use.

21.10 Our looked-after children are supported to participate in work experience programmes. The Family Firm Coordinator has been in place since March 2016. A new employability project is being developed which will be solely focused on the Family Firm cohort. This will be funded via the CPP Employability pipeline programme which commenced in June 2016 and ends in December 2020.

21.11 Disabled and young people with learning difficulties have access to work experience and jobs. Although there is no specific programme targeted on disabled and young people with learning difficulties this cohort has access to all work experience placements and job opportunities advertised via Work EastRen. Work EastRen are actively involved in promoting and progressing the Developing the Young Workforce and Youth Employment Activity Plan agenda with Education Department which will encompass working disabled and young people with learning difficulties to have access to work experience and jobs. Where no ERC provision exists we will signpost clients to other provision in East Renfrewshire such as ENABLE. Through Scotland's Employer Recruitment Incentive one young person with a disability has moved into employment

EQUALITY AND HUMAN RIGHTS OUTCOMES: 2017-2021

22.1 It is important that the Council builds on the past in developing its equality outcomes going forward. Earlier this year a Barriers to Bridges Equality Community Conference was held with some 80 participants, including young people in attendance. The opportunity was taken to report back on progress of equality outcomes and to engage in discussion about key priorities and outcomes going forward.

22.2 Those Equality Outcomes set out below for 2017 -2021 have therefore been informed by communities, equalities groups, and young people

Outcome 1: *Community representatives have a better understanding of and can affirm the equality and human rights of the groups they represent and our employees and elected members are better informed and have the confidence to make equality and human rights central to the way we work and relate to each other*

Intermediate Outcome 1a: There is increased understanding of equality and human rights and confidence to participate in decision-making and implementation among our community representatives through a number of actions, including:

- Training and educating community groups, employees and elected members to improve their understanding of and confidence to deliver on equality and human rights;
- Encouraging and supporting different groups to participate meaningfully in decisions which affect their lives;
- Pursuing positive action to make the political landscape more reflective of the diversity within the local population; and
- Increasing the engagement of young people in public planning processes.

Intermediate Outcome 1b: There is increased understanding, among our employees and elected members, of equality and human rights and confidence to plan and deliver services to different groups through a number of actions, including:

- Training and educating, employees and elected members to improve their understanding of and confidence to deliver on equality and human rights; and
- Encouraging and supporting employees and elected members to engage more effectively with different groups in the community;

Intermediate Outcome 1c: Our ability to put equality and human rights into practice has increased through a number of actions, including:

- Embedding equality and human rights assessment into our decision-making and implementation culture;
- Improving our ability to identify and remove barriers to access and inclusion in all our actions; and
- Ensuring that we have arrangements for identifying and sharing good practice.

Intermediate Outcome 1d: Our accountability on equality and human rights-based monitoring and reporting has increased through a number of actions, including:

- Improving our ability to evaluate the effectiveness of our interventions; and
- Evidencing our equality and human rights practices in performance-reporting.

Outcome 2: *We have increased our ability to promote, respect, and protect equality and human rights, leading to improvements in the life-chances of our people.*

Intermediate Outcome 2a: We have improved the prospects for high quality employment for groups vulnerable to being left behind through a number of actions, including:

- Taking effective steps, including positive action measures, to close the youth, disability and ethnicity-related employment gaps;
- Paying all employees, regardless of age, a living wage; and

Using our links with ERDA and diversity ER to promote minority ethnic and disabled people's participation in our Modern apprenticeship schemes.

Intermediate Outcome 2b: We have achieved improvements in the standard of living for groups vulnerable to being left behind through a number of actions, including:

