

EAST RENFREWSHIRE COUNCIL28 April 2021Report by Deputy Chief ExecutiveEQUALITY AND HUMAN RIGHTS MAINSTREAMING REPORT**PURPOSE OF REPORT**

1. This report presents the East Renfrewshire Council Equality and Human Rights Mainstreaming Report for approval.

**RECOMMENDATIONS**

2. Council are asked to:
- (a) acknowledge the duties of the Equality Act 2010 (Specific Duties) Scotland Regulations 2012
  - (b) approve the content of the Equality and Human Rights report, including the new Equality Outcomes, prior to publication

**BACKGROUND**

3. Under the Equality Act 2010 (Specific Duties) Scotland Regulations 2012, the Council is required to publish a report every four years which includes:

- Progress made to mainstreaming the equality duty;
- Employment information, including gender pay gap and statements on equal pay
- Progress against existing Equality Outcomes;
- Forward-looking Equality Outcomes for the next 4 years

4. In addition, at two-yearly intervals, the Council is required to publish a report on the progress made to achieve the equality outcomes it has set and also on progress it has made towards making the general equality duty integral to the exercise of its functions, so as to better perform that duty.

**CONTEXT**

5. In 2017, the Council published [a full report including Equality Outcomes for 2017-2021](#). In 2019, the Council published [a progress update report which covered the period 2017-2019](#).

6. This report provides the progress updates for the period 2019-2021 and also sets out the new Equality Outcomes for 2021-2025.

7. From 2015 and every two years thereafter, the Council has been required by law to publish a report no later than 30 April. As a member of the Scottish Council Equality Network

(SCEN), ERC raised concerns about the April 2021 deadline for setting our new outcomes given the impact of the pandemic. The Equality and Human Rights Commission (EHRC) provided guidance for the report and hosted workshops for officers in December 2020. We felt the limited timescale between this guidance and the report publication date, during a lockdown period, raised challenges for engagement with local communities. However, Scottish Government and the EHRC were unable to change this deadline. Therefore it should be noted that all engagement work was undertaken virtually and within a limited timescale.

## **REPORT**

8. East Renfrewshire Council continues to strive towards reducing inequalities between different groups within the local population and between different areas through early intervention and preventative approaches. The Council is seeking to build this approach into all areas of service delivery.

9. East Renfrewshire is already one of the most ethnically and culturally diverse communities in Scotland and these trends are expected to continue. The impact of the COVID-19 pandemic continues and presents ongoing challenges to our communities, the role of the third sector and community resilience and how we deliver our services in tandem with persistent financial and economic challenges.

10. Our focus is on delivering better outcomes and futures for all our customers and residents across East Renfrewshire. Our ultimate aim is making people's lives better. We want to maintain the area's reputation as one of Scotland's most sought after places to live with a wealth of opportunity.

## **FINANCE & EFFICIENCY**

11. There are no specific financial implications arising from this report. Costs associated with implementing the commitments detailed will be met through individual departments and services.

## **CONSULTATION**

12. In developing the new Equality Outcomes, we worked collaboratively with the local equality community groups, as far as restrictions allowed (see point 6 above). This included an online survey and six virtual workshops held via Microsoft Teams.

13. We hosted an Information and Consultation Session and invited all Elected Members, Corporate Management Team and relevant officers.

## **PARTNERSHIP WORKING**

14. The totality of the East Renfrewshire Council's Equality and Human Rights Programme can be gleaned from the Community Plan, which sets out the Community Planning Partnership's vision for all of East Renfrewshire's communities, incorporating a sharp focus on tackling inequality through Fairer East Ren; the Education Department's Local Improvement Plan; and the current set of Equality and Human Rights Outcomes.

## IMPLICATIONS OF REPORT

15. This is primarily a progress and performance update, therefore there are no particular implications in terms of staffing, property, legal, IT, equalities or sustainability.

## CONCLUSION

16. In East Renfrewshire, we want to ensure everybody is treated fairly, encouraged to contribute and enabled to enjoy the benefits of belonging to our community. We are fortunate to have a diverse local population and we believe this diversity is a valuable asset. We want to learn from the different experiences, ways of looking at things and skills that different individuals and communities have in East Renfrewshire.

17. This report highlights the progress we have made over the last two years, in mainstreaming equality and human rights in the way we work and provide services across East Renfrewshire Council. It also outlines details of the diversity of our workforces and gender pay analysis. Finally, it looks forward and sets out the key outcomes we will work to achieve over the next four years.

## RECOMMENDATIONS

18. Council are asked to:

- (a) acknowledge the duties of the Equality Act 2010 (Specific Duties) Scotland Regulations 2012
- (b) approve the content of the Equality and Human Rights report, including the new Equality Outcomes, prior to publication

April 2021

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## BACKGROUND PAPERS

- Equality and Human Rights Mainstreaming Report

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# Equality and Human Rights Mainstreaming Report: April 2021



**2017- 2021 progress on Mainstreaming Equalities,  
Employment and Equalities Outcomes**

**New Equality Outcomes for 2021-2025**

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I am delighted to present our 2021 Equality and Human Rights Mainstreaming Report. This report reflects on the progress we have made in the last two years and reaffirms our commitment to ensuring equality and human rights continue to shape our approach to jobs, services and other aspects of life in East Renfrewshire.



At this time of producing this report, we are still responding to the Covid-19 pandemic. The pandemic has had, and will continue to have, a significant influence on us all, but our experiences will vary. Over the last year, we have often heard the phrase “*we are in the same storm, but **not** in the same boat*”. Covid-19 has exposed and amplified pre-existing levels of social and economic inequality. Evidence continues to emerge showing a disproportionate impact on individuals and groups who experienced inequality pre-Covid. This means it is more important than ever, for us to keep equality and human rights as core values as we move towards renewal and recovery.

As a nation, we want a society that is fair and just, in which all can participate, flourish and benefit, where we respect and value diversity, and where we work together to build a buoyant and successful country.

In East Renfrewshire, we want to ensure everybody is treated fairly, encouraged to contribute and enabled to enjoy the benefits of belonging to our community. We are fortunate to have a diverse local population and we believe this diversity is a valuable asset. We want to learn from the different experiences, ways of looking at things and skills that different individuals and communities have in East Renfrewshire.

This report highlights the progress we have made over the last two years, in mainstreaming equality and human rights in the way we work and provide services across East Renfrewshire Council. It also outlines details of the diversity of our workforces and gender pay analysis. Finally, it looks forward and sets out the key outcomes we will work to achieve over the next four years.

We look forward to continuing this important work, making a difference and continuing to make East Renfrewshire an attractive and thriving place to grow up, work, visit, raise a family and enjoy later life for all residents.

*Lorraine McMillan,*  
Chief Executive East Renfrewshire Council

## EXECUTIVE SUMMARY

This report outlines East Renfrewshire Council's equality and human rights approach, including progress and future actions. The report provides background about our local population and the Council then is split into four sections as follows:

Delivering on the duty to mainstream equality	This outlines the progress that has been made to ensure equality and human rights are integral to how we deliver all our services.
Employment report	This outlines the importance of equality and human rights in our role as an employer. This provides our workforce data, our Human Resources Equality Strategy, training and development, racism and discrimination in the workplace and equal pay information.
Outcome progress 2019-2021	In 2017, we set 3 Equality Outcomes for a four year period (2017-2021). In 2019, we provided a mid-point progress update report. This section supplements this previous report by providing progress updates for 2019-2021.
New equality outcomes 2021-2025	This sets out our new four-yearly outcomes to cover the period 2021–2025. This outlines what these new outcomes are, how we developed them and how we intend to deliver and monitor them.



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## BACKGROUND

The totality of the East Renfrewshire Council's Equality and Human Rights Programme can be gleaned from: [The Community Plan](#) which sets out the Community Planning Partnership's vision for all of East Renfrewshire's communities, incorporating a sharp focus on tackling inequality through Fairer East Ren; the Education Department's Local Improvement Plan; and the current set of Equality and Human Rights Outcomes. The current Community Plan, has five strategic outcomes covering early years and vulnerable young people; learning, life and work; economy and environment; safe, supportive communities; and older people.

In line with our "One Council" approach, this report also covers the equality public duties held by the Licensing Authority's as well as the Education Authority, thus all references to the "Council" in this document include the Licensing Authority as well as the Education Authority, unless otherwise stated.

East Renfrewshire Council continues to strive towards reducing inequalities between different groups within the local population and between different areas through early intervention and preventative approaches. The Council is seeking to build this approach into all areas of service delivery.

The Council's approach to accountability in delivering on equalities is evidenced through the Council-wide mid-year and annual reporting cycles, the Education Department's Standards and Quality Report as well as the Council's two-yearly Equality and Human Rights Mainstreaming and Outcomes reports.

It is relevant to note that this report has been produced during a time when East Renfrewshire Council is still reacting and responding to the pandemic. It is pertinent therefore, to acknowledge the impact this has had on staff time and opportunity to gather and collate data. In addition, all engagement has been virtual and within a short timescale.

### Equality Duties

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
- Foster good relations between people who share a protected characteristic and those who do not.

Protected characteristic groups		
age	disability	gender reassignment
race <sup>1</sup>	religion or belief	sex (gender)
sexual orientation	pregnancy and maternity	marriage and civil partnership (in employment only)

<sup>1</sup> Throughout this report we use the definition of race present in the [Equality Act 2010](#), that it is colour, ethnicity, nationality and citizenship. We use 'minority ethnic' to include all racial and ethnic groups protected under the Act, and we use the terminology to be inclusive of both visible and non-visible (i.e. white) ME groups. We recognise that people belonging to ME communities define themselves and their communities using a variety of terms; our use of the over-arching term minority ethnic aims to be inclusive of that variety.

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.

From 2015 and every two years thereafter, the Council has been required by law to publish a report no later than 30 April on the progress made to achieve the equality outcomes it has set and also on progress it has made towards making the general equality duty integral to the exercise of its functions, so as to better perform that duty.

The Council is required to include, in these follow-up reports, an annual breakdown of the information gathered under the duty to gather and use employee information and details of the progress made in using that information to enable the Council to better perform the general equality duty.

### **Human Rights**

The values which underpin both equality and human rights are shared values which have their origins in the Universal Declaration of Human Rights 1948 which states: *“All human beings are born free and equal in dignity and in rights”*  
Equality and Human Rights obligations are therefore intertwined and often fulfilled simultaneously.

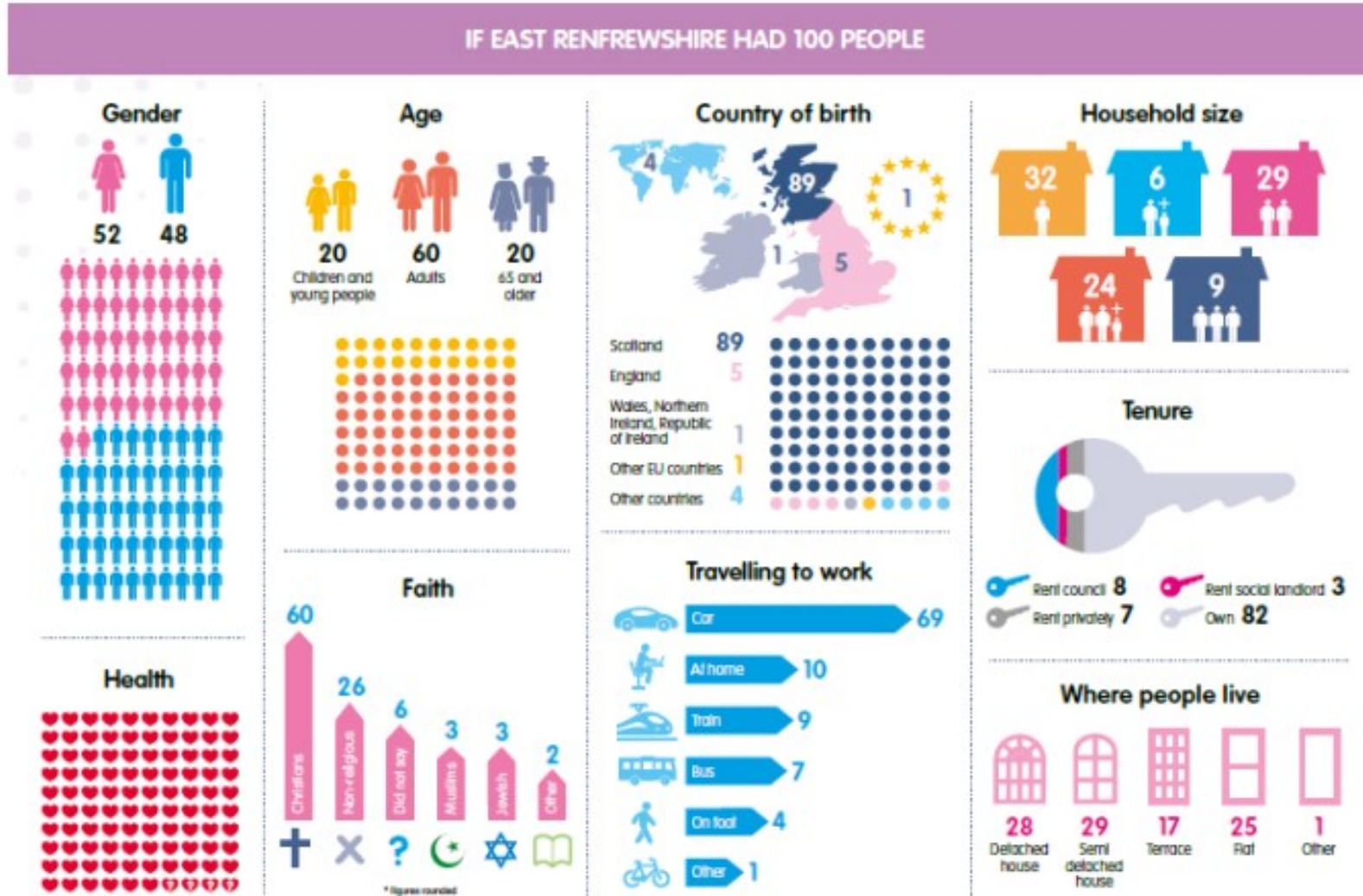
East Renfrewshire Council is committed to fulfilling our Human Rights duties under the Human Rights Act 1998. We do so working in partnership with our statutory and third sector partners and by taking action in fulfilment of the Scotland’s National Action Plan, SNAP, on Human Rights. We aspire to SNAP’s three pillars of Better Culture, Better Lives and Better World.

We will ensure that our actions continue to progress in line with international obligations. This includes 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).

We look forward to the fruition of the proposal for an Act of the Scottish Parliament, which would bring together all Human Rights into Scotland’s Laws. The Act would include rights from the UN Conventions and other international rights such a CEDAW, social, economic and cultural rights. This will have significant long-term impacts on legislative, policy, and service development.

We also look forward to the incorporation of the UN Convention on the Rights of the Child into Scots Law. In preparation for this, we are establishing an implementation group to oversee a number of key actions including staff training, auditing and mapping policies and impact assessments across all departments.

# OUR LOCAL POPULATION AND THE COUNCIL



EAST RENFREWSHIRE FAST FACTS

Population



Where people live



Life expectancy



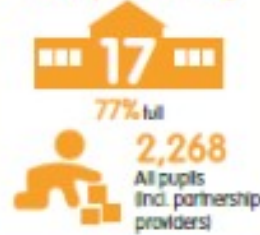
New homes planned up to 2029



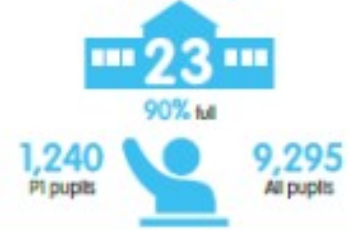
Extra moving into East Renfrewshire 2018



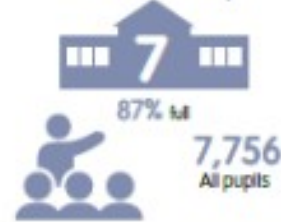
Early learning



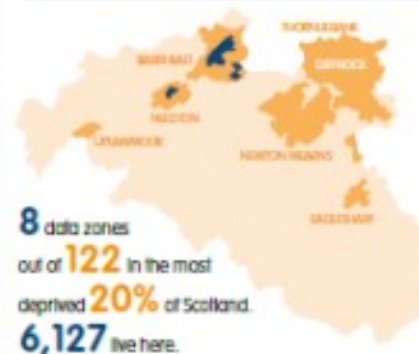
Primary



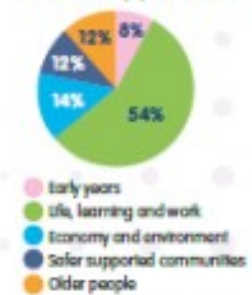
Secondary



ASN School



How money is spent on our key priorities



## Local Area

East Renfrewshire is situated to the south of the city of Glasgow. It covers an area of 67 square miles; 85% of which is rural land with the remaining area comprising mainly residential suburbs. The towns of Barrhead and Neilston and the village of Uplawmoor lie to the west of the authority. Newton Mearns, Giffnock, Thornliebank, Clarkston, Netherlee and Stamperland are located to the east, together with the smaller villages of Busby, Eaglesham and Waterfoot.

## Deprivation

Although East Renfrewshire is a relatively prosperous area, it does have pockets of deprivation. The Scottish Index of Multiple Deprivation is an accessible tool for understanding deprivation. East Renfrewshire has the highest percentage of data zones of all the Scottish Local Authorities classed as being in the 20% least deprived in Scotland. Eight of the 122 data zones (population units) in East Renfrewshire are classed as being within the 20% most deprived in Scotland, this represents 7% of data zones in East Renfrewshire. They are located within Barrhead, Auchenback and Neilston. Three of the data zones are classed as being within the 10% most deprived in Scotland and one of these is classed as being within the 5% most deprived. Reducing inequalities arising from socioeconomic disadvantage is a Council priority. The Council, along with partners across sectors, uses a 'locality' approach in these areas of East Renfrewshire. This means all those responsible for providing services and looking after assets there are thinking about the unique challenges; are taking a whole neighbourhood view; and are planning together, and with the people who live there to support inclusive growth and thriving place

## Our commitment

Our focus is on delivering better outcomes and futures for all our customers and residents across East Renfrewshire. Our ultimate aim is making people's lives better. We want to maintain the area's reputation as one of Scotland's most sought after places to live - safe, green and family friendly- with a wealth of opportunity. We recently refreshed our Vision for the Future, which seeks to begin an ongoing dialogue on the long-term ambitions for the work of East Renfrewshire Council over the next 10 years and beyond. The aim is to develop this vision over time, in conversation with a range of stakeholders and in tandem with important processes such as Local Development Planning and wider City Region work. The aim had been to have a particular initial focus on the themes of the environment and building communities and this will widen now to consider broader discussions around renewal in the light of COVID-19.