- Rolling out the most successful of our new approaches to working together to improving life chances of our youngest citizens to other communities;
- Creating a new community hub which will house an expanded Arthurlie Family Centre;
- Taking action to reduce isolation experienced by some local people;
- Delivering, monitoring and evaluating actions to improve availability of accessible vehicles for disabled people;
- Working with partners to improve availability of public transport to all areas within East Renfrewshire;
- Working with partners to improve access to relevant economic support, such as benefits, to disabled and other vulnerable groups;
- Working alongside partner agencies to support our LGBTI youth and their parents;
- Creating more opportunities for those from the LGBT community to engage openly with the Council;
- Increasing the participation and success rates of young people in the Duke of Edinburgh (DofE) Award Scheme so as to provide them with improved confidence to benefit them throughout their lives;
- Working with retailers to reduce and ultimately eliminate sales of age restricted goods to those under the purchasing age requirements;
- Working with the HSCP to deliver effective mental health support for our local people and employees;
- Promoting our services across all teams and partners to support all residents;
- Working with the HSCP to improve access to health and Social Care, including adequate day centre provision, to our disabled and older communities;
- Improving Access to Health, Leisure and Sports Services for minority ethnic communities;
- Encouraging non-sports attendances in halls and schools among Minority Ethnic communities; n
- Working with partners to ensure affordable levels of rent in both the private and social rental sectors;
- Improving access to low-cost accommodation to young people who wish to remain in the East Renfrewshire area;
- Working with partners to ensure that no one is left behind in accessing GP services as a result of the introduction of the telephone-based appointment system;
- Improving access to home adaptations for young disabled people;
- As part of early intervention, exposing young people to arts and culture;
- Shifting those customers who can to the self-service digital channels freeing up valuable staff resource to assist those who can't;
- Increasing access to our culture and leisure facilities, including our parks, to under-represented groups;
- Utilising the Community Empowerment Act to increase representation, in our engagement structures, of groups currently under-represented;
- Promoting collaboration between different groups with a view to fostering good relations among the different communities in East Renfrewshire;
- Using assets-based approaches to further support the development of local organisations representing different equality groups; and
- Taking further action to improve communication and information on events and actions to progress equality and human rights.

Intermediate Outcome 2c: *Vulnerable groups feel safer from discrimination, harassment, victimisation, violence and other human rights abuses due to a number of our actions, including:*

- Leading local action for reducing hate crime and harassment;
- Implementing the recommendations from the “Hidden In Plain Sight” report;
- Promoting public education to tackle prejudice;
- Taking action, including education and advice, to protect older people from scammers;
- Taking various actions to promote interaction, dialogue and good relations between people with different protected characteristics;
- Support inter-school events such as quizzes, leisure and sports activities;
- Increasing our engagement with Police Scotland & Women’s Aid to address domestic abuse;
- Working with partners to improve support to young victims of domestic abuse;
- Strengthening our partnership with advocacy services;
- Ensuring that we have procedures and other arrangements, including our statutory licencing procedures, for identifying and remedying institutional infringements and abuses of equality and human rights; and
- Using our Licencing authority’s powers to protect children and other vulnerable persons from being harmed or exploited by gambling.

Outcome 3: *Our ability to contribute to national and global efforts to promoting respect for and protection of human rights has increased*

Intermediate Outcome 3a: Our ability to fulfil our human rights obligations have increased through a number of actions, including:

- Demonstrating respect for and protection of human rights in our work with our statutory and third sector partner organisations;
- Fulfilling our obligations as a public body under the Human Rights Act 1998
- Taking action in fulfilment of Scotland’s National Action Plan, SNAP, on Human Rights;
- Taking action to ensure that our actions are in line with international obligations such as the Convention on the Elimination of All Forms of Discrimination against Women, CEDAW; International Convention on the Elimination of All Forms of Racial Discrimination, ICERD; Convention on the Rights of Persons with Disabilities; CRPD; Convention on the Rights of the Child, CRC; International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, ICMW; Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, CAT; and
- Sharing and learning from good practice around the world

CONCLUSIONS

23.1 These conclusions are focused on a review of the Council’s Equality Outcomes over the past two years which were developed in consultation with residents, community groups, equalities groups and young people across East Renfrewshire following extensive consultation including the annual Barriers to Change Community Equality Conference.

23.2 There is good evidence of progress achieved including increasing numbers of properties adapted to the needs of disabled people, improvements in streetscape to make getting around easier for, in particular, wheelchair users and attainment levels in particular for pupils(boys) from an Asian/Pakistani backgrounds.

23.3 In addition there has been significant improvement in fostering good relations between those from different faiths and cultures including a range of opportunities taken to bring people together around festivals and cultural points in the calendar. It is particularly encouraging that young people including young people from different faiths and ethnicity have embraced opportunities to participate in the Diversity Day event which has now become an annual feature, with some 300 young people attending the event in 2016.

23.4 Work to establish an LGBTI young person's group has seen opportunities for LGBTI young people to come together in a safe environment and supported to develop its aims and objectives. Opportunities provided by the Scottish Youth Parliament have attracted significant numbers of young people across the authority voting for other local young people to represent them in the Scottish Youth Parliament

23.5 There has been an increase in the number of disabled people self-directing their support and there is evidence of increased confidence by those who have suffered domestic violence to report it with an 11% increase. It is also significant that the Older People's Group operating from Fairweather Hall has recently achieved the Queens Award for Voluntary Service which is testimony not only to the hard work delivered by the organisation but also in terms of the services it has opened up to local people to contribute to well-being and reduced social isolation

23.6 Whilst there is much to be positive about following the last two years, further work is required to encourage more disabled accessible taxis in East Renfrewshire.