The shifting demographics of the area have many implications such as: changing housing needs, increased demand on care services, and a higher concentration of children entering education. East Renfrewshire is already one of the most ethnically and culturally diverse communities in Scotland and these trends are expected to continue. The impact of the COVID-19 pandemic continues and presents ongoing challenges to our communities, the role of the third sector and community resilience and how we deliver our services in tandem with persistent financial and economic challenges.

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**SECTION 1:  
DELIVERING ON THE  
DUTY TO  
MAINSTREAM  
EQUALITY**

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## DELIVERING ON THE DUTY TO MAINSTREAM EQUALITY

### Cabinet and other Council-decision-making processes

Equality considerations continue to feature in Cabinet and other Council decision making processes:

- Through the mandatory requirement that all budgetary proposals should be screened to determine their relevance for full equality impact assessment.
- We continue to include in our corporate report format, a section where report authors are required to highlight implications of their proposals, including equality considerations.
- We are committed to translating reports we produce in other languages or provide them in alternative formats such as large print and Braille, when asked to do so by our customers. Since late 2018, that commitment has included British Sign Language.

In January 2021, we launched a **new Equality and Fairness Impact Assessment** which includes both the protected characteristics and socio-economic status. This meets the statutory requirements of the Public Sector Equality Duty and also the Fairer Scotland Duty as well as meeting our Best Value requirements. In addition, we are further developing the Human Rights section to include the UN Convention of the Rights of the Child. Work is in progress to develop this as an online tool. It is intended that when this is complete, the process will provide an automated process to eliminate re-keying and to populate a central repository of all assessments for public access. Training is also being developed which will support officers and managers to undertake the impact assessment.

This development of our equality impact assessment process ensures our Council has in place a robust approach to assessing the equality impacts of its policies and plans

### Complaints Monitoring Data

As part of the Council's statutory duties to report on the implementation of the national complaints process, the Council's Corporate Management Team continues to consider a complaints monitoring report quarterly. For monitoring purposes this report categorises the reasons for complaints including whether complaints were based on bias/discrimination. Overall in 2019/20 the total number of complaints increased up to the end of quarter three, then a sharp drop between quarter four in 2019/20 and quarter one in 2020/21. From an equalities perspective, the percentage of complaints categorised as 'bias or discrimination' are relatively low, accounting for between 0.3% (1 complaint) and 2.4% (6 complaints) of complaints received over the period. There has however, been an increase in the last 2 quarters. The Strategic Services team will continue to monitor this trend in the longer term and any issues or patterns will be investigated in more detail as the need arises with services.

As a result of complaints received over 19/20 a number of improvement actions have been put in place:

- Amendments to housing repairs procedures were implemented.
- The approach to footpaths and lanes maintenance was reviewed.
- Processes for dealing with free school meals and clothing grants were streamlined.
- The Debt Arrangement Scheme policy was amended.
- The Housing Benefit application process was simplified for customers.

## Engagement

Working with partners to close the equality gap, we identify and target residents and communities most in need. The Council continues to play a pivotal community engagement role within the Community Planning Partnership. 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 particular, there has been a relatively high level of engagement in locality plan areas, in particular around participatory budgeting.

We previously reported on a successful participatory budgeting (PB) initiative in Barrhead in 2018. Since then the Council's Community Learning and Development Team have supported residents in Barrhead, Neilston and Thornliebank to work together on further PB initiatives. Linking Communities is an umbrella group of volunteers from each neighbourhood who designed and ran an application process that culminated in voting events in 2019. The process was also supported by three volunteer subgroups in the areas. Attendees at the events voted on how a total of £100,000 should be distributed to local community projects and clubs that applied.

Over 1,200 residents turned out to cast their votes; 47 of the 79 that applied were successful in winning funding. This included 1st Barrhead Scouts; Waterworks Voluntary Group; Levern Valley Defibrillator Community Partnership; Dunterlie Foodshare; Thornliebank Historical Society and Thornliebank Fishing Club.

The events were a great opportunity for projects working with people of all ages and backgrounds to meet each other, many for the first time. Voters also had the difficult decision to make on who got their vote which encouraged them to visit the applicants' stalls and find out more from them. Feedback after events praised the community organisers for creating a real buzz and raising the sense of community spirit.

"Linking Communities was formed with the aim to encourage inclusivity for community groups and to work collaboratively with them to facilitate empowerment of local people to address the needs of their communities. We have worked for the past three years to help run events in the four locality planning areas and have distributed funds through the Participatory Budgeting process. Working in local communities has allowed us to encourage many groups who were previously unknown to the council to come forward and receive funding to do their work in the community. Work that includes helping those who are socially isolated, older people, youth groups and additional needs groups amongst others.

The communities have definitely felt empowered by this process and have enjoyed seeing the work that other groups are doing in the same geographical areas. Feedback on the impact, of not only receiving funding, but networking between groups has had a beneficial impact in the communities. During Covid Linking Communities has tried to keep the communication and information network open with all the groups and are ready to help in any way with the recovery process."

Oonagh McKinnon  
Linking Communities Chairperson

Linking Communities' 2020 events had to be postponed. Members have been supporting others throughout the pandemic to respond to the immediate needs across their communities. The Council will continue to support them in their aspirations to bring further PB initiatives to communities in East Renfrewshire.

## **Citizens' Panel**

East Renfrewshire Council's Citizens' Panel is a well-established method of engaging with local residents to gather their views on local priorities. The Panel consists of around 1,200 members who are broadly representative of the local population and views are sought from members on a regular basis, covering a range of issues such as: being active, volunteering, modernising Council services, satisfaction levels, community safety and what it is like to live in East Renfrewshire. Results from the most recent thematic survey on Climate Change are being used to inform the development of the Council's new strategy on sustainability. A 'you said, we did' newsletter format is used to feedback to Panel members' key research findings and how we have acted on results.

In 2021 an extensive refreshment exercise is underway to improve the overall representativeness of the Panel membership, particularly amongst people under 45, tenants, those from minority ethnic communities, people with long term limiting conditions and residents living in the Locality Planning Areas. This has involved promoting the Panel within the Locality Planning Areas, on social media and via partner services, agencies and community groups. The Panel was also promoted via a local radio campaign. The refreshment exercise is almost complete, initial response data shows we have improved the representativeness of the panel amongst most of the groups named above.

As a result of Covid-19, the 2021 survey was revised to include questions on how the pandemic was impacting on residents. The survey also includes a new section on promoting equality in East Renfrewshire between the protected characteristic groups (age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation), as well as a section on digital inclusion which seeks views from residents on internet access and barriers to using the internet. Results are expected in April 2021 and will be used to inform strategy development on tackling inequalities and enhancing digital inclusion.

## **Employees**

The Corporate Management Team is responsible for ensuring the authority considers equalities in all services and they are supported to do so by the Equality Officer Working Group.

The group, comprising a representative for each Department is responsible for supporting the mainstreaming of equalities, human rights and fairness into East Renfrewshire Council daily business. The group also provide a governance structure to support the council to meet its legislative requirements.

In recognition of the integral role that employee engagement plays, we are also developing employee equality networks in order to provide a safe space for employees to discuss and raise equality issues.

We have reviewed our existing training provision and developed a new three level approach to Equality and Human Rights training for staff. Level 1 consists of two e-learning modules, one of which is bespoke to East Renfrewshire, and will be compulsory for all staff and Elected Members from April 2021. Levels 2 and 3 will involve streamlined corporate training and more specialised departmental training which is specific to individual job roles or service needs.

### **Additional Needs Partnership**

The Additional Needs Partnership has been running since September 2018. It was developed in partnership with key services including East Renfrewshire Council, the third and voluntary sectors and local community groups who focus on Additional Support Needs (ASN) and Disability.

This partnership is in response to a consultation with above mentioned key services looking for opportunities for ASN and Disability groups with such common interests to network, share information and resources and work together to help improve services. The Partnership will be looking at a range of areas including: health and wellbeing; employability; social isolation and loneliness and therefore will link very closely with the Community Plan.

### **Third Sector Partnership**

Our main local third sector partner, Voluntary Action ER (VAER), holds over 500 volunteering opportunities on a database that are available to East Renfrewshire residents, 84 that have remained open during Covid-19. 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.

Since March 2020 VAER has taken the lead on the coordination of the community support for COVID19 and the establishment of a Community Hub. They received over 1,500 offers of help, provided 625 prescriptions and food deliveries, coordinated making masks, provided over 1,700 wellbeing and welfare telephone calls, supported the delivery of an improving digital skills online training course aimed at people with English as a second language and signposted over 200 people to local service and or support.

The Community Hub has brought together Talking Points, VAER and the Council's Strategic Insight and Communities Team into one place and is now providing a co-ordinated approach to all community requests. This model of working was set up very quickly and has been so successful that it was shortlisted for the Scottish Public Service Awards 2020. As part of the development work of the Community Hub, VAER is facilitating conversations with community groups and third sector organisations and progressing support for three Community Planning priorities: Mental Health and Wellbeing, Digital inclusion and Food poverty.

### **Equality Forum**

As part of the engagement process, community equality representatives identified a need for a stronger point of interaction with equality groups, therefore the idea of an Equality Forum is being explored. The Council will support equalities groups to develop structures which are independent and empower those coming from protected characteristics to engage with public institutions around their needs.

### **Our British Sign Language Plan**

The BSL Plan for East Renfrewshire Council, as required by British Sign Language (Scotland) Act 2015 sets out actions the Council and its relevant partners will take over the period 2018-2024. It is the product of conversations between the relevant Council departments; BSL users; East Renfrewshire Health and Social Care Partnership; NHS Greater Glasgow and Clyde; and East Renfrewshire Culture and Leisure Trust.

To date we have produced signed videos around the services we offer, translated our plan into BSL and have designed our recent Equality Outcome survey so that BSL users could

respond. We are in the process of producing an educational video around BSL Culture for staff and members of the public. Next steps include the establishment of a working group with the lead implementation officers and further exploration of ways to include group input from BSL users.

### **Service information**

During the period under review, the Council has continued to improve its processes for handling information about service users and service activities, including protected equality characteristics. The Council is, in addition, in the process of implementing its Information as an Asset Programme to further support secure and legally compliant information gathering, storage and usage.

A sound information base is crucial for building equality considerations into everything we do. Understanding how different people use our services is an important step in making equalities core to the delivery of our functions. We are already putting in place processes which will enable us to securely handle protected characteristic information where we have a relevant and proportionate basis to do so. We will also build on our work to analyse other outcomes; such as the educational attainment of different groups.

### **Procurement**

Currently all tendering exercises are built and issued using the Scottish Governments PCS tendering system and include the standard equalities questions set by Procurement Scotland. From December 2020 we no longer use the ESPD question set. A revised set of questions has now been made available to Local Authorities by Scottish Government – the Single Procurement Document (SPD)

All new exercises also include text asking tenderers to demonstrate how they meet their equalities obligations.

The contract strategy document which is completed prior to the building of any tender includes a prompt question to enable departments to consider relevance to Equality Impact Assessment.

The changes will also be incorporated into the route 2 contract strategy documents. Route 2 is low risk/value whereas Route 3 is high value high risk exercises.

Community Benefits delivered include - two "females into construction" events for school pupils in East Renfrewshire. There are numerous examples of community donations to disadvantaged communities such as the Food Bank and Dunterlie Food Share. Work experience and training opportunities for those with barriers to learning/employment. Support for long term unemployed towards employment.

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**SECTION 2:  
EMPLOYMENT  
REPORT**

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## EMPLOYMENT REPORT

Our approach to employment reporting has been adapted since our last monitoring report based on the guidance produced by CEMVO- the Council for Ethnic Minority Voluntary Organisations. CEMVO undertook a review of public sector mainstreaming reports to identify how best to report and present employment data.

Our previous reports relating to Workforce Information have been very statistically driven with limited equality strategy. Therefore the aim of this part of the report is to provide more context in terms of our objectives which have been created specifically to ensure we meet the Public Sector Equality Duty (PSED).

We fully acknowledge that organisations like the Council cannot flourish and grow if everyone in them thinks and behaves the same way. What must be ensured is that we create an environment where the Council obtains the most benefit from the existing diversity of the workforce while still working towards the long term goal of having an equality profile that more closely reflects that of the population it serves. Ideally, such an approach should also go beyond legal compliance and seek to add value to an organisation by contributing to employee well-being and engagement.

It is well established that diverse teams perform better, solve problems faster by helping to encourage creativity and foster innovation. All employee related actions should ensure that regardless of anyone's ethnic identity or background, all deserve the opportunity to develop their skills and talents to their full potential, work in a safe, supportive and inclusive environment, be fairly rewarded and recognised for their work and have a meaningful voice on matters that affect them. The following section on workforce culture will explore how the Council aims to achieve that.

These areas can be seen to be examples of an approach to establish equality and diversity as integral to how the Council operates as they foster activities at both the corporate and operational level. They are not viewed as the ultimate destination but as other routes towards developing equality of opportunity for those who share a protected characteristic and those who do not.

### Workforce Planning Group

Workforce planning is about creating an established workforce with the correct skills, tools, environment and knowledge, who are engaged, motivated and who support digital transformation. It allows the Council to look at longer term changes to skills and job roles while taking into account requirements within the Council as well as the potential supply from the local population. One of the Group's aims is to achieve a diverse workforce with opportunities for all. In order to work towards this, it is recognised that it will need to use this equality report, HR strategy and employee/applicant data to analyse opportunities for improvement and then translate these into actions. An example of this would be benchmarking against others on the gender pay gap and then reviewing what actions could be taken to improve the Council's position. By working together in this way, it can only be advantageous towards making the general equality duty integral to how the Council delivers its functions through its workforce.

## Organisational Development Board

This Board has a wide remit established with the purpose of supporting East Renfrewshire Council during a period of significant organisational change. The group's focus is the Organisational Development (OD) plan, which covers areas essential to the effective functioning of an organisation. Membership consists of representatives from departments of the Council and HSCP. Although the Board has a broad OD remit, a key area of focus remains on supporting career progression, improved performance reviews and development of learning opportunities. This should ensure continued promotion of learning and development opportunities and the tools available e.g. succession planning, protected learning and mentoring. All will have a significant role in supporting the development of underrepresented groups.

A key outcome of the OD board has been that we have replaced the traditional performance review process with Quality Conversations; which is a simplified/flexible process, which focuses on employees and managers having meaningful conversations which help build relationships, provide support and keep individuals feeling valued, motivated and engaged. The new process was a result of research on new developments, benchmarking with other councils and engagement and consultation with our employees and managers. This approach should help boost confidence, morale and high performing individuals and teams. In the guidance we ask that particular support should be given to employees with a protected characteristic so that they speak openly about their needs.

## Values



Our values are the building blocks of our vision to be a modern, ambitious Council creating a fairer future for all.

Staff across the Council embody our values on a day-to-day basis, as we work to improve the lives of those who live in, work in and visit East Renfrewshire.

It is important that staff recognise and believe in our values. Our values feed into everything we do so we want staff to continue to embody them on a day to day basis.

Teams from across the Council were consulted and the result has been to simplify our values to the following three:

- **Ambition:** we are creative, innovative and strive to make people's lives better. Whether we have adopted an innovative method of working with our customers, simplified a process or we have provided an award-winning service we want staff to continue to be ambitious in all that they do.
- **Kindness:** we are compassionate, helpful and show respect towards others. Whether it is with our customers or with colleagues, we should show kindness in everything we do.

- **Trust:** we are honest, reliable and act responsibly in everything we do. Every day we work to improve the lives of those who live in, work in and visit East Renfrewshire, so it is really important that we have their trust

## Careers

All vacancies are published to the whole organisation on a weekly basis to ensure all employees can view and have access to applying for these. All our vacancies are published through the My Job Scotland portal and on s1 jobs to have a wide reach and we also provide a list of our vacancies to CEMVO so that they can share with the 400 organisations they support. More information is provided in the HR strategy part of this report.

## Employee Engagement

Following an option appraisal of the Council's approach to council wide staff surveys in 2018, the Council tested out iMatter, an employee engagement continuous improvement tool. This tool combines a team-based survey, quick turnaround of results and a team action planning element. It is used across Health Boards and HSCPs and aims to give staff a voice and help individuals, teams and managers understand and improve experiences at work. The first test of iMatter was completed in June 2019. Staff engagement levels were high with an 80% response rate (previous survey highest response level was 59%). Overall employee experience of working for the Council was rated as 7.3 out of 10, and four out of five employees said that they:

- are clear about their duties and responsibilities and understand how their role contributes to the Council's goals
- have confidence and trust in their direct line managers
- feel that their direct line managers care about their health and wellbeing
- would recommend their team as a good one to be part of
- feel they are treated with dignity and respect
- feel they are treated fairly and consistently

One particular area staff highlighted is that they need more opportunity to be more involved in decision-making. A total of 180 teams produced actions plans to improve team performance and staff experience. A further test of iMatter, due to start in March 2020, was postponed due to the outbreak of Covid-19. The next cycle of iMatter is currently being discussed

## We Are East Ren Awards and Kudos

Kudos and the Council's employee recognition awards were introduced across the Council in 2017 driven by the OD Board. The 'We Are East Ren' Awards give employees, not just managers, the chance to recognise the achievements of colleagues over the past year. Kudos, on the other hand, is a quick and easy way for employees to thank anyone in the Council. A new section on the Intranet called 'Recognition' was created to support this approach.

Both awards were introduced in response to the feedback from the employee survey which showed that employees would like to receive more reward and recognition for their hard work. Both are driven by the employees themselves who decide who to give Kudos to and make the nominations to decide the winners of the 'We Are East Ren' Awards.

Since being introduced, the number of Kudos sent each year has increased, with it going from 274 in 2017 to 593 in 2019 (a 116% increase). This continues to be a valued method

for employees to gain recognition from colleagues' right across the council. The We Are East Ren Awards continue to grow each year. Since being first introduced the number of awards has increased from five in the first year to nine in 2019, and despite the challenges presented by Covid-19 a virtual awards event was delivered late in 2020.

### Digital working

In the last few years, the Council has made some significant changes to the way many of its employees carry out their work. By developing a more flexible workforce which is able to deliver services through different ways of working, the Council has also created a means to support the work life balance of its employees. This can accommodate those needing reasonable adjustments due to caring responsibilities or disability for example. There are clearly more options available to accommodate individual needs through a digital approach and 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. There will be further work in 2021/22 to work with employees on the changes that the pandemic has meant for our workforce and how those changes should influence future ways of working, recognising that a 'one size fits all' solution will not be appropriate.

### Money Advice

Money worries can impact on an 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 the Council's Money Advice and Rights team who offer a 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. We also undertake a social economic review as part of equality impact assessments.

In addition we are in the process of implementing a financial wellbeing offering as part of employee benefits rollout in May 2021. We identified that non-work related stress was a main sickness absence reason, and one of the key reasons, based on research, was financial issues. Further information on the offering is covered further on in the report.

### Accreditation

We have made some significant progress over the past 12 months on gaining formal accreditation and retaining accreditation from organisations that support employee wellbeing and equality including:



## EQUALITIES MONITORING

### Public Sector Equality Duty and Specific Duties

The Public Sector Equality Duty (PSED) is a positive duty on public authorities and others carrying out public functions. It requires that public authorities consider equality in their day to day work in shaping policy, delivering services and in their employment practices. The PSED operates in two parts – the general equality duty and specific duties.

The general equality duty is set out in s149 of the Equality Act 2010 and requires public authorities, in the exercise of their 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
- Foster good relations between people who share a protected characteristic and those who do not.

This report details the current equality monitoring requirements 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, all public authorities in Scotland are required to publish a set of equality outcomes, a mainstreaming report containing employee information and/or profile. In addition, where an authority has 20 employees or more, a statement on equal pay and occupational segregation and gender pay gap information should be published.

The employment section of this report takes into account the following authorities and partnerships who are covered by the Specific Duties under the Public Sector Equality Duty.

East Renfrewshire Council which includes:

- East Renfrewshire Education Department
- East Renfrewshire Health and Social Care Partnership
- East Renfrewshire Licensing Board

The statistics have been produced in respect of financial year 2019/2020 with comparison data provided for previous years where this is available.

The Education Department is an integral part of East Renfrewshire Council with a remit that covers a range of services from schools to facilities management. 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 teaching and non-teaching employees.

East Renfrewshire Licensing Board does not have any employees and therefore there are no separate statistics listed.

The statistics produced do not include the East Renfrewshire Culture and Leisure Trust.

## Current monitoring arrangements

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

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.

The data is gathered through the Council's HR and Payroll system (iTrent) and via the National Recruitment portal My Job Scotland as well as local data recording in terms of employee relations cases.

The data that these systems contain is customised as much as possible to reflect that published through the most recent Scottish census.

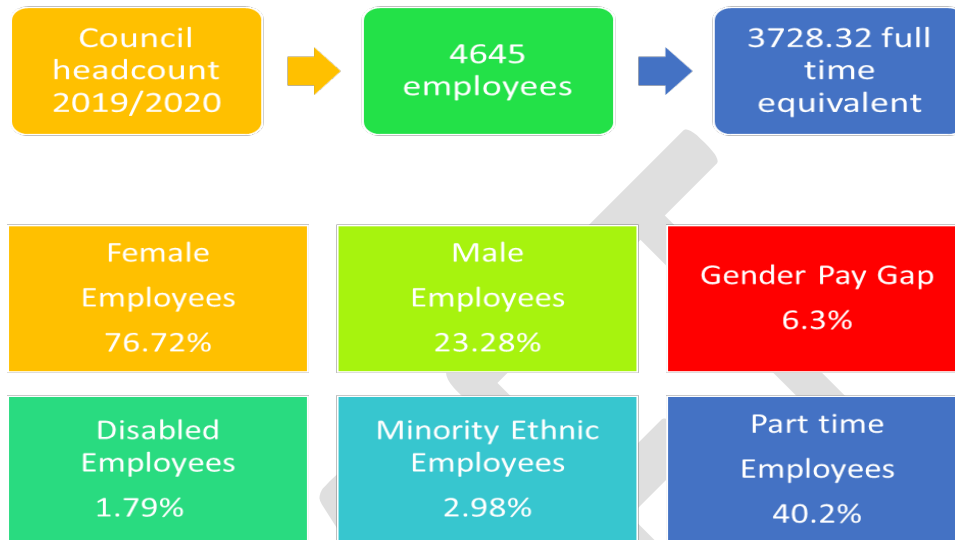
We continue to have difficulty in identifying applications for promotion from current employees in general and those who do not return from maternity leave as opposed to general leavers.

Further work will be undertaken in 2021 to align both the iTrent HR system and My Job Scotland so that all data collected reflects the same equality questions.



## WORKFORCE DATA

Since our last report in 2017/2018 the following trends have been observed through data gathered from our HR system. All data tables are provided in Annex 1 with a summary provided below:



- Our total Minority ethnic employee population has increased from 2.07% to 2.98%.
- Our gender data shows a slight increase in females in the workplace from 74.98% to 76.72%.
- Our contract status shows an increase in the use of temporary contracts, with this increase shown under females.
- Overall the use of all types of contracts remains relatively unchanged with only a few percentage difference.
- Our total disabled employee population has increased from 1.39% to 1.79%.
- Our age bands remain relatively unchanged with the greatest number of staff located in the 45-54 age range which is the same as reported previously.

The following trends have been noted from the recruitment equality data completed by job applicants using My Job Scotland:

- There has been an increase in disabled job applicants from 3.8% to 5.2%.
- The percentage of Minority ethnic job applicants was 8.6%.
- Out of the job applicants that applied for roles who disclosed their ethnicity 1.4% of Minority ethnic applicants were hired, compared with 1.3% of White British applicants.

## HUMAN RESOURCES EQUALITY STRATEGY 2019-2024

We have developed a 5 year HR strategy, one of the pillars of the strategy is 'valuing equality and advancing diversity'.

The strategy is reviewed on an ongoing basis within the team and through the workforce planning and organisation development groups. We regularly add to it as and when we identify new actions from best practice sharing across the equality groups we are part of.

On the following pages we have provided the current snapshot of the strategy action areas specifically relating to equality, including the progress made to date.



### Valuing equality and advancing diversity - Key objectives

- Ensuring equality is part of our day to day processes not an additional task.
- Reviewing our processes to look for opportunities to increase diversity in the workforce including monitoring
- Ensure our recruitment campaigns are inclusive which means that employment opportunities are open to all regardless of gender, ethnicity, sexuality, religion or disability.
- Ensure that equality and diversity is embedded in key policies in line with the Equality Act 2010.
- Focus on equal pay and living wage accreditation

### Progressive Actions and Indicative Measures of Success




Local Government Indicators	Progress
<b>Local Government Benchmarking Framework indicator - Corp 3b - percentage of the highest paid 5% employees who are women.</b>	<ul style="list-style-type: none"> <li>• We are committed to equalities at the Council and this is reflected in our positive rate of high female salary earners with 59.3% of the highest paid 5% employees who are women. Seventy five percent of the Council's employees are females and there continues to be a higher proportion of female to male employees in our lower grades.</li> </ul>
<b>Local Government Benchmarking Framework indicator - Corp 3c - the gender pay gap (%)</b>	<ul style="list-style-type: none"> <li>• The gender pay gap in East Renfrewshire Council over the last 3 years has improved 8.8%, 7.5% and 6.3% for 2017/18, 2018/19 and 2019/20 respectively. There are a number of factors which contribute to this including the level of occupational segregation especially in the lower grades.</li> <li>• Occupational movement will be reviewed as part of the Council's gender pay gap analysis to understand if, when compared with the private sector, it is more difficult for staff to achieve job progression due to factors such as reduced management positions or career paths.</li> </ul>
<b>% of Employees who are Minority Ethnic</b>	<ul style="list-style-type: none"> <li>• The % of employees who are Minority ethnic has increased from 2.07% in 2017/2018 to 2.98% in 2019/2020.</li> </ul>
<b>Publish information on recruitment, development and retention every two years as</b>	<ul style="list-style-type: none"> <li>• Published as part of the mainstreaming report in 2021.</li> </ul>

<b>part of the Council's Equality Mainstreaming Report</b>	
<b>Request staff update diversity information on the new employee services portal (early 2021)</b>	<ul style="list-style-type: none"> <li>This was referenced in our previous mainstreaming report, as we do not have complete diversity data for the majority of our employees. The new HR system implementation was delayed due to the impact of COVID-19, but has recently gone live and therefore we are committed to communicating effectively with staff to request they populate their equality data or where they are unable to access the system we will identify a way for HR to support them to complete this.</li> </ul>
<b>Recruitment</b>	<b>Progress</b>
<b>Identify critical roles in departments, identify skills gaps and areas where the ageing profile will impact within the next 3 years and use as a basis to shape future recruitment and succession planning</b>	<ul style="list-style-type: none"> <li>The Council has taken steps to improve engagement through youth employability specifically to promote use of modern apprenticeships and identify how this can be converted into full employment.</li> <li>Events were held led by Employability Team to raise awareness with managers.</li> <li>Further progress is required to investigate options around graduate apprenticeships.</li> </ul>
<b>Review where and how jobs are advertised, engaging with other organisations who represent minority groups.</b>	<ul style="list-style-type: none"> <li>All vacancies are published to the whole organisation on a weekly basis to ensure all employees can view and have access to applying for these.</li> <li>Job applications are completed via the My Job Scotland website, however candidates can also request a paper copy of the application form.</li> <li>We have had initial discussions with CEMVO regarding our recruitment strategy and they have provided a wealth of information on how we should adjust our processes which has been added under the recruitment section of the strategy.</li> <li>We have recently advertised homecare vacancies in locations where it is more likely that all members of the community will see the adverts such as on bus stops, posters on school gates, leaflets sent out by school mail and dropped into school bags. We also undertook a television advertising campaign on STV which resulted in a significant increase in applications.</li> </ul>

	<ul style="list-style-type: none"> <li>• As part of the Scottish Government's commitment to providing 1140 hours of funded childcare for 3-4 year olds and eligible 2-year olds, career opportunities within early years have increased significantly. Whilst the August 2020 deadline has been delayed by Covid-19, East Renfrewshire Council Education successfully met the original deadline. This meant the recruitment of 115 FTE posts in early years across child development officers, seniors, play workers, Modern Apprentices and janitorial and kitchen staff equating to over 200 individual posts.</li> <li>• It was identified that a targeted promotion of posts was required and ERC actively built relationships with a partnership working group made up of the Council of Ethnic Minority Voluntary Organisations (CEMVO) who are a national intermediary organisation and strategic partner of the Scottish Government Equality Unit, the West Partnership Diversity Officer and the ERC Equalities Officer. Links to our vacancies were sent onto these organisations/ departments who were then able to target those in the Minority Ethnic community they worked with to support them in making applications. Meetings were held with each of the contacts to explain the ERC application process, and to deal with any questions.</li> <li>• An event specifically targeting Minority Ethnic groups including information and a networking lunch had been planned for in 2020 with CEMVO but had to be cancelled due to COVID-19. The facilitators for the day included the Council's Early Years Project Manager, CEMVO, one of our Minority Ethnic Play Workers and our partner nurseries talking about opportunities within ERC. Due to demand the event capacity was doubled from 25 to 50 places which was fully booked due to interest generated from the partnership working group and also a separate event held to promote ERC job opportunities held at the Albert Drive Gurdwara in Glasgow.</li> </ul>
<p><b>Focus on our recruitment data and identify at each stage of our recruitment processes where candidates from minority ethnic are represented, and identify issues and create an action plan</b></p>	<ul style="list-style-type: none"> <li>• Although we are able to get some recruitment data reports from My Job Scotland where jobs are advertised, we will be seeking additional reports to assist us to meet this action.</li> <li>• Identify whether we should survey job applicants to get their feedback on how inclusive our recruitment processes are, then use this data to inform process improvements.</li> </ul>

<b>Request My Job Scotland anonymise candidates surnames in applications</b>	<ul style="list-style-type: none"> <li>• Currently only the first name is anonymised we have requested surname to be anonymised too.</li> <li>• This is now in the testing stage within My Job Scotland, and we will implement as soon as it becomes live.</li> </ul>
<b>Engage with external partners to support the employability skills of underrepresented groups</b>	<ul style="list-style-type: none"> <li>• After discussing barriers to minority ethnic applications with CEMVO, it was identified that the issue for many in the community is having the skills but not holding the formal qualification required for an entry level post.</li> <li>• The Scottish Social Services Council requirement allows for applicants to obtain within 5 years therefore we took the decision to support and pay for a specially-commissioned SVQ qualification on the job with Clyde College, delivered in the community at Barrhead High, to one cohort of applicants.</li> <li>• In addition we met with CEMVO to discuss how we can further utilise their network in order to promote all Council vacancies and career opportunities and we now forward weekly job adverts to CEMVO to distribute to their wider network.</li> </ul>
<b>Review our 'employer brand' to make it more visibly inclusive</b>	<ul style="list-style-type: none"> <li>• Careers events have been held to promote Council career opportunities which are a collaborative approach across Council departments, Early Years Scotland and WorkEastRen.</li> <li>• We will review our job adverts as part of the workforce planning group and agree a statement confirming our commitment and ambition to increasing representation from applicants from a diverse background.</li> <li>• We will also review our My Job Scotland page to ensure it reflects our ambitions in terms of increasing equality within the Council.</li> </ul>
<b>Target underrepresented groups using non-standard recruitment channels to attract a diverse range of applicants e.g. job fayres and open days</b>	<ul style="list-style-type: none"> <li>• We have adopted new approaches to advertising and recruiting vacancies. We have a number of departments facilitating recruitment open days and drop in recruitment events at various locations across the Council area so that we can reach as many members of the community as possible. Application forms and interviews are completed on the day of the event which means applicants can attend at a time that suits them which allows flexibility where a candidate may have caring responsibilities, or other commitments.</li> <li>• East Renfrewshire Council has a Modern Apprenticeship Programme which provides employment opportunities and the opportunity to gain SVQ qualifications for many young people from the local area and beyond to support them ultimately gain full time employment. In previous years we have delivered Business and Administration, Childcare, Hospitality, Facilities Services and Highways</li> </ul>

	<p>Maintenance. We also pay modern apprentices at a higher rate of pay when compared to many other employers.</p> <ul style="list-style-type: none"> <li>We are in dialogue with Strathclyde University regarding their job shop website, run through their student union, which allows us to list vacancies that may attract students to apply for roles within our organisation.</li> </ul>
<b>Engage with equality network groups to gather insight around obstacles and barriers to inclusivity and attracting a diverse workforce e.g. SPDS, Minority Recruitment Working Group</b>	<ul style="list-style-type: none"> <li>East Renfrewshire Council is part of a Scottish Government public sector working group focused on a minority recruitment toolkit. The aim of the group is to identify practical ways of improving recruitment and retention of minority ethnic staff across our sectors, by sharing best practice across the group and initiatives undertaken, including how we can help people progress at all levels in our sectors. This group meets on a monthly basis and actions/best practice are fed back into this strategy.</li> <li>East Renfrewshire Council is also on the equalities work stream organised by the Society for Personal and Development Scotland which is a cross Council initiative to share best practice.</li> </ul>
<b>Identify where positive action may be appropriate regarding equality</b>	<ul style="list-style-type: none"> <li>East Renfrewshire Council raised this point at the Equalities and Human Rights Commission on race and employment panel in 2020. We requested guidance from the Scottish Government on what further positive action might be appropriate to consider during recruitment. This has also been raised through other equality channels and we are awaiting guidance.</li> <li>The Council uses the Disability Confident scheme which replaced double tick, this guarantees an interview to disabled people if they meet the minimum criteria for the job vacancy.</li> </ul>
<b>Review our interview process to ensure it does not discriminate</b>	<ul style="list-style-type: none"> <li>Assessment and scoring mechanisms used during interviews are currently being redesigned in order to ensure they are clear and easy to understand thus not creating barriers in terms of equality of opportunity. A blended interview and situational judgement testing approach with me reviewed.</li> </ul>
<b>Accreditation</b>	<b>Progress</b>
<b>Gain level 2 disability confident accreditation</b>	<ul style="list-style-type: none"> <li>Our current status is committed,</li> <li>We intend on progressing to level 2</li> </ul>

	 <p>The logo features a purple square with icons for a person, a checkmark, and a padlock, next to the text 'disability confident' and 'COMMITTED' below it.</p>
<b>Fair work charter</b>	<ul style="list-style-type: none"> <li>The Council is committed to the Fair Work Charter and we continue to progress using this approach.</li> </ul>
<b>Gain Carer Positive accreditation</b>	<ul style="list-style-type: none"> <li>East Renfrewshire Council gained 2 levels of accreditation in 2020 in short succession, we are now at “established” accreditation level. The Carer Positive award is presented to employers in Scotland who have a working environment where carers are valued and supported.</li> </ul>  <p>The logo shows a stylized 'e' icon, the text 'CARER POSITIVE Employer in Scotland', and a red banner with the word 'ESTABLISHED'.</p>
<b>Living wage accreditation</b>	<ul style="list-style-type: none"> <li>Gained in November 2020. This means that East Renfrewshire Council have committed to ensure we have fair work policies in place for our staff, and we promote the living wage beyond the Council to our local partners, employers and through our supply chain.</li> </ul>  <p>The logo features a blue circle with the text 'We are a Living Wage Employer' and three overlapping circles in green, yellow, and orange.</p>
<b>Equally safe at work pilot – shadow group</b>	<ul style="list-style-type: none"> <li>Equally safe at work is a pilot accreditation programme developed by Close the Gap aimed at supporting employers improve their practice to advance gender equality at work and prevent violence against women. The current pilot is limited to 7 Scottish Councils however East Renfrewshire</li> </ul>