23.7 The proposed Equality Outcomes, and intermediate out comes 2017 -2021 as stated have been identified through public consultation and designed to maintain forward momentum as the Council works to deliver on its equalities duties and with regard to the needs of our communities.

Appendix 1 SAVINGS TEMPLATE

DEPARTMENT:

SERVICE AREA:

SAVING PROPOSAL:

SAVING CATEGORISATION:

(Service Redesign/Asset Mgmt/Procurement/Collaboration/Other)

SAVING RANK (1-5):

(1 least difficult – 5 most difficult)

1. Saving Amount (£,000)	
2017/18	
2018/19	
Total	
2. Saving Description Detail	
3. Option Appraisal	
4. Impact on Service Provision	
Efficiency (Y/N): (If Y, also complete ES1 later)	Equality Initial Screening: Is the proposal relevant to the need to: <ol style="list-style-type: none"> 1. Eliminate Discrimination? Y/N 2. Advance equality of opportunity? Y/N 3. Foster good relations? Y/N : (If Yes to any of the above, carry out a full Equality Impact Assessment and provide details in question 6 below)
<u>Impact & Risks Analysis</u> Service Impact/Risks:	

5. Dependencies / Preparatory Action Required (including any necessary consultation)

6. Equality Impact Information

Officer responsible for implementing this proposal:

In what way, if any, would the proposal either help or undermine the elimination of unlawful treatment of relevant groups? (Age, Disability, Gender Reassignment, Sex/Sexual Orientation, Marriage/Civil Partnership, Pregnancy/Maternity, Race, Religion/Belief)

In what way, if any, would the proposal either advance or undermine the advancement of equality of opportunity for each group?

In what way, if any, would the proposal either foster or undermine the fostering of good relations with each group?

East Renfrewshire Council Education Department

Equalities Delivery Plan

2017 - 2020

CONTENTS

1. Mainstreaming Equalities
2. Our Equalities Priorities and Outcomes 2017-20
3. Appendix 1 Equality Impact Assessment pro forma

1. Mainstreaming Equalities

East Renfrewshire Council Education Department is committed to meeting the needs of the general equality duty by:

- eliminating unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- advancing equality of opportunity between people who share a relevant protected characteristic and those who do not
- fostering good relations between people who share a protected characteristic and those who do not.

This policy is a description of how the Education Department, schools and partner providers plan to eliminate unlawful discrimination, advance equality of opportunity and foster good relationships.

The Education Department makes a significant contribution to achieving better outcomes for the people of East Renfrewshire, through the delivery of high quality education and lifelong learning. The Education Department discharges its functions without prejudice and is committed to ensuring equality of opportunity for all children, young people and families, employees and wider partners and stakeholders.

The department provides an education service through seven secondary schools, twenty-two primary schools (twenty-three from August 2017), of which twelve have nursery classes, nine family centres and one school for children with additional support needs.

The Department has responsibility for facilities management services providing catering to schools as well as catering and building cleaning services across the Council, school crossing patrols and school janitorial services. The Department also has responsibility for adult learning through the work of the adult learning team.

This policy applies to all these functions of the department.

The Education Management Information Service (EMIS) gathers and analyses data relating to participation and attainment by ethnicity, language, disability and gender and this is used by schools to identify areas of potential inequality and to inform future planning.

Information on incidents of alleged bullying and racial harassment is also gathered by schools and reported each session to the Education Department. Reported incidents of discrimination are few.

Data is also collected in relation to incidents perceived as violence towards staff.

The Education Department has developed inclusive approaches, particularly in relation to vulnerable groups of learners, including those with additional support needs. The department continues to ensure that parental engagement of minority groups is strongly promoted. Consultation with parents has been taken forward through two groups; the Parent Council Forum and the Parent Equalities Forum (formerly known as the Minority Ethnic Parent Forum). All of these meetings are attended by members of the Education Directorate, Senior Officers in the Education Department and Elected Members of the Education Committee.

2. Our Equalities Priorities and Outcomes

All officers designated specific responsibilities will give due regard to the mainstreaming of equalities in discharging the department's functions. Equality impact assessment is embedded in all we do. (Appendix 1)

Listed below are the outcomes relating specifically to Education within the East Renfrewshire Council Equality and Human Rights Outcomes for the period 2017 – 2020.

The actions to be taken to support these outcomes sit beneath these and are taken from the East Renfrewshire Council Equality and Human Rights Outcomes Plan, the Education Local Improvement Plan (LIP) and the Education Department's vision statement paper 'Advancing Excellence and Equity in Education in East Renfrewshire'.