	Council is part of a shadow working group which allows us to learn and take part in discussions regarding progress made in the pilot. Our intention is we will be included in any future pilot or rollout of the accreditation scheme.
<b>Policies/processes</b>	<b>Progress</b>
<b>Equality Impact Assessments</b>	<ul style="list-style-type: none"> <li>• These are undertaken for all for each policy, process change or organisational change programme to ensure the change to a department structure does not discriminate or disadvantage employees on the basis of protected characteristics or on a social economic basis.</li> <li>• Recent assessments undertaken include reviewing the implementation of the new HR/Payroll system specifically in relation to employee and manager self-service. We also undertook assessments for the employee benefit initiatives we are due to implement in May 2021, and also ahead of the consolidation of the living wage proposal to our trade unions.</li> </ul>
<b>Review options for rolling out unconscious bias training for managers</b>	<ul style="list-style-type: none"> <li>• This was a recommendation made by the Scottish Government in their 'starter for 10' equality plan. We provide a number of equality training courses and unconscious bias is included in our recruitment training. However a further review will be undertaken to see if we should have a standalone course.</li> <li>• Education Department provide this training for all probationers, new Head Teachers and a course is to be provided to all existing Head Teachers and Line Managers in new academic session 2021-22</li> </ul>
<b>Update Recruitment and Selection Policy linking it to the Scottish Governments Minority Toolkit</b>	<ul style="list-style-type: none"> <li>• This activity is currently in progress.</li> </ul>
<b>Review our job profile template and job advertisements to make them more inclusive with wider appeal</b>	<ul style="list-style-type: none"> <li>• This is in progress.</li> <li>• We will consider the use of qualifications vs experience.</li> </ul>
<b>Update Domestic Abuse Policy to bring it in line with recent</b>	<ul style="list-style-type: none"> <li>• This is in progress</li> </ul>

<b>legislative changes</b>	
<b>Produce guidance for managers in relation to the menopause</b>	<ul style="list-style-type: none"> <li>The guidance has been drafted in conjunction with our trade union colleagues, we aim to implement in 2021.</li> </ul>
<b>Carry out a review of current provision surrounding parental and caring policies, flexible working and agile policies.</b>	<ul style="list-style-type: none"> <li>We have flexi-time across the majority of Local Government roles, as well as a flexible work policy. We are reviewing our flexi core time to extend this further in order to give more flexibility.</li> <li>Due to COVID the majority of office based (non-customer facing roles) have transferred to temporary homeworking</li> <li>Bereavement leave guidance has been produced which provides higher than statutory paid leave</li> </ul>
<b>The HR team should be trained to understand equality matters so they are in a better position to support equality bullying/harassment/race complaints</b>	<ul style="list-style-type: none"> <li>This action was identified during the Equalities and Human Rights Commission panel which East Renfrewshire Council presented evidence at. We are currently exploring training opportunities.</li> </ul>
<b>Pay</b>	<b>Progress</b>
<b>Benchmark gender pay results against other organisations and determine if any positive action can be taken.</b>	<ul style="list-style-type: none"> <li>The gender pay gap figure is expressed as a percentage and where this is positive it indicates that women are paid less than men.</li> <li>East Renfrewshire Council's gender pay gap is 6.3% as of 31<sup>st</sup> March 2020. This is an area we are continuing to focus on.</li> <li>In Scotland, the median or mid-point pay gap between all male and female employees (full-time and part-time workers in all sectors of the economy) fell from 16.1% in 2017 to 14.3% in 2019. This is below the UK-wide estimated gap of 17.3% in 2019.</li> </ul>
<b>Monitor pay gaps relating to</b>	<ul style="list-style-type: none"> <li>As part of the consolidation of living wage exercise all employees will be mapped onto a new pay</li> </ul>

<p><b>gender, disability and race, occupational segregation and the availability of part-time and flexible working arrangements</b></p>	<p>and grading structure</p> <ul style="list-style-type: none"> <li>• An equality impact assessment was undertaken which reviewed these areas.</li> </ul>
<p><b>Monitor and undertake analysis on gender segregation</b></p>	<ul style="list-style-type: none"> <li>• The Council supports the reduction of the gender pay gap and steps are being taken which should have a positive impact on future gender pay gap reporting. We will also undertake more analysis of the gender pay gap to review, not just hourly rates of pay, but also include allowances and overtime payments to understand any positive or negative impacts on gender pay gap.</li> <li>• The Council has taken a number of steps to combat the effects of occupational segregation. This includes providing flexibility in care and work responsibilities, leave provisions for carers, parental leave and promoting flexible working options for any role in local government. We are also actively job evaluating positions where material changes to job tasks have been identified and providing opportunities to employees to gain job related qualifications which link to employment and grade progression, examples of this are provided below.</li> <li>• A large proportion of Homecare roles were regraded in April 2020 in line with the Council job evaluation scheme which has resulted in their grades increasing from 3 to 4, and again from grade 4 to 5 based on the achievement of a SVQ2 qualification funded by the HSCP. This increase in grade will subsequently impact salary. In addition consultation on consolidation of the Scottish Local Government Living Wage is ongoing due for implementation March 2021. The model would see a positive impact on the gender pay gap.</li> </ul>
<p><b>Monitor pay and reward systems, and work in partnership with our trade union colleagues to ensure we use a transparent, objective process which is free from bias</b></p>	<ul style="list-style-type: none"> <li>• The Council uses the National Joint Council Local Government job evaluation scheme for all local government roles.</li> <li>• We have an open and transparent pay and grading structure, and we share the outcome of all job evaluations with our trade union colleagues.</li> </ul>
<p><b>Introduce employee benefits</b></p>	<ul style="list-style-type: none"> <li>• We are introducing some employee benefits that will focus on financial wellbeing as this was found</li> </ul>

<b>which are inclusive to all</b>	<p>to be a major factor in stress non-work related which is our main sickness absence reason across the Council.</p> <ul style="list-style-type: none"> <li>• The organisation we are using are called Salary Finance and they are focused on supporting the social economic impact of poverty, specifically for lower paid staff members who may have financial difficulties. Through Salary Finance we will introduce products that will help staff to for example set up saving accounts directly from their wages. They could also use the help to save government scheme which gives those savers entitled to Working Tax Credit or receiving Universal Credit to get a bonus of 50p for every £1 they save over 4 years.</li> <li>• Implementation date is 4<sup>th</sup> May 2021.</li> </ul>
<b>Living wage consolidation</b>	<ul style="list-style-type: none"> <li>• East Renfrewshire Council implemented consolidation of the Scottish Local Government Living Wage on 31 March 2021. An independent consultancy to undertook a full equality impact assessment of the proposed model covering gender and other protected characteristics to ensure it is fair and equitable. The scope of the analysis was for all employees excluding teachers as they have a different pay model. The model sees the majority of our lowest paid workers receive an increase in their hourly rate.</li> </ul>

## TRAINING AND DEVELOPMENT

We have a mandatory recruitment and selection training course for anyone involved in interviews or recruitment selection which covers unconscious bias and discrimination.

We publish a catalogue of corporate training and e-learning course which is subsidised through the HR budget in order to open up training opportunities to as many employees as possible. We have a range of health and wellbeing, diversity and management courses aimed at encouraging a diverse workforce including:

- Religious/Cultural Diversity and Anti- Discrimination Training (2 day course)
- Discipline Process
- Effectively engaging with communities
- De-stress with Mindfulness
- Personal Resilience
- Scottish Mental Health First Aid
- Spotting & Managing Mental Health Issues
- Engaging Effectively with Communities
- Autism Awareness
- Equality and Diversity - Age
- Equality and Diversity - Disability
- Equality and Diversity - Sexual Orientation
- Equality and Diversity Gender Reassignment
- Equality and Diversity Pregnancy and Maternity
- Equality and Diversity Race
- Equality and Diversity Religion or Belief
- Equality and Diversity Sex
- Leading diverse teams
- Managing Diversity Quiz.pdf
- Recruitment and Selection
- Sex Discrimination

## DEALING WITH RACISM AND DISCRIMINATION IN THE WORKPLACE

We have implemented a dedicated HR Case Management team who are responsible for providing advice and guidance to employees/managers regarding employee relations matters to ensure accurate recording of case information and consistency in the way issues are managed.

Where racism or discrimination is identified this would be dealt with through the disciplinary process. The grievance process would also be used if this was the method the matter was raised.

All equality related cases are recorded and tracked, so that we can produce accurate statistics and proactively address any issues.

## EQUAL PAY

### Equal Pay Statement 2021-2023

East Renfrewshire 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.

We understand 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.

The Council recognises that in order to achieve equal pay it must have a pay, grading and benefits structure that is transparent, flexible, based on objective criteria and free from bias. It is in the Council's interest to ensure that it has a fair and just pay system.

The Council understands that to deliver equal pay for its employees it is also necessary to consider all of the causes of the gender pay gap and that these go beyond discrimination within pay systems. We recognise that our training and employment practices can impact on men, women, disabled employees and those employees from a minority ethnic background, in different ways. We are committed to tackling these types of segregation both horizontally and vertically in occupations across the Council and providing an environment that promotes equality of opportunity by removing incidents of stereotyping about skill and capabilities, by changing the culture associated with different jobs, removing barriers to accessing training courses and apprenticeships and promoting a healthy work-life balance.

Our 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

In order to achieve our objectives we will undertake a range of actions including: -

- Introduce 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

The Council will report annually on its progress and review its Equal Pay Policy Statement every two 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.

### **Pay Gap information**

Under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, the Council, as a listed authority, must publish 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 are minority ethnic and persons who are not
- people who are disabled and those who are not

In these situations, as we have a significant number of employees in the workforce where this information about them is not known, these are not included in the calculation. This will have resulted in a higher figure that may be reflected in practice. As discussed below under monitoring, attempts will be made to reduce this figure to produce pay gap information which is more reflective of the actual situation in the workforce.

Normally the causes of the pay gap are:

- Occupational Segregation
- A lack of flexible working opportunities
- Discrimination in pay and grading structures

#### Gender pay gap

The gender pay gap has been calculated by totalling total basic pay for males and females and dividing by the total contracted hours. In 2019/2020 the gender pay gap reduced to 6.3% however it still means females continue to be paid less when compared to men. Although there continues to be gap it is a positive trend that the gap continues to reduce. Previous year's figures were as follows - 7.77% in 2017/18, 8.60% in 2016/17, 8.5% in 2015/16, and 8.8% in 2014/15.

#### Disability pay gap

The disability pay gap is calculated in a similar manner to the gender pay gap but in respect of those employees who identified themselves as having a disability. The % figure is the mean average pay gap as a % of non-disabled employee's hourly rates. The gap in 2019/2020 was 17.32% which continues the positive trend in closing the gap. Previous

year's figures were as follows - 18.60% in 2017/18, 18.73% in 2016/17, and 19.6% in both 2014/15 and 2015/16.

#### Race pay gap

The race pay gap is calculated in a similar manner to the other pay gaps but in respect of those employees who identified themselves as being Minority ethnic. The % shows the mean average pay gap as a % of non- Minority ethnic employee's hourly rates. The race pay gap in 2019/2020 was 12.47% which is a widening of the gap compared to 11.1% in 2017/18 and 2016/2017. It is still less than the 14.5% in 2014/15 and 15.25% in 2015/16, however this is a concern.

With the implementation of the new pay and grading scales we will undertake a further calculation in April 2021 as we would expect that this will close the gap across gender, race and disability.

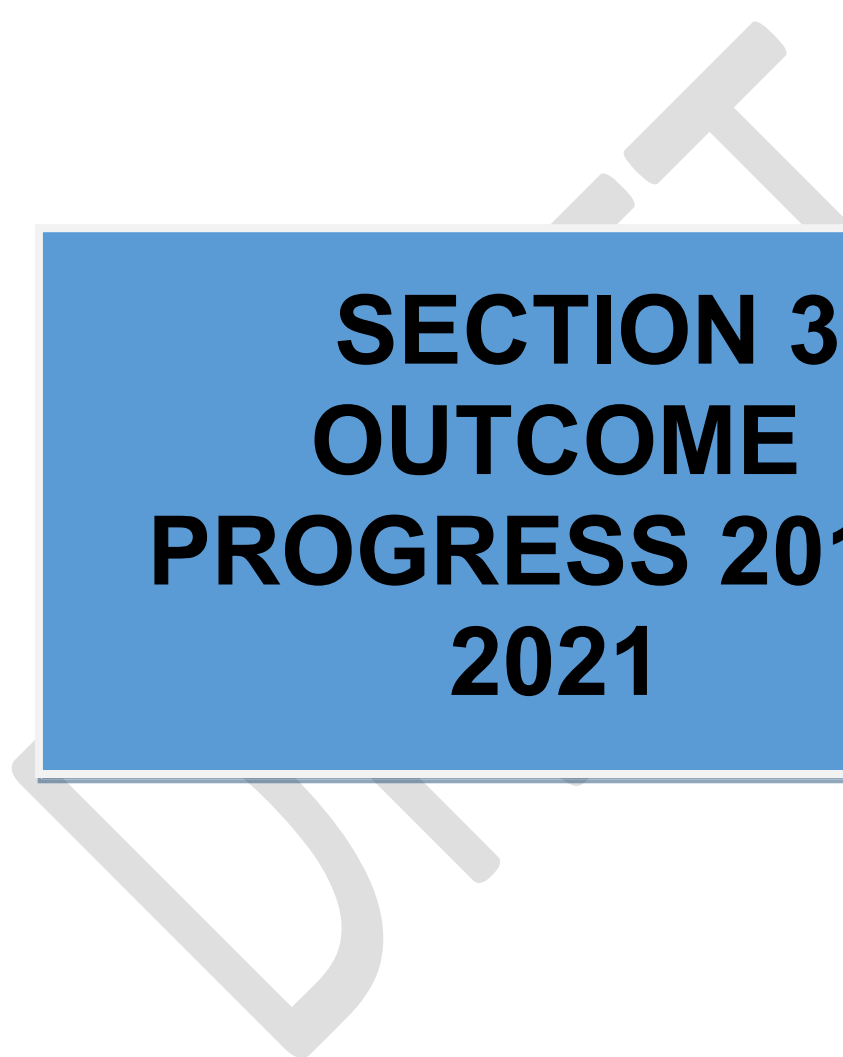
## **LIVING WAGE CONSOLIDATION AND ACCREDITATION**

East Renfrewshire Council has paid employees the Scottish Local Government Living Wage (SLGLW) as a consolidated pay supplement since 2011 however this has not been reflected in our pay and grading structure.

We reviewed our current grading and pay scales, in consultation with our trade unions, to identify a robust and equitable option. This included an independent equality impact assessment.

In November 2020 East Renfrewshire Council successfully gained a Living Wage employer accreditation.





**SECTION 3:  
OUTCOME  
PROGRESS 2019-  
2021**

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## 2019-2021 Progress

In 2017, East Renfrewshire Council set three broad equality outcomes with a number of intermediate outcomes supporting these. In 2019, we published a progress report. This section provides a progress report for the 2019-2021 period.

2017-2021 OUTCOME	INTERMEDIATE OUTCOMES
<p>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.</p>	<p>There is increased understanding of equality and human rights and confidence to participate in decision-making and implementation among our community representatives</p>
	<p>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</p>
	<p>Our ability to put equality and human rights into practice has increased</p>
	<p>Our accountability on equality and human rights-based monitoring and reporting has increased</p>
<p>We have increased our ability to promote, respect, and protect equality and human rights, leading to improvements in the life-chances of our people</p>	<p>We have improved the prospects for high quality employment for groups vulnerable to being left behind</p>
	<p>We have achieved improvements in the standard of living for groups vulnerable to being left behind</p>
	<p>Vulnerable groups feel safer from discrimination, harassment, victimisation, violence and other human rights abuses</p>
<p>Our ability to contribute to national and global efforts to promoting respect for and protection of human rights has increased.</p>	<p>Our ability to fulfil our human rights obligations have increased</p>

## 2019-2021 PROGRESS: 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.**

**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;

To improve employee and Elected Member understanding of and confidence on equality and human rights, we reviewed our council-wide training provision in 2020. **We have developed a new training approach which will include online modules, including one which is bespoke to East Renfrewshire. Introductory training will be compulsory for all new and existing staff and elected members**

**Business Gateway held a training session with an external trainer around communicating and engaging effectively with the minority ethnic business community.** This training will allow staff to bring all business in the area together in future events or initiatives. A post Covid project is currently being developed to consider how we bring people together from all communities. The approach has meant we have also attended the AIA Women into Workplace events which were about appreciating and developing opportunities for a fair and full access to the workplace for all. This initiative has also raised staff awareness of the community's interests and needs and provided tangible ideas on how we can engage better.

**Within Employability and Business Growth programmes colleagues have received training** that focused on:

- Ensuring access to applications for funding are available and accessible to all, particularly for people in rural areas, older people, and disabled people
- Encouraging entrepreneurship and business start-up initiatives to encourage more take up from young people, women, minority ethnic, disabled people and LGBTI people
- Ensuring access to technology is available and accessible to all, particularly for people in rural areas, older people, disabled and others affected by the 'digital divide'
- Encouraging entrepreneurship and business start-up initiatives to encourage more take up from women
- Supporting the creation of an environment which supports inclusive work places, which promotes equality of opportunity for staff, including the reconciliation of work and private life

	<ul style="list-style-type: none"> <li>Improving women's representation in science, technology, engineering and mathematics (STEM)</li> </ul> <p><b>There has been an increase of 20% of young people accessing Council business support programmes since training was delivered.</b></p>
Encouraging and supporting different groups to participate meaningfully in decisions which affect their lives	<p><b>The Education Department encourage and support different groups to participate meaningfully in decisions which affect their lives.</b> This has included continued implementation of the parental engagement and involvement strategy, including training to support schools to involve a more diverse range of parents in the life and work of the school, and direct engagement with staff from minority ethnic groups about the recommendations of Teaching in a Diverse Scotland. The Education Department and schools also support <b>Pupil Voice, which encourages children and young people to shape the decisions which affect them.</b></p> <p><b>The Health and Social Care Partnership (HSCP) continues to support the Your Voice group whose aim is to ensure local people are informed about health and social care issues.</b> Representatives from the group are also members of key decision making structures such as the East Renfrewshire Integrated Joint Board and the Clinical and Care Governance Committee. Your Voice draws its membership from a diverse range of groups including mental health, disability, carers, faith groups and older people. The Your Voice Working Group meets regularly to plan activity in the community and feedback information to the HSCP.</p> <p><b>The proposed Local Development Plan 2 engagement process encouraged participation from as many within the community as possible.</b> Methods included a series of library drop-in events and workshops with primary and secondary pupils.</p> <p><b>Housing Services are exploring the use of digital consultation on key areas and consult digitally with groups for a range of purposes,</b> including older people, registered tenants organisations, homelessness service design, and more broadly, tenants and residents for Local Housing Strategy consultation.</p> <p><b>The Community, Learning and Development (CLD) team work with a range of groups and communities to ensure that local people have the opportunity to participate meaningfully in decision making.</b> East Renfrewshire Youth Voice are the representative youth consultation body in the area and membership includes young people from across East Renfrewshire alongside members of the Scottish Youth Parliament. They have focused on a number of local and national priorities including mental health and personal, social, health and economic (PSHE) education in schools. This has included organising an information and consultation Cabinet session with elected members engaging them in their consultation process/plans for the future; volunteering at a range of local events including participatory budgeting events; and starting the process of establishing a Youth Participatory Budgeting process alongside Linking Communities.</p>

	<p><b>The CLD team also facilitate a number of groups for young people with Additional Support Needs.</b> Young people who attend these groups are supported to make informed choices about issues that affect their lives now and in the future. The Autism Girls Group participated in a personal development programme which provided them with the opportunity to develop their knowledge and understanding of sexual health and relationship issues. During this programme the young people were able to explore opinion, question and make their own informed decisions to keep them safe.</p> <p><b>The LGBTi Youth Group are the only community based LGBTi youth group in East Renfrewshire. The group aims to provide support and opportunities, including peer support to group members and their allies, to raise the profile of the LGBTi community and to create resources to help and support members of the community and their families.</b> CLD staff support the group to explore LGBTi issues and empower our young people to be confident in their ability to make informed decisions throughout their lives.</p> <p><b>Locality Planning is a process where communities alongside services identify key priorities for their area.</b> There are currently 4 Locality Planning areas- ADD2 Barrhead, Auchenback, Neilston and Thornliebank. Within each area, community steering groups are supported to develop a plan targeting inequality and outlines how services and local people will work together to achieve improved outcomes.</p>
Increasing the engagement of young people in public planning processes	<p><b>Workshops were held with the School Pupil Councils and Head Boys and Head Girls that represent East Renfrewshire’s primary and secondary schools.</b> The aim of these sessions was to introduce primary and secondary school aged children to the concept of ‘spatial planning’ from the perspective of exploring how their local area is shaped and to focus on issues that are relevant and interesting to them. Useful information was gathered during these sessions, and the pupils were engaged and enjoyed discussing local issues and matters important to them and their area.</p> <p><b>The Connor Road Young Persons Group met regularly pre-Covid to discuss specific issues around Connor Road and act as a discussion forum for young people’s issues.</b> The discussions led to contributions to area regeneration plans, small environmental projects such as Connor Road’s “growing” project to supply free vegetables, the Local Housing Strategy – particularly services for young people, the “choice-based lettings” strategy, and rent setting discussions.</p>
<p><b>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:</b></p>	
Training and educating, employees and elected members	<p><b>The Education Department takes a structured approach to providing training and support for school staff on equality and rights,</b> and termly meetings for school Equalities Co-ordinators provide planned training inputs and opportunities for sharing of good practice, linked to the protected characteristics. Partner organisations working with the Education Department to support schools to develop their understanding and confidence to deliver on equality and</p>

<p>to improve their understanding of and confidence to deliver on equality and human rights</p>	<p>human rights include:</p> <ul style="list-style-type: none"> <li>• Show Racism the Red Card</li> <li>• Coalition for Race Equality (CRER)</li> <li>• Education Scotland</li> <li>• Public Health Scotland</li> <li>• Stonewall Scotland</li> <li>• East Renfrewshire Money Advice and Rights Team</li> <li>• Education Scotland</li> <li>• University of the West of Scotland</li> <li>• UNICEF</li> </ul> <p><b>East Renfrewshire Culture and Leisure (ERCL) has committed to an additional staff member at the Councils Equality Officers working group and continues to build on training opportunities</b> e.g. at Eastwood Park Theatre we now include dementia friendly and autism friendly training as part of the theatre stewards' induction process.</p> <p><b>Community Learning and Development (CLD) staff have undertaken a broad range of training and development opportunities</b> to increase their knowledge and skills to enable them to support local people. These training opportunities such as Domestic Abuse Awareness, Child Sexual Exploitation, NSPCC Poverty and Culture, Religious Diversity and Anti-discrimination enable staff to respond to and support equality and human rights issues.</p> <p><b>The LGBTi Youth Group designed and delivered bespoke LGBTi awareness training to youth work staff</b> based on what they as members of the LGBTi community felt was essential for staff working with young people to know. As a result the group were able to facilitate a very informative in depth look at LGBTi terms and definitions, the issues that LGBTi young people face and how these young people would like to be supported by youth work staff and volunteers. From the feedback it was identified that the confidence and understanding levels in staff had grown and that staff felt more confident to deliver sessions on or talk about LGBTi young people and their rights for equality.</p> <p><i>Please also see evidence in 1a above</i></p>
<p>Encouraging and supporting employees and elected members to engage more effectively with different groups in the community</p>	<p><b>Employability and business opportunities are promoted to Disability Action and Housing Services are reviewing their Customer Engagement Strategy to help employees and elected members develop engagement techniques.</b></p> <p><b>'Engaging Effectively with Communities' training is delivered to all council departments</b> to support them to plan and deliver meaningful engagement opportunities.</p>

<b>1c: Our ability to put equality and human rights into practice has increased through a number of actions, including:</b>	
Embedding equality and human rights assessment into our decision-making and implementation culture;	<p><b>Equality Impact Assessments</b> are carried out for new strategies across the Council, and <b>East Renfrewshire Culture and Leisure’s business plan reflects embedding human rights</b> assessment into decision making and culture.</p>
Improving our ability to identify and remove barriers to access and inclusion in all our actions	<p><b>The Scottish Index of Multiple Deprivation (SIMD) is used to identify children and young people who live in the most deprived areas.</b> All our schools and centres <b>compare the performance of key equity groups</b> including minority ethnic groups, different genders, bilingual pupils and those living in areas of high deprivation, against overall performance. <b>Pupil Equity Funding</b> is used to improve outcomes for learners living in areas of high deprivation through targeted interventions to increase attainment in literacy, numeracy and health and wellbeing.</p> <p><b>Our approach to youth and community work is designed to ensure that all young people and community members can access provision without barriers.</b> This includes financial support/fee waiving, safe and secure environments for vulnerable groups, accessible buildings, transport and accessible service times.</p> <p><b>The EastRen Duke of Edinburgh (DofE) Open Group provides young people who are not involved in a school based programme the opportunity to participate in the DofE Award.</b> The group struggled to attract young people with additional support needs but through partnership working with Isobel Mair school we were able to establish relationships with young people to provide a pathway to progress through the award level. In 2019 5 young people who progressed to the Open Award Group from Isobel Mair school, completed their Gold Award. The group also supports a number of young people from minority groups including those from minority ethnic background, Care Experienced and those living in SIMD 1-4 areas.</p> <p>We consulted locally with young minority ethnic women and identified that there was a need for a safe and accessible space to meet with peers. Cultural needs and challenges were taken into consideration when establishing the meeting time and location and parents were invited to contribute to the planning of the group in its early stages.</p>
Ensuring that we have arrangements for identifying and	<p>A range of structures to facilitate sharing of good practice in equalities and human rights are in place within Education including an <b>Equalities Coordinators Network</b> and Officers who support schools to take forward improvement plans and Pupil Equity Fund plans, as well as to identify and share best practice in reducing inequality. In 2019, we held a Pupil Equity Funding conference for all ERC head teachers, showcasing examples of excellent practice from all sectors</p>



<p>sharing good practice.</p>	<p>across East Renfrewshire schools. The department continues to work closely with Education Scotland to support all schools to target this funding finely to reduce inequality.</p> <p><b>The Equality Officers Working group</b> enables the sharing of good practice across the East Renfrewshire Council family.</p>
<p><b>Outcome 1d: Our accountability on equality and human rights-based monitoring and reporting has increased through a number of actions, including:</b></p>	
<p>Improving our ability to evaluate the effectiveness of our interventions</p>	<p><b>Project evaluations are undertaken for new economic development projects</b>, including a focus on equality outcomes and how the project supports Community Wealth Building and Inclusive Growth to assess the effectiveness of our interventions of those projects which we fund.</p> <p><b>Our Service Business Planning process</b> includes self-evaluation to identify areas for improvement. It also includes consideration of equalities, with plans to further develop this aspect of the process.</p>
<p>Evidencing our equality and human rights practices in performance-reporting.</p>	<p>We are currently <b>reviewing our performance management system</b> with a view to developing an improved system that in time will allow us to both collect and make use of equalities data to help to identify areas for improvement.</p> <p><b>On educational attainment we are closing the attainment gap across a range of key equity groups.</b> The proportion of our young people achieving positive destinations has also increased to the highest in Scotland with 97.5% going on to further education, training or employment after school.</p> <p>We have seen significant improvement and are ahead of our target for the personal outcomes of women who have been victims of domestic abuse. Our services continue to support older people and people with long-term conditions to live independently and well.</p> <p><b>We monitor complaints on a quarterly basis.</b> From an equalities perspective, the percentage of complaints categorised as ‘bias or discrimination’ are relatively low, accounting for between 0.3% (1 complaint) and 2.4% (6 complaints) of complaints received over the period in 2019/20.</p> <p><b>We submit regular reports to the Scottish Government in the implementation and reporting of Horizontal Themes: Equal Opportunities and Non-Discrimination and Equality between men and women.</b> Business Gateway ERC evaluate the results of our plans back to our original discussions, monitoring progress.</p>

## 2019-2021 PROGRESS: 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.**

### **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

**In 2019/20, 561 young people were enrolled in senior phase vocational courses and all East Renfrewshire high schools continue to participate in Glasgow University's Widening participation programmes**, supporting pupils in key equity categories to receive adjusted offers to university courses. Young people have also been supported with loaned devices during the pandemic to ensure that those living with poverty can continue to participate fully in education online. Online delivery has included working with college partners to continue to offer vocational opportunities during the period of school closure.

**The Scottish Youth Guarantee is being developed to ensure everyone aged between 16 and 24 has the opportunity of work, education or training.** This will include: early work to identify youth employment opportunities with employers in some of the least-impacted sectors, including financial services, utilities and life sciences; working to introduce an incentive model where government pays 50% of wages for young people who need the most help; and providing support to encourage small and medium enterprises (SMEs) to take on a young person if they are able to do so.

**Our Work East Ren promotional campaign focused on young people, disabled people, minority ethnic people and those above 50 years of age** and we have continued to deliver the Council's Modern Apprenticeship programme and the Family Firm Traineeship Programme aimed at Care Experienced Young People within East Renfrewshire.

**Employability support is provided to young people aged 16-19 as part of the Positive Pathways Programme (No one Left Behind)** which is designed to prepare young people for employment, training, education and/or volunteering. We support a range of young people from varying equalities groups including minority ethnic groups, ASN and social mobility who have left school, or are at risk of leaving school, without a positive destination. Young people are supported to develop individual learning plans and young people participate in a range of activities including team work, confidence building, interview practice and creating CVs. As part of the programme young people

	<p>work towards accredited learning, contributing to closing the poverty related attainment gap.</p> <p><b>By developing a Diversity Action Plan</b> The Education Department outlines the steps it will take to implement the recommendations of Teaching in a Diverse Scotland and increase the representation of all groups in society in the teaching workforce.</p>
Paying all employees, regardless of age, a living wage	<p><b>The Council has recently been accredited as a living wage employer</b> following an assessment process via the poverty alliance and we continue to work to encourage our local employers to pay the living wage and to promote fair working practices.</p> <p>East Renfrewshire Culture and Leisure are also committed to the introduction of the Living Wage.</p>
Using our links with Disability Action and Diversity ER to promote minority ethnic and disabled people's participation in our Modern apprenticeship schemes	<p><b>Work East Ren, along with the Money Advice and Rights Team, have attended Disability Action</b> meetings to promote their service, including Modern Apprenticeship schemes.</p>
<p><b>2b: We have achieved improvements in the standard of living for groups vulnerable to being left behind through a number of actions, including</b></p>	
Rolling out the most successful of our new approaches to working together to improving life chances of our youngest citizens to other communities	<p><b>The Family Wellbeing Service works with the HSCP to deliver holistic support.</b> This helps to improve the emotional wellbeing of children and young people aged 8–16 and support appropriate and timely recognition of acute distress in children and young people accessing clinical help if required.</p> <p><b>The Signs of Safety model</b> supports practice improvement, with a particular focus on developing relational interventions with children, young people, their families and carers in order to reduce risk and improve children's wellbeing and protection. Key achievements to date include the development of a multi-agency practice lead network and training provided at different levels for all staff groups including education, health, police and adult services.</p> <p><b>Our Psychology of Parenting Project (PoPP)</b> offers support to families experiencing difficulties with behaviour. Families can access one-off interventions focusing on a specific topic and there are also two high quality, evidence-</p>

	<p>based programmes - Triple P and Incredible Years – offering more intensive support for parents due to challenging developmental behaviours and distress. In 2019/20, 96% of the children participating demonstrated improved outcomes– up from 89% in 2018/19.</p> <p><b>We continue to support permanence for our looked-after children</b> ensuring safe and stable environments and have seen positive joint working, a strong commitment to change, and a developing ‘common understanding’ of permanence across the whole system. We are proud that 98% of our looked after children are supported in the community rather than institutional settings.</p>
<p>Creating a new community hub which will house an expanded Arthurlie Family Centre;</p>	<p><b>The Sir Harry Burns’ Community Centre, (incorporating the Arthurlie Family Centre) was developed as part of the Council’s integrated early years work with East Renfrewshire Health and Social Care Partnership (HSCP), and brings together a range of services under one roof, including early learning and childcare, at the heart of the Auchenback community.</b> This provision champions preventative work in communities to improve health and wellbeing by bringing together front-line staff from different council services and partner organisations, such as health visitors and social workers. It also provides the opportunity for staff to work collaboratively to reduce the impact of inequality on children and families.</p>
<p>Taking action to reduce isolation experienced by some local people;</p>	<p>The overall aim of <b>East Renfrewshire Champions Board is to improve life chances of looked after young people.</b> A central focus is on inclusion and participation allowing looked after young people a meaningful forum to directly influence and, through time, redesign services that affect them in a co-produced way by influencing their corporate parents. We offer looked after young people leadership opportunities, develop relationship-based practice and the opportunity to change practice and policy. Between April 2019 and March 2020 there were 520 opportunities for children and young people to take part in participation and engagement, with 27 of these have leading to an accredited award. These opportunities were taken up by 87 children and young people from all age groups across the children and families teams.</p> <p><b>East Renfrewshire Culture and Leisure deliver a wide range of local services to residents</b> including sport and physical activities, art and drama tuition, facilitating many groups in community halls and venues, and providing a wide range of opportunity to engage with the arts via Eastwood Park Theatre. The work and programming considers and is designed to reduce isolation and encourage participation. Eastwood Park Theatre single seats invites people not in a family group/couple to come along on their own to the theatre offering a reduced ticket price with the offer of a staff member to meet and greet on arrival and at interval time.</p> <p>It is recognised that <b>isolation is one of the main factors affecting older people living within the community and we have supported volunteers to develop and sustain a range of groups including Barrhead, Busby and</b></p>

	<p><b>Eaglesham Memory Lanes.</b> These groups are thriving with over 100 people attending the 3 groups. The Virtual Reality project Virtually Together aims to reduce social isolation and loneliness through shared virtual reality experiences and has been delivered to groups such as Mearns Kirk Helping Hands, DIY Dunterlie, and care home residents.</p> <p><b>Thornliebank and Dunterlie Foodshare have provided food support to their communities with the intention of reducing food waste. Both groups also have a focus on reducing social isolation.</b> Dunterlie Foodshare provided an opportunity for people after receiving their food bag to stay and meet and have a cup of tea with other members of the community. This provided some of the most isolated people in the area with social support options and community involvement.</p> <p><b>Through the Connecting Scotland Programme the Council and partners have provided over 500 devices to local residents</b> during the Covid-19 pandemic. The aim of this programme was to provide the most digitally disadvantaged residents with access to a device and connectivity. The impact of this shows that local residents are now able to access online services, stay connected with friends and family, continue remote online learning and develop new skills.</p>
Delivering, monitoring and evaluating actions to improve availability of accessible vehicles for disabled people;	<p><b>In 2017 the Licensing Committee introduced a compulsory requirement for all new licences to be wheelchair accessible. The aim was to provide a wheelchair accessible vehicle to any person wanting to hire one. From originally 4 vehicles licensed, this has now risen to 41 in 2021.</b></p>
Working with partners to improve availability of public transport to all areas within East Renfrewshire;	<p><b>We are progressing plans to create a train station</b> at Barrhead South and are continuing talks with Transport Scotland and Network Rail to achieve the required permissions. <b>We have allowed for bus stops</b> in our Balgraystone Road and Aurs Road projects to encourage bus companies to create new public transport links between our towns and potentially to the new train station.</p>
Working with	<p><b>The Work EastRen team work closely with the Money Advice and Rights Team (MART) team to provide a joint</b></p>