These outcomes will be monitored at regular intervals and progress reported on by April 2020

Publication of Equality Outcomes will be by 30 April 2020

Equality Outcome 2

We have increased our ability to promote, respect and protect equality and human rights, leading to improvements in the life chances of our people.

Education Outcome 1

We have ensured equity of provision for all children and young people as required to ensure improved outcomes and life chances

- We will continue to work collaboratively with our partners across all services to target our activities to support prevention and early intervention while improving outcomes and reducing inequalities.
- We will refresh our approaches to parental engagement, in particular we will revise our Parental Involvement Strategy to reflect family friendly and family learning approaches in schools and centres.
- We will implement our Early Learning and Childcare Strategy based on high quality early learning and childcare that improves outcomes and reduces or prevents the need for future interventions.
- We will continue to invest in School Improvement Partnerships and, supported by Education Psychological Services, use collaborative enquiry methods to test and share what works for underachieving groups of learners.
- We will implement the Department's vision - 'Advancing Excellence and Equity in Education in East Renfrewshire'.
- We will further improve the attainment levels for our young people with the lowest attainment records.

Education Outcome 2

Vulnerable groups feel safer from discrimination, harassment, victimisation, violence and other human rights abuses.

- We will continue to monitor on an annual basis, incidents recorded across schools and centres relating to bullying and racist behaviours and take action accordingly.
- We will offer training to staff across schools and centres in dealing with such incidents and including supporting young people with mental health issues.
- We will ensure that all schools and centres have robust procedures and arrangements in place to deal effectively with such incidents.
- We will work with the charity organisation Stonewall to prepare advice and guidance for schools in supporting young people with gender and sexual identity issues.

Education Outcome 3

We have broadened the achievement opportunities for all children and young people, and especially those living with deprivation.

- We will use the data from the 2017 achievement survey of pupils to ensure that we are meeting the needs of all children and young people
- We will work with schools and centres to ensure that they are taking account of pupil and parental views when determining the achievement opportunities on offer.
- We will continue to support schools to have robust systems in place regarding the tracking and monitoring of pupil achievement uptake and impact.

Appendix 1

East Renfrewshire Council: Education Department

Equalities Impact Assessment of Proposed New Policy

The general equality duty requires public authorities to have due regard to the need to:-

- Eliminate unlawful treatment;
- Advance equality of opportunity; and
- Foster good relations

across the following protected characteristics:-

- Age
- Disability
- Gender reassignment
- Sex and Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief

1. Title of the new policy/proposal	
2. Description of the new policy/proposal	
3. Responsibility for implementing the policy	
4. In what way does the proposed new policy eliminate unlawful treatment of the group:	
Age	<input type="checkbox"/>
Disability	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>
Sex and Sexual Orientation	<input type="checkbox"/>
Marriage and Civil Partnership	<input type="checkbox"/>
Pregnancy and Maternity	<input type="checkbox"/>
Race	<input type="checkbox"/>
Religion and Belief	<input type="checkbox"/>

5. In what way does the proposed new policy advance equality of opportunity for each group:	
Age	<input type="checkbox"/>
Disability	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>
Sex and Sexual Orientation	<input type="checkbox"/>
Marriage and Civil Partnership	<input type="checkbox"/>
Pregnancy and Maternity	<input type="checkbox"/>
Race	<input type="checkbox"/>
Religion and Belief	<input type="checkbox"/>
6. In what way does the proposed new policy foster good relations with each group:	
Age	<input type="checkbox"/>
Disability	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>
Sex and Sexual Orientation	<input type="checkbox"/>
Marriage and Civil Partnership	<input type="checkbox"/>
Pregnancy and Maternity	<input type="checkbox"/>
Race	<input type="checkbox"/>
Religion and Belief	<input type="checkbox"/>
7. Potential for the proposed new policy to have a negative impact (Low, Medium, High)	If this is deemed to be high, the following section should be completed.

<p>8. Evidence to be considered in relation to the protected characteristics.</p>	
<p>9. Evidence of higher or lower participation, uptake or exclusion by any group within the protected characteristics.</p>	
<p>10. In the context of the preceding sections, identify any groups whom you consider should be consulted. Please specify and give reasons.</p>	
<p>11. Actions to be taken to address any issues identified and ways in which positive impact can be demonstrated.</p>	
<p>12. Justification for the proposed new policy based on the above information.</p>	
<p>Name of Departmental Officer developing the proposed policy:-</p>	
<p>Date of this assessment:</p>	