<p>partners to improve access to relevant economic support, such as benefits, to disabled and other vulnerable groups;</p>	<p><b>approach to providing employability and business support as well as advice on benefits to our priority cohorts</b> including those who are disabled and other vulnerable groups. An example of this is the Parental Employability Support (PES) Fund which is financed via the Scottish Government. It provides a more flexible and user-based model of delivery that supports parents into work as well as helping those already in work to increase their household income.</p> <p><b>Our Library Service provides digital support to residents who require assistance with universal credit and job searches online.</b> This takes the form of both access to PCs and the internet, and access to guidance and support from library staff. Library staff are trained to provide help to EU residents who need digital support with the EU Settlement Scheme.</p> <p>Covid-19 has had a significant negative impact on many residents financial security, in particular the most vulnerable. Throughout this time, we have widely shared information in relation to benefits; both directly to residents and to frontline staff working with residents. <b>Our humanitarian response has included</b> home delivery of <b>free school meals and household food parcels</b>, administering Winter and Spring <b>Hardship payments</b>, provision of Discretionary Hardship payments, increased reach of Scottish Welfare Funding, provision of <b>temporary accommodation starter packs</b>, children and young people <b>wellbeing packs</b> and provision of <b>supermarket vouchers</b>. In addition, we made proactive contact with known vulnerable groups including residents who were shielding and local Syrian refugee families.</p> <p>In addition we have supported <b>our local third sector interface, VAER, to establish a Community Hub</b> linking those who were offering support in communities with those needing assistance.</p> <p><b>We equality impact assessed these developments</b> to ensure awareness across our communities and that the needs of all vulnerable residents were being met.</p>
<p>Working alongside partner agencies to support our LGBTI youth and their parents;</p>	<p><b>A termly Equalities Forum for parents takes place</b> led by the Education Department where information is shared about the work of schools to support children and young people with protected characteristics and reduce inequality. In 2019-20 training from Stonewall Scotland was provided for school equalities co-ordinators providing access to additional training and one-to-one advice on supporting LGBTI children and young people.</p> <p><b>Our local LGBTi youth group have been working in partnership with youth workers and other members of the local authority on a number of projects to support young people and their parents.</b> The group was established to support young people who identify as part of the LGBTi community and meetings allow young people to access peer support and take part in activities where the young people can feel safe, open and able to be themselves without</p>

	<p>prejudice and judgement. As well as being members of the LGBTi Youth Group in the community, our members link into LGBTi Groups in their schools. Strong partnerships and links have been formed with the school groups with opportunities to meet up as a larger group across the authority.</p> <p><b>During the pandemic the LGBTi group were conscious of the minimal support opportunities that LGBTi young people could access</b> and felt they had a role to play in filling this gap and have been working together to develop an accessible help and advice support. They have used the experience of other local authority areas who have established help lines and spoken with local LGBTi young people to establish the need for this service. <b>The helpline launched as part of LGBT History Month in February 2021.</b> The group also worked in partnership with Police Scotland to host a Police Scotland's twitter campaign on hate crime. The group created their own description about why diversity should be celebrated not used to discriminate LGBTi people and young people.</p>
<p>Creating more opportunities for those from the LGBT community to engage openly with the Council;</p>	<p><b>The LGBTi youth group have worked in partnership with the Pride ER working group in East Renfrewshire</b> and have led on a number of ways to celebrate the LGBTi community including designing the route for the first PrideER march. Group members also play a key role in the annual raising of the LGBTi Flag ceremony at the Council headquarters. This partnership approach to raising the flag creates an engaging dialogue between the group and the council and shows that East Renfrewshire Council is committed to diversity and inclusion.</p>
<p>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;</p>	<p><b>The Duke of Edinburgh (DofE) Award is open to all young people aged 14-25 and East Renfrewshire Duke of Edinburgh is ranked 1<sup>st</sup> in Scotland for completion rates of the Award.</b> We have developed and delivered targeted group work programmes in Barrhead High, St Luke's High and Eastwood High to introduce and support young people through the award and improve confidence. Programmes have been developed to proactively respond to the needs and abilities of the groups including a longer timescale to complete the award, accessing volunteering opportunities that meet their individual needs, and opportunities for one to one support.</p>
<p>Working with retailers to</p>	<p><b>The Prevention Services Team carry out necessary work on age restricted sales, tobacco and nicotine vaping products (NVPs) as per specific Scottish Government guidance.</b> They also respond to intelligence received about</p>

<p>reduce and ultimately eliminate sales of age restricted goods to those under the purchasing age requirements;</p>	<p>underage sales and tobacco and NVP infringements by carrying out investigations and taking enforcement action where necessary. They providing advice and guidance to East Renfrewshire businesses on age restricted sales, tobacco and NVP compliance matters.</p>
<p>Working with the HSCP to deliver effective mental health support for our local people and employees;</p>	<p><b>Our Primary Care Mental Health Team (PCMHT) have been working to reduce our waiting times for psychological therapies.</b> The proportion of people accessing psychological therapies within the 18 week target continues to improve as we recover from service disruption seen during the Covid-19 pandemic. To support appropriate responses to individuals with mild to moderate mental health issues we have put in place alternative pathways for people needing supports. This includes our Community Link Workers which are now established in all GP surgeries in East Renfrewshire and have provided support to approximately 2000 local people.</p> <p><b>The development of the Community Hub</b> as referred to previously has provided a simple one door approach for community support to tackle social isolation during the pandemic. A key aspect of the service offered was welfare calls which have been well received by those involved – the majority being elderly.</p>
<p>Promoting our services across all teams and partners to support all residents;</p>	<p><b>The Economic Development team regularly promote their services to partners – internal and external.</b> This has included meetings with the Money, Advice and Rights Team (MART), Housing, the East Renfrewshire Health and Social Care Partnership (HSCP), Community Justice, and Local Employability Partnership meetings.</p> <p><b>East Renfrewshire Culture and Leisure (ERCL) works with a variety of partners including East Renfrewshire Council teams, HSCP and external organisations.</b> ERCL services have come together to support the DIY Dunterlie project which has given local residents access to digital support, health and fitness opportunities, and access to cookery skills and nutritional ideas. Libraries have worked with the Talking Points team to make space and access to information available. Arts and Theatre have considerably extended their digital provision offering bespoke work to East Renfrewshire Carers and care homes in East Renfrewshire.</p>



<p>Working with the HSCP to improve access to health and Social Care, including adequate day centre provision, to our disabled and older communities;</p>	<p><b>The Health and Social Care partnership (HSCP) is committed to promoting Community Led Support</b> which sees a move from traditional day service provision for older people to enabling access to more local, personalised and flexible services. As part of this approach, Talking Points hubs have been established across East Renfrewshire as places where people can go to have a ‘good conversation’ about their health and wellbeing within their own community. Here they can be directed to services and support that best meet their needs. The Talking Points Partnership consists of over 50 local organisations and representatives from the statutory sector. We delivered a total of 102 ‘Talking Points’ engagement sessions during 2019/20. Over the course of the sessions we undertook 959 conversations with individuals resulting in 773 referrals or signposting.</p> <p><b>During 2019-21, East Renfrewshire HSCP has been delivering health improvement intervention focusing on older people, people with long term conditions targeted towards communities experiencing the greatest health inequalities.</b> Strength and balance exercise sessions are being delivered in the Dunterlie area of Barrhead to encourage local people to access physical activity and walking groups have been set up in Barrhead and Neilston and chair based exercise groups for older adults are also provided in Barrhead and other venues.</p> <p>We support a wide range of meaningful activities in the community for people with learning disabilities. This includes social enterprise groups delivering bike workshops, jewellery making, gardening groups and kitchen/café training. We also support a range of community groups, e.g. social/ leisure groups that allow people to follow their interests as well as health groups.</p> <p>As there is a significant population of children with additional needs in East Renfrewshire our families requested more availability of parenting programmes. Two of these programmes are Mellow Ability for children with complex needs and the Cygnet Parenting Programme for parents of children with an autism diagnosis.</p> <p><b>East Renfrewshire Culture and Leisure (ERCL) deliver reading collections to local care homes and day centres</b> and a lottery funded project to engage volunteers to help deliver a book home delivery service is underway. A number of dementia friendly and joint carer/dementia performances and art activities have also been created that are both live streamed and pre-recorded to support older and disabled residents.</p>
<p>Improving Access to Health, Leisure and Sports Services for minority ethnic communities;</p>	<p><b>East Renfrewshire Culture and Leisure (ERCL) supports the work of Public libraries in Scotland who have developed a partnership with the Health &amp; Social Care Alliance to improve residents access to information</b> to support people in accessing health and social care services digitally, and to signpost them to trusted and appropriate services and information sources.</p> <p><b>A weekly “women only” swim and sauna session at Eastwood Park Leisure</b> has been in operation for several</p>

	<p>years. The programme provides access to physical activity for residents for whom mixed bathing is not acceptable for cultural reasons. Local cultural and faith groups are also given access to facility space to celebrate special times in their calendar, especially where this is challenging due to the changeable nature of dates – for example, Ramadan.</p>
<p>Working with partners to ensure affordable levels of rent in both the private and social rental sectors;</p>	<p><b>Our Strategic Housing Investment Programme continues to promote the development of new affordable housing</b>, with a priority given to delivery of social rented properties by Council or Housing Associations. This is to ensure that residents requiring affordable housing are offered the best opportunity to obtain housing at an affordable rent level, rather than the market driven level.</p>
<p>Improving access to low-cost accommodation to young people who wish to remain in the East Renfrewshire area;</p>	<p><b>As part of the delivery of new homes for sale</b> in the local area, the masterplans set out for Barrhead South, Barrhead North and Maidenhill (Newton Mearns) include an element of low cost or discounted entry level housing for sale to ensure that provision is made for young people and those wishing to enter the housing market at a reasonable price from housing developers.</p>
<p>As part of early intervention, exposing young people to arts and culture;</p>	<p><b>East Renfrewshire Culture and Leisure (ERCL) offers multiple opportunity for young people to engage with the Arts from an early age.</b> From the theatre programme showcasing the best Scottish talent for young audiences, to drama and arts class provision. Opportunities are offered for performance and theatre technical courses in light and sound and a formal qualification for those who want to make the Arts a career is available from August 2021.</p> <p>The Arts &amp; Heritage team continue to expand increasing the number of relaxed performance film screenings with a more conducive environment created with sensitive lighting, freedom to move and to talk, and available “breakout space”. The library service also supports Education’s Read Aloud project for young children who need extra help and support with their reading skills, including the confidence to read out loud to teachers, parents and library staff.</p>
<p>Shifting those customers who can to the self-</p>	<p><b>The HSCP continues to develop and modernise approaches to supporting people to live independently</b> and well in the community. The vast majority of East Renfrewshire’s GP practices now use Home and Mobile Health Monitoring (HMHM) to support the management of hypertension and some practices also offer it for the management</p>

<p>service digital channels freeing up valuable staff resource to assist those who can't;</p>	<p>of chronic obstructive pulmonary disease (COPD). During 2019/20 we scaled up our work relating to blood pressure, rolling out access to the Florence telehealth service, and working in close partnership with the Heart Failure Nurse team. Our new protocol means that the team can monitor the blood pressure and heart rate of East Renfrewshire patients remotely.</p> <p>Over the course of 2019/20 we have continued to expand our telecare provision. Through active promotion of the service via marketing materials and web pages including online application, around 3,000 residents with long term conditions are benefitting from this service.</p>
<p>Increasing access to our culture and leisure facilities, including our parks, to under-represented groups;</p>	<p><b>'Branching Out' ran a 12 week course in Rouken Glen co-led by the activity Park Ranger for adults seeking asylum, refugees, or those suffering from post traumatic stress disorder.</b> At the end of the last programme, every participant stated they felt Branching Out had helped them in some way. Benefits from this group included participants feeling more trusting of other people- due to some of their past experiences some participants felt they couldn't feel safe with others. Members of groups said their confidence had improved, as well as being able to cope with anxieties. Some of the group members have volunteered with the Conservation team upon completing the Branching Out programme gaining new skills in practical conservation.</p> <p><b>East Renfrewshire Culture and Leisure (ERCL) works with a range of community groups serving residents with additional support needs, ensuring that venues are accessible and that special requirements are accommodated.</b> The "Live Active" and "Vitality" programmes provide a continuing care pathway for clients to maintain independence through strength and balance exercise and supervised physical activity.</p>
<p>Utilising the Community Empowerment Act to increase representation, in our engagement structures, of groups currently under-represented;</p>	<p><b>Engaging Effectively with Communities training</b> has been delivered to increase council services' awareness of their requirements to comply with the Community Empowerment Act. The training has now been further developed to target local community groups and members and will continue to be targeted at underrepresented groups to enable them to be further involved in engagement processes across the Council.</p> <p><b>Recent work by equality groups to establish an Equalities Forum</b> for the area will provide opportunities to the council and partners to further strengthen our community engagement approaches and in particular engagement with under-represented groups.</p>
<p>Promoting collaboration between different groups with a</p>	<p><b>To encourage good relations between different groups,</b> we have continued to work with our Faith Forum and other partners to deliver our annual Diversity Day experience to an average of 300 pupils each year; and our annual Festival of Colour to an average of 400 diverse members of the local population each year. We have widened the partnership for the Festival of Colour. Due to Covid-19 events did not take place in 2020 however the partnerships remain strong</p>

view to fostering good relations among the different communities in East Renfrewshire;	and ready to commence developments whenever it is safe to do so. Together with the ER Faith Forum we celebrated the cultural diversity of our Syrian families and the local community in Barrhead, over 100 people participated in the celebrations.
Using assets-based approaches to further support the development of local organisations representing different equality groups; and	<b>We are taking a place-based, community led approach to the regeneration of our areas</b> and to improving our town centres and neighbourhoods. We are following the principles of Community Wealth Building and Inclusive Growth in order to ensure people are involved in the improvements to their local areas.
Taking further action to improve communication and information on events and actions to progress equality and human rights.	<b>Communications have been shared on social media and other channels</b> of a range of events and actions to progress equality and human rights; e.g. LGBTI+, Black Lives Matter and Holocaust Memorial Day.
<b>2c: Vulnerable groups feel safer from discrimination, harassment, victimisation, violence and other human rights abuses due to a number of our actions, including</b>	
Leading local action for reducing hate crime and harassment;	<b>Seven primary schools participated in the Heartstone Foundation's project aimed at tackling hate crime.</b> This inter-disciplinary project centres on reading the book 'The Heartstone Odyssey' which deals with the issues of racism, xenophobia, intolerance and the hate incidents which may follow. This is part of a nationwide initiative in which schools across the UK are using the book to raise discussion on these issues which have become a high priority. The project is supported by Police Scotland. Three schools also achieved <b>Vision Schools Scotland Awards</b> . The award

	<p>recognises excellence in Holocaust education.</p> <p><b>East Renfrewshire Culture and Leisure (ERCL) Community Sports Development continues to provide “Safeguarding Children” training to members of our network of Community Sport Hubs.</b> The training programme covers bullying, in particular where this is directed at individuals with protected characteristics. Library Services also provides tutor-led computer classes feature online safety as part all lessons. This covers identifying potential scams (e.g. phishing emails), visiting reputable websites, security for online transactions, and general internet safety.</p>
Implementing the recommendations from the “Hidden In Plain Sight” report;	<p><b>The Council continues to work with Police Scotland and I Am Me Scotland</b> to become involved in the award-winning national Keep Safe Campaign. The initiative works in partnership with a network of local businesses and public services to create ‘Keep Safe’ places in the community for disabled, vulnerable, elderly or anyone feeling lost, confused, scared, in danger, or have been the victim of a crime. Over the last 2 years we have increased the number of business premises who have signed up to 18.</p>
Promoting public education to tackle prejudice;	<p><b>Together with our partners we organise events during Pride Week.</b> We have held several events and invited members of the public to attend a seminar which included the viewing of an exhibition on the history of LGBTi presence in Scotland. In 2020 whilst we were unable to organise any physical events during Pride Week, we organised an online raising of the rainbow flag.</p> <p>Upon the advice of young people in East Renfrewshire schools and with the support of Unison, <b>we raised a flag which included Trans and Black Lives Matter colours.</b></p> <p>In partnership with Renfrewshire Council <b>we also organise a local Holocaust event</b> each year in order to remember the Holocaust and subsequent genocides. In 2020 this was an online event and video links on our Facebook pages received over 3,000 views.</p> <p><b>In order to raise awareness of the issues raised by events in America and Black Lives Matter</b> we highlighted relevant links where members of the public could tap into discussions and articles around the subject of race and racial inequality and structural discrimination.</p>
Taking action, including education and advice, to protect	<p><b>Trading Standards have delivered awareness sessions in libraries</b> to groups such as Bookbug families and other clubs. The library is also used to promote Trading Standards through posters and leaflets, and staff who signpost people to the service.</p>

older people from scammers;	
Taking various actions to promote interaction, dialogue and good relations between people with different protected characteristics;	<p><b>For the past three years we have raised the Pride Flag during Pride week.</b> This has been done jointly between East Renfrewshire Council and young LGBT+ people. This year however young people from the LGBT+ youth group organised a virtual route for the Pride March and invited individuals to send pictures on route. The planning group for PRIDE ER consists of elected members, key staff, third sector organisations and community groups, unison and young people from schools and the LGBT+ youth group. For the first time the East Renfrewshire Faith Forum participated in the planning group. Young people also spoke about what PRIDE meant to them, displayed an exhibition tracing the history of LGBTi development in Scotland and invited members of the public to join in the celebrations and educational learning.</p>
Supporting inter-school events such as quizzes, leisure and sports activities;	<p><b>The Council works in partnership with East Renfrewshire Faith Forum to provide opportunities for pupils to work together to understand different faiths.</b> This includes Diversity Day and an Inter-faith quiz led by school pupils. Diversity Day, now in its 10<sup>th</sup> year, has been organised via a partnership of ER Faith Forum, Faith communities, Maccabi GB Scotland, and various Council and Leisure Trust services. As children transition from primary to secondary education the aim of this partnership is to work with P6 children in school clusters to learn about faith and cultural diversity. In the past 2 years 600 children have attended the session. A video which is produced for of the event is also screened at assemblies of the participating schools, therefore the reach of learning in extended to the whole school.</p>
Working with partners to improve support to young victims of domestic abuse;	<p><b>We continued to provide a high level of support for women and children who have experienced domestic abuse.</b> We work in partnership with East Renfrewshire Women's Aid Service to deliver a helpline, drop in and direct support services for women, children and young people accessed the. In 2019-20 we saw 79% women experiencing domestic abuse reporting improving their personal outcomes with safety, health and wellbeing, and empowerment and self-esteem scoring highly. This was a significant improvement on performance for the previous year.</p> <p>We deliver a range of programmes supporting vulnerable young women. As part of these programmes, we raise awareness on violence against women and allow young people the opportunity to discuss and explore how this may impact their lives. Multi-Agency Risk Assessment Conferences (MARAC) are recognised nationally as best practice for addressing cases of domestic abuse that are categorised as high risk. Over the course of 2019-20 we successfully implemented Multi-Agency Risk Assessment Conference in East Renfrewshire. In the first year of operation, 86 high risk victims and 135 children were referred to Multi-Agency Risk Assessment Conference.</p>

<p>Strengthening our partnership with advocacy services;</p>	<p><b>We continue to work with various partner agencies to tackle equality issues and help the most vulnerable members of society</b> including, Barrhead Housing Association, Citizens Advice, Skills Development Scotland, Scottish Enterprise, Business Gateway, Voluntary Action East Renfrewshire.</p>
<p>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;</p>	<p><b>We are in the final stages of publishing an updated Statement of Licencing Policy</b> which was widely consulted on. Any representations made were fully considered by the Board and the respondents invited to address the Board before a final decision was taken on the terms of the new policy that contains sections on equality and child protection.</p>
<p>Using our Licencing authority's powers to protect children and other vulnerable persons from being harmed or exploited by gambling.</p>	<p><b>There is built in protection for children and vulnerable persons within the Licencing Boards Statement of Licencing Principles.</b> This document will shortly be published for public consultation with a view to renewal in 2021.</p>

### 2019-2021 PROGRESS: OUTCOME 3

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

<p>Demonstrating respect for and protection of human rights in our work with our statutory and third sector partner organisations;</p>	<p>The Rights of Children - Part 1 of the Children and Young People (Scotland) Act 2014 places a duty on local authorities and other public bodies to report on the steps they have taken to “<i>secure better, or further effect of</i>”, the United Nations Convention of the Rights of the Child requirements. <b>Health and Social Care Partnership Children’s Services undertook a comprehensive assessment of policies and practices in 2019 to enable us to gauge progress and determine gaps in the realisation of the articles of the convention. A similar exercise is about to be undertaken in Education and other Council services</b>, and in line with the statutory duty, a joint report is currently being compiled that will demonstrate the contribution being made locally. This activity will ensure that children and young people’s rights are respected, protected, enabled and fulfilled.</p> <p>The Health and Social Care Partnership children’s rights audit exercise focused on the following areas:</p> <ul style="list-style-type: none"> <li>• Kinship Care</li> <li>• Child Protection</li> <li>• Disability</li> <li>• Health Visiting and School Nursing</li> <li>• Inclusive Play and Leisure</li> <li>• Speech and Language Therapy</li> </ul> <p><b>An audit of procedures and practices in these areas</b> was carried out by managers and staff and the findings and recommendations of these evaluations are being considered. Improvements agreed will feature in the new Children’s Services Plan 2020-2023 along with those of the other Council services who underwent a similar process. As this is the first time children’s rights audits have been undertaken we have learned a lot about how we can make changes to the process over the next period. In particular we are keen to involve children and their families in leading in some areas and we are considering different approaches for how we can do this in a genuine and open</p>
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way. A council wide UNCRC Implementation Group is in the process of being established which will support all areas of the council in preparing for the incorporation of the UNCRC into Scottish Law.

**East Renfrewshire schools have worked to embed children's rights across learning and teaching** and to support children and their families to develop a sound understanding of children's rights. Schools and centres continue to pursue the Rights Respecting School (RRS) Award with 11 schools at Gold level and 12 at Silver. Approaches such as class charters and a weekly focus on different rights within the UNCRC, have been expanded to ensure children's rights underpin all aspects of schools' work.

During RRS award assessment visits to East Renfrewshire schools, a number of key strengths were noted including the ownership and agency demonstrated by children in shaping their school, the positive ethos where relationships are based on mutual respect and children's engagement in their learning. This work is building the ability of the youngest East Renfrewshire residents to understand and value the importance of human rights.

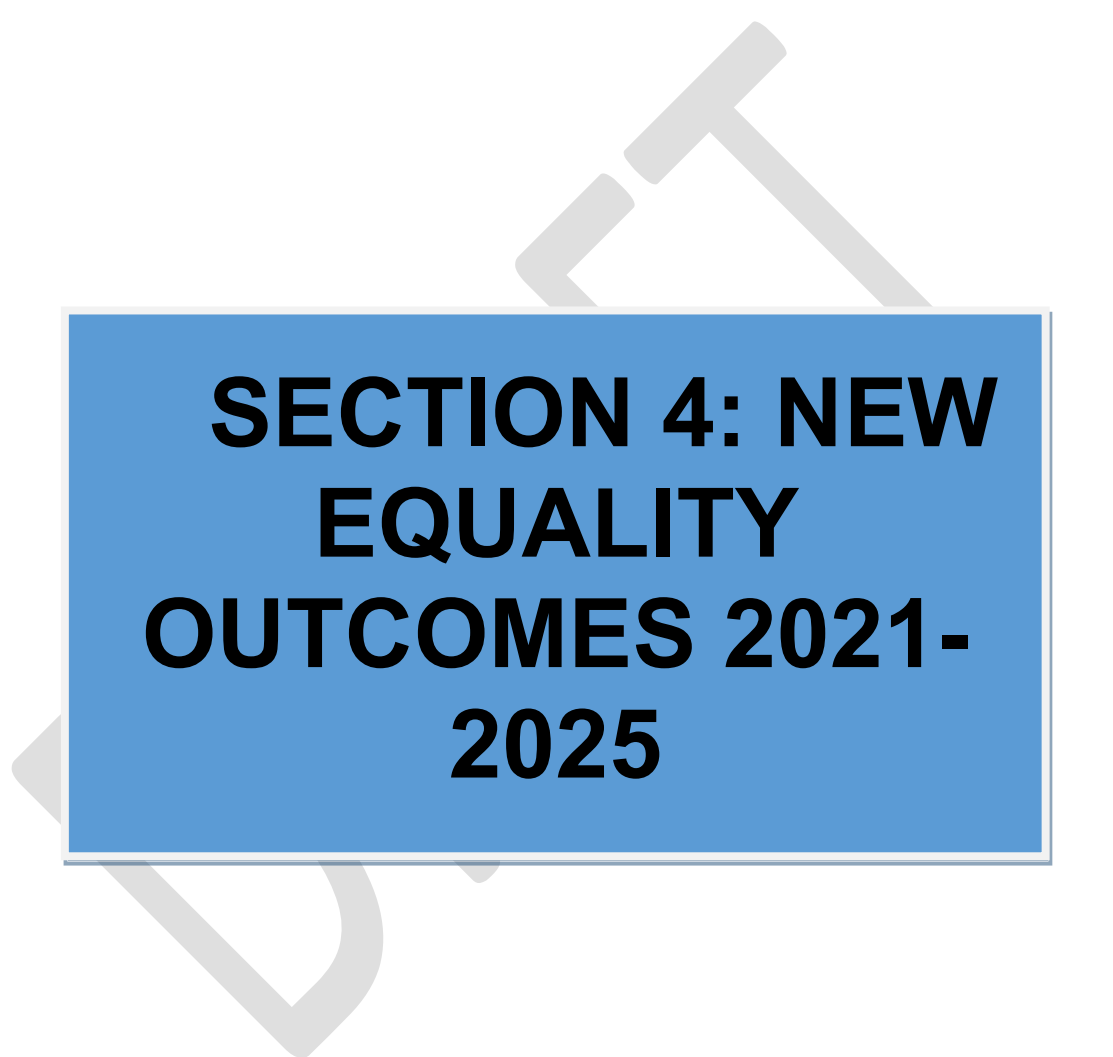
Members of the Quality Improvement Team together with schools have supported probationer teachers and student teachers to understand their responsibilities in line with professional standards on social justice and equality, including through structured programmes of training for newly qualified teachers. Recent training has included a focus on promoting equality and diversity.

The Council has completed a report on how we secure Children's Rights, in fulfilment of duties under Part 1 of the Children and Young People (Scotland) Act 2014.

**The Facilities Management Team worked throughout the period of school closures to ensure the right to a free school meal was upheld** during lockdown, during periods of self-isolation and indeed over the school holidays.

East Renfrewshire Council provide a Food Hub between April and September 2020 which **delivered free food parcels to homes across the authority on a weekly basis**. This included the provision of foods which were dietary and culturally appropriate.

<p>Taking action in fulfilment of Scotland's National Action Plan, SNAP, on Human Rights;</p>	<p><b>The Council's current set of three Equality and Human Rights Outcomes and their associated intermediate outcomes are based on the three pillars of <a href="#">Scotland's National Action Plan for Human Rights</a> (SNAP), namely Better Culture, Better Lives and Better World.</b></p> <p>The Council was represented at the First Ministers Advisory Group on Human Rights Leadership and attended the first meeting on 20<sup>th</sup> February 2020. The Council welcomes the seven Recommendations from the <a href="#">First Minister's Advisory Group on Human Rights Leadership</a>.</p> <p>In particular, we look forward to working with partners to pursue the following recommendations:</p> <ul style="list-style-type: none"><li>• Capacity-building to enable effective implementation of the Act to improve people's lives;</li><li>• A Scottish Government National Mechanism for Monitoring, Reporting and Implementation of Human Rights; and Development of human rights indicators for Scotland'.</li></ul>
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**SECTION 4: NEW  
EQUALITY  
OUTCOMES 2021-  
2025**

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## ENGAGEMENT AND EVIDENCE GATHERING PROCESS

East Renfrewshire Council was guided by the Equality and Human Rights Commission (EHRC) guidance on outcome setting. EHRC advise that local authorities should identify 4-6 good quality outcomes which are:

**Specific & significant**

- Prioritise tackling the most significant inequalities

**Measurable & meaningful**

- Be obtainable and able to measure what's been achieved

**Achievable & agreed**

- Be linked to your corporate/ strategic aims

**Realistic & relevant**

- Be something you can do within your remit and resources

**Time based & trackable**

The new outcomes have been guided and developed by an engagement and evidence gathering process between November 2020 and March 2021. This has included;

- ERC officers attending an EHRC workshop to outline the proposed outcome setting approach and main thematic areas of inequality between protected characteristics, according to their research.
- Two workshops with local equality group representatives to consider the thematic areas from EHRC and how these were experienced at a local level. The workshops also included discussion about an online survey to be shared with all interested residents and service users. There were 20 attendees who represented the views of disabled people and carers, young people, older people, religious communities, LGBT+, minority ethnic communities.
- Publishing an online survey and sharing to all ERC staff and local equality group representatives to share via own networks. We received 207 responses which were widely representative of the local population in terms of demographics.
- Desk-based data collection work to identify relevant information at a national, local and service level.
- Equality Officer Working group (EOWG) reviewing the engagement feedback and factual evidence to develop high-level potential outcomes for consideration
- Two further workshops with local equality group representatives to consider the potential outcomes and discuss and refine the associated actions and measures. There were approximately 20 attendees who represented the views of disabled people and carers, young people, older people, religious communities, LGBT+, minority ethnic communities.
- An information and Consultation Session with Elected Members, CMT and relevant Heads of Services to review and to agree which outcomes to take forward. There were 26 attendees, including some community equality group representatives.
- Sharing proposed outcomes to equality group representatives for review and feedback
- Two final workshops with equality group representatives to scrutinise the proposed activities, measures and wording of the Outcomes. There were around 15 attendees who represented the views of disabled people and carers, young people, older people, religious communities, LGBT+, minority ethnic communities.

### Outcome 1: Minority Ethnic residents are represented in public life and have their needs recognised and addressed in decision making

General equality duty	Will help eliminate discrimination and advance equality of opportunity amongst residents from different minority ethnic backgrounds
Link to strategic priorities	4.4 Residents live in communities that are strong, self-sufficient and resilient
Inequality	Minority ethnic residents experience barriers to joining public bodies and forums and therefore are not well represented in public life. This means their needs are not recognised and addressed in decision making processes
Equality outcome	Minority ethnic residents are represented in public life and have their needs recognised and addressed in decision making
Our contribution	<ul style="list-style-type: none"> <li>• Minority ethnic residents are empowered and encouraged to get involved in public life</li> <li>• Minority ethnic residents have increased influence on strategic decision making</li> </ul>
Critical activities	<ul style="list-style-type: none"> <li>• Identifying and reducing any barriers which limit the involvement and engagement of specific minority groups</li> <li>• Increasing familiarity of decision making processes and structures</li> <li>• Building confidence and trust in decision making processes amongst minority ethnic residents</li> <li>• Increasing the use of local data to support Equality and Fairness Impact Assessment process</li> <li>• Establishing an Equality Forum who take an active role in engaging with decision making bodies</li> </ul>
Measuring progress	<ul style="list-style-type: none"> <li>• Number of Minority ethnic members on council boards</li> <li>• Percentage of minority ethnic parents agreeing with the statement <i>'The school takes my views into account when making changes'</i>.</li> <li>• Number of Equality and Fairness Impact Assessments making use of local data and/or engaging with the Equality Forum</li> </ul>

## Outcome 2: Minority ethnic, disabled and younger residents are able to access services and feel connected to their communities

General equality duty	Will help advance equality of opportunity and foster good relations amongst minority ethnic, disabled and younger residents
Link to strategic priorities	2.2 Children and young people are included 2.4 Residents are as healthy and active as possible 3.1 East Renfrewshire's transport links are accessible, attractive and seamless
Inequality	Minority Ethnic residents, disabled residents and younger residents all experience reduced access to services due to communication barriers, transport issues and feeling a lack of support. This reduced access has resulted in these groups feeling less connected to their communities than others
Equality outcome	Minority Ethnic, disabled and younger residents are able to access services and feel connected to their communities
Our contribution	<ul style="list-style-type: none"> <li>• Services are accessible to minority ethnic residents</li> <li>• Services are accessible to all disabled residents</li> <li>• Services are accessible to all younger residents</li> <li>• The range of services offered meet the needs of residents</li> <li>• Stronger community connections for minority ethnic, disabled and younger residents</li> </ul>
Critical activities	<ul style="list-style-type: none"> <li>• Providing training to frontline staff to ensure services are open and welcoming to minority ethnic residents</li> <li>• Ensuring there is good physical access to services, including accessible buildings and accessible transport links</li> <li>• Increasing participation in ERCL's programme for young people through identification and removal of barriers</li> <li>• Improving active travel to allow young people to move across the authority</li> <li>• Identifying the appropriate service requirements of different groups and considering how best to offer these, in partnership with the community and third sector</li> <li>• Communicating and promoting service information in alternative formats, methods and mediums most valued by the specific groups</li> </ul>
Measuring progress	<ul style="list-style-type: none"> <li>• Percentage of minority ethnic residents who feel connected to their communities</li> <li>• Percentage of disabled residents who feel connected to their communities</li> <li>• Percentage of younger residents who feel connected to their communities</li> <li>• Number of young people participating in key East Renfrewshire Culture and Leisure programmes</li> </ul>

### Outcome 3: Domestic abuse survivors are protected from harm and abuse

General equality duty	Will help eliminate discrimination amongst women and children
Link to strategic priorities	4.3 Residents are protected from harm and abuse and public protection is safeguarded
Inequality	Women are significantly more likely to be subject to domestic abuse than men. The risk factor increases for women with a disability or from an minority ethnic background
Equality outcome	Domestic abuse survivors are protected from harm and abuse
Our contribution	<ul style="list-style-type: none"> <li>• Staff can identify and respond to domestic abuse appropriately and effectively</li> <li>• Policies and strategies support the strategic response to domestic abuse</li> </ul>
Critical activities	<ul style="list-style-type: none"> <li>• Providing domestic abuse induction training to all new staff</li> <li>• Making domestic abuse resource tools available to all staff</li> <li>• Ensuring staff are aware of the referral pathways and supports available</li> <li>• Developing and implementing a Domestic Abuse policy</li> <li>• Developing and implementing a Housing Domestic Abuse Strategy</li> </ul>
Measuring progress	<ul style="list-style-type: none"> <li>• Number of Domestic Abuse Incidents</li> <li>• Number of staff undertaking DA training</li> <li>• Number of disclosures and referrals to DA services</li> <li>• Number of women and children who feel safe</li> </ul>



#### Outcome 4: The mental health and wellbeing of LGBT+ children and young people is improved

General equality duty	Will help eliminate discrimination and advance equality of opportunity amongst LGBT+ young people
Link to strategic priorities	1.3 Children and young people are cared for, protected and their wellbeing is safeguarded 4.1 Residents' mental health and wellbeing is improved
Inequality	LGBT+ young people experience poorer mental health and are more likely to feel isolated and lonely
Equality outcome	The mental health and wellbeing of LGBT+ children and young people is improved
Our contribution	<ul style="list-style-type: none"> <li>• Increased preventative mental health and wellbeing support for LGBT+ children and young people</li> <li>• Increased early intervention mental health and wellbeing support for LGBT+ children and young people</li> </ul>
Critical activities	<ul style="list-style-type: none"> <li>• Supporting education establishments to engage in a range of activities which promote the mental health and wellbeing of LGBT+ children, young people and parents/carers</li> <li>• Supporting education establishments to understand children's rights and take a rights-based approach to all aspects of practice</li> <li>• Increasing education and awareness raising around LGBT+, including public events such as PRIDE</li> <li>• Providing a LGBT+ Helpline which offers information and support to those questioning their sexual orientation or gender identity and their families, friends and supporters</li> <li>• Providing an LGBT+ Youth Group with a focus on peer support, inclusion and mental wellbeing</li> </ul>
Measuring progress	<ul style="list-style-type: none"> <li>• Number of Secondary schools progressing through the LGBT Youth Charter programme</li> <li>• % schools and centres engaging with Rights Respecting School framework</li> <li>• Number of interactions with the LGBT+ Helpline</li> <li>• Number of people accessing the LGBT+ Youth Group for support</li> <li>• Percentage of LGBT+ Youth Group members reporting improved mental wellbeing over time</li> </ul>

### Outcome 5: The diversity of East Renfrewshire Council workforce at all levels better reflects the local population

General equality duty	Will help eliminate discrimination and advance equality of opportunity
Link to strategic priorities	Our council is forward thinking and high performing
Inequality	The East Renfrewshire Council workforce is not reflective of the diversity in the local population and does not have minority groups represented in senior positions.
Equality outcome	The diversity of East Renfrewshire Council workforce at all levels better reflects the local population
Our contribution	<ul style="list-style-type: none"> <li>• Inclusive recruitment policy and practice</li> <li>• Improved access to career pathways for employees from minority groups</li> <li>• Improved retention of employees from minority groups</li> </ul>
Critical activities	<ul style="list-style-type: none"> <li>• Reviewing and aligning our recruitment policy with equality best practice, including assessment work with CRER</li> <li>• Using recruitment equality data to identify actions and improvements</li> <li>• Providing specific equality and unconscious bias training to all recruiting managers</li> <li>• Ensuring awareness and understanding of the importance of a diverse teacher workforce amongst teaching staff, school leaders and central education staff</li> <li>• Recognising and supporting aspiring minority teachers and encouraging them to apply for promotion</li> <li>• Using exit interview information to inform policy and practices</li> </ul>
Measuring progress	<ul style="list-style-type: none"> <li>• Percentage of ERC staff from minority groups</li> <li>• Percentage of ERC staff from minority groups in management grade roles</li> <li>• Percentage of teaching staff/Child Development Officers from minority ethnic groups</li> <li>• Percentage of promoted teaching staff/Child Development Officers from minority ethnic groups</li> </ul>

## Outcome 6: Younger residents and disabled residents are able to participate and are supported to sustain good quality employment opportunities

General equality duty	Will help eliminate discrimination and advance equality of opportunity for younger and disabled residents
Link to strategic priorities	2.1 Residents have the right skills, learning and opportunities and confidence to secure and sustain work 5.4 Carers are valued and can maintain their own health and wellbeing
Inequality	Younger and disabled residents are less likely to find and sustain good quality employment opportunities. Young carers are less likely to participate in education, extra-curricular activities and reach a positive destination
Equality outcome	Younger residents and disabled residents are able to participate and are supported to sustain good quality employment opportunities
Our contribution	<ul style="list-style-type: none"> <li>• Increased good quality employment opportunities for disabled residents</li> <li>• Increased employability support for younger residents</li> <li>• Increased support for young carers</li> </ul>
Critical activities	<ul style="list-style-type: none"> <li>• Expanding supported employment opportunities (including recruitment, workplace adaptations, in-work coaching etc)</li> <li>• Widening the employment opportunities in the area through the No-one Left Behind approach (as above)</li> <li>• Enhancing pre-employment support for disabled parents through the Parental Employability Support Fund Boost</li> <li>• Delivering the Scottish Young Person's Guarantee under the No-one Left Behind approach</li> <li>• Targeting the support under the Scottish Young Person's Guarantee to the young people most in need</li> <li>• Working with schools to identify and support young carers and to promote understanding of their needs, in partnership with East Renfrewshire Carers' Centre</li> </ul>
Measuring progress	<ul style="list-style-type: none"> <li>• Out of work claimant rates for young people</li> <li>• Success measures re Youth Employability programme</li> <li>• Number of positive, sustained school leaver destinations</li> <li>• Uptake of vocational learning opportunities</li> <li>• Out of work claimant rates for disabled people</li> <li>• Percentage of young carers with a positive destination</li> <li>• Number of identified young carers (increase)</li> <li>• Average % attendance of young carers in school</li> </ul>

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**ANNEX**

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## ANNEX 1: EMPLOYEE AND RECRUITMENT EQUALTY DATA TABLES

### Employee data

Employee data is based on actual number of people rather than full time equivalents unless stated.

The employee data tables below includes all Local Government and Teachers. Some data has not been possible to extract due to no data being available or the data not in a reportable format. The areas excluded are: Pregnancy and Maternity data. Transgender data is included in recruitment applicants but is not available for current employees.

We will be undertaking a communication exercise to staff to ask that they complete their equality data on the HR system. Further, as we will align the recruitment and HR system questionnaires we will ensure that where people are hired we transfer their application equality data to the HR system.

All data tables reflect data gathered - 1<sup>st</sup> April 2019 – 31<sup>st</sup> March 2020

All employee numbers		All employee gender split	
<b>Headcount</b>	<b>Full Time Equivalent</b>	<b>Gender</b>	<b>19/20 %</b>
4635	3728.32	Male	23.28%
		Female	76.72%

All employee age split		All employee disability data		
<b>Age Bands</b>	<b>19/20 %</b>	<b>Disabled</b>	<b>Employee Count</b>	<b>% of Employees</b>
16-24	4.25%	Unknown	1549	33.42%
25-34	19.74%	No	3003	64.79%
35-44	22.85%	Yes	83	1.79%
45-54	28.24%	Total	4635	100%
55-64	22.61%			
65+	2.31%			

All employees part time vs full time				
<b>Hours worked status</b>	<b>Number of Females</b>	<b>Females as a % of the Workforce</b>	<b>Number of Males</b>	<b>Males as a % of the workforce</b>
Part Time	1685	36.35%	179	3.86%
Full time	1871	40.37%	900	19.42%
Total	3556	76.72%	1079	23.28%

## Employee contract of employment type by gender

Contract of employment/contractual status	Number of Females and their contract type	Number of Males and their contract type	Overall Workforce Data	% of all gender contract type	% of Females with contract type	% of Males with contract type
CASUAL	47	15	62	1.34%	1.01%	0.32%
FULL TIME PERMANENT	1611	798	2409	51.97%	34.76%	17.22%
FULL TIME TEMPORARY	260	102	362	7.81%	5.61%	2.20%
JOB SHARE	64	0	64	1.38%	1.38%	0.00%
PART TIME PERMANENT	1303	132	1435	30.96%	28.11%	2.85%
PART TIME TEMPORARY	266	31	297	6.41%	5.74%	0.67%
OTHER	5	1	6	0.13%	0.11%	0.02%
Total	3556	1079	4635	100%	76.72%	23.28%

## Employee ethnic origin data in detail

Ethnic Origin	% 2016/17	% 2017/18	% 2019/20
African	0%	0.26%	0.35%
Any other ethnic group	0%	0%	0.06%
Bangladeshi	0%	0%	0.02%
Black Scottish/British	0%	0%	0.02%
Caribbean	0%	0%	0.04%
Chinese	0%	0%	0.15%
Indian	0.43%	0.49%	0.52%
Mixed/multiple	0.31%	0.31%	0.41%
Other Asian	0%	0%	0.09%
Other white	1.44%	1.57%	2.24%
Other white British	3.81%	3.69%	3.09%
Pakistani	0.84%	1.01%	1.32%
Unknown	11.54%	11.04%	9.13%
White Irish	1.05%	1.01%	0.95%
White Scottish	79.93%	80.15%	81.62%



## Employee ethnic minority data

Ethnic Minority	Number of employees	% of employees 2019/2020
Ethnic Minority	138	2.98%
Non Ethnic Minority	4074	87.90%
Unknown	423	9.13%

## Employee religious belief

Religion	% 2019/20
CHURCH OF SCOTLAND	0.39%
JEWISH	0.02%
NONE	0.54%
OTHER CHRISTIAN	0.13%
PREFER NOT TO ANSWER	0.06%
ROMAN CATHOLIC	0.60%
SIKH	0.02%
Unknown	98.23%

## Employee marital status

Marital Status Description	19/20 %
Civil Partnership	0.41%
Divorced	2.35%
Married	32.15%
Single	27.29%
Unknown	37.39%
Widowed	0.41%

## Employee sexual orientation

Sexual orientation	% of Employees
Lesbian, Gay or Bisexual	0.1%
Heterosexual	1.7%
Unknown	98.2%

East Renfrewshire Council  
Gender Pay Gap as of 31<sup>st</sup> March 2020

Gender	Hourly Rate
Female	£17.04
Male	£18.19
Pay Gap	6.3%

**Teacher Data - 1<sup>st</sup> April 2019 – 31<sup>st</sup> March 2020**

The data below is the teacher specific data. This data was included in the all employee data in the above sections.

**Teacher  
Headcount**

1593

Teachers Contract of employment/contractual status	Number of Females and their contract type	Number of Males and their contract type	Total Staff Contract Type	% of all gender contract type	% of Females with contract type	% of Males with contract type
CASUAL	33	13	46	2.89%	2.07%	0.82%
FULL TIME PERMANENT	806	272	1078	67.67%	50.60%	17.07%
FULL TIME TEMPORARY	128	31	159	9.98%	8.04%	1.95%
JOB SHARE	63	0	63	3.95%	3.95%	0.00%
PART TIME PERMANENT	201	14	215	13.50%	12.62%	0.88%
PART TIME TEMPORARY	29	3	32	2.01%	1.82%	0.19%
<b>Sum:</b>	1260	333	1593	100.00%	79.10%	20.90%

Teacher Ethnic Origin	% of Teachers by Ethnic Origin
African	0.06%
Any other ethnic group	0.00%
Bangladeshi	0.00%
Black Scottish/British	0.00%
Caribbean	0.06%
Chinese	0.19%
Indian	0.44%
Mixed/multiple	0.31%
Other Asian	0.00%
Other white	2.26%
Other white British	4.33%
Pakistani	1.26%
Unknown	2.51%
White Irish	1.19%
White Scottish	87.38%

Teacher Gender	19/20 %
Male	20.90%
Female	79.10%

Teacher Age Bands	Employee Count	% Teachers by Age
16-24	83	5.21%
25-34	522	32.77%
35-44	480	30.13%
45-54	339	21.28%
55-64	152	9.54%
65+	17	1.07%
<b>Sum:</b>	<b>1593</b>	100%

All Leaver information - 1<sup>st</sup> April 2019 – 31<sup>st</sup> March 2020

Total Number of Leavers	Local Government	Teachers
484	355	129

## All Leavers by ethnic origin

Ethnic Origin	% Leavers by Ethnic Origin
African	0.41%
Any other ethnic group	0.21%
Bangladeshi	0.00%
Black Scottish/British	0.41%
Caribbean	0.00%
Chinese	0.00%
Indian	0.62%
Mixed/multiple	0.41%
Other Asian	0.62%
Other white	1.45%
Other white British	3.93%
Pakistani	1.65%
Unknown	8.88%
White Irish	0.41%
White Scottish	81.40%

## All Leavers by disability status

Disabled Leaver	% of Leavers by Disability Status
Unknown	28.51%
No	69.63%
Yes	1.86%

## All leavers by contract status

Contract of employment/contractual status	% Females	% Males
CASUAL	1.45%	0.21%
FULL TIME PERMANENT	23.14%	12.81%
FULL TIME TEMPORARY	16.12%	7.64%
JOB SHARE	0.41%	0.00%
PART TIME PERMANENT	20.04%	1.45%
PART TIME TEMPORARY	14.46%	2.27%
Sum:	75.62%	24.38%

## All Leavers by age

Age Band Leaver All	Employee Count	% of Leavers by Age
16-24	40	8.26%
25-34	104	21.49%
35-44	104	21.49%
45-54	81	16.74%
55-64	121	25.00%
65+	34	7.02%

**Recruitment Data – 1<sup>st</sup> April 2019 – 31<sup>st</sup> March 2020**

East Renfrewshire Council advertised 440 vacancies, and received 8674 applications. Below is a breakdown of the applications based on the equality questions in My Job Scotland.

Gender		% of Applicants
Female	6220	71.7%
Male	2176	25.1%
Unknown	278	3.2%

Overall Ethnic Minority of job applicants	% of Applicants
Ethnic Minority	8.6%
Non Ethnic Minority	87.0%
Unknown	4.4%

Age Banding of applicants	Percentage
16-24	13.5%
25-34	33.2%
35-44	23.5%
45-54	17.7%
55-64	8.3%
65+	0.4%
Prefer not to answer	3.3%

Sexual Orientation of job applicants	Percentage
Bisexual	0.9%
Gay	1.5%
Heterosexual/Straight	89.2%
Lesbian	0.6%
Other	0.4%

Ethnic Origin of job applicants	Percentage
African - (Inc. Scottish/British)	0.5%
African - Other	0.7%
Any Mixed or Multiple	0.7%
Asian - Bangladeshi (Inc. Scottish/British)	0.1%
Asian - Chinese (Inc. Scottish/British)	0.5%
Asian - Indian (Inc. Scottish/British)	2.0%
Asian - Other (Inc. Scottish/British)	0.3%
Asian - Pakistani (Inc. Scottish/British)	3.1%
Black - (Inc. Scottish/British)	0.3%
Caribbean - (Inc. Scottish/British)	0.0%
Caribbean or Black (Other)	0.1%
Other - Arab (Inc. Scottish/British)	0.3%
Prefer not to answer	4.5%
White - Eastern European (e.g. Polish)	0.8%
White - Gypsy/Traveller	0.0%
White - Irish	1.0%
White - Other British	5.3%
White - Other white ethnic group	2.8%
White - Polish	0.5%
White - Scottish	76.8%

Marital Status of job applicants	Percentage
Divorced	2.7%
Living with partner	3.0%
Married/Civil Partnership	12.0%
Prefer not to answer	36.5%
Separated	1.5%
Single	2.2%
Widowed	41.8%
Unknown	0.4%

Transgender data of job applicants	Percentage of applicants
No	2.6%
Prefer not to answer	96.3%
Yes	1.0%
Unknown	0.1%

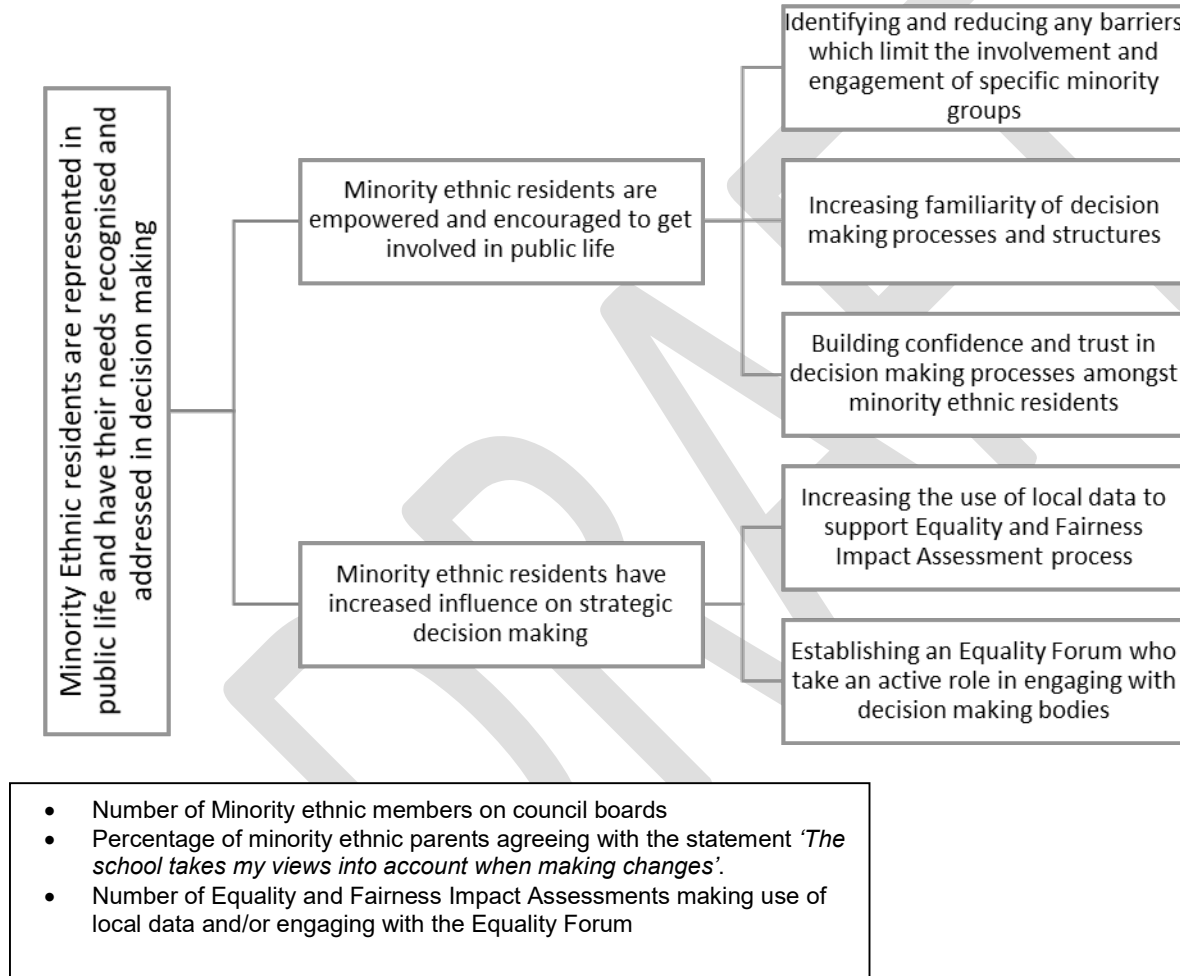
Applicants who consider themselves to have a disability	Percentage
No	91.3%
Prefer not to answer	3.6%
Yes	5.2%

Type of disability	% of type of disability disclosed by applicant
1. Learning disability	39.1%
2. Longstanding illness	19.9%
3. Mental health condition	9.8%
4. Physical impairment	11.0%
5. Sensory impairment - Visual	3.1%
6. Sensory impairment - Hearing	5.4%
Prefer not to answer	11.6%

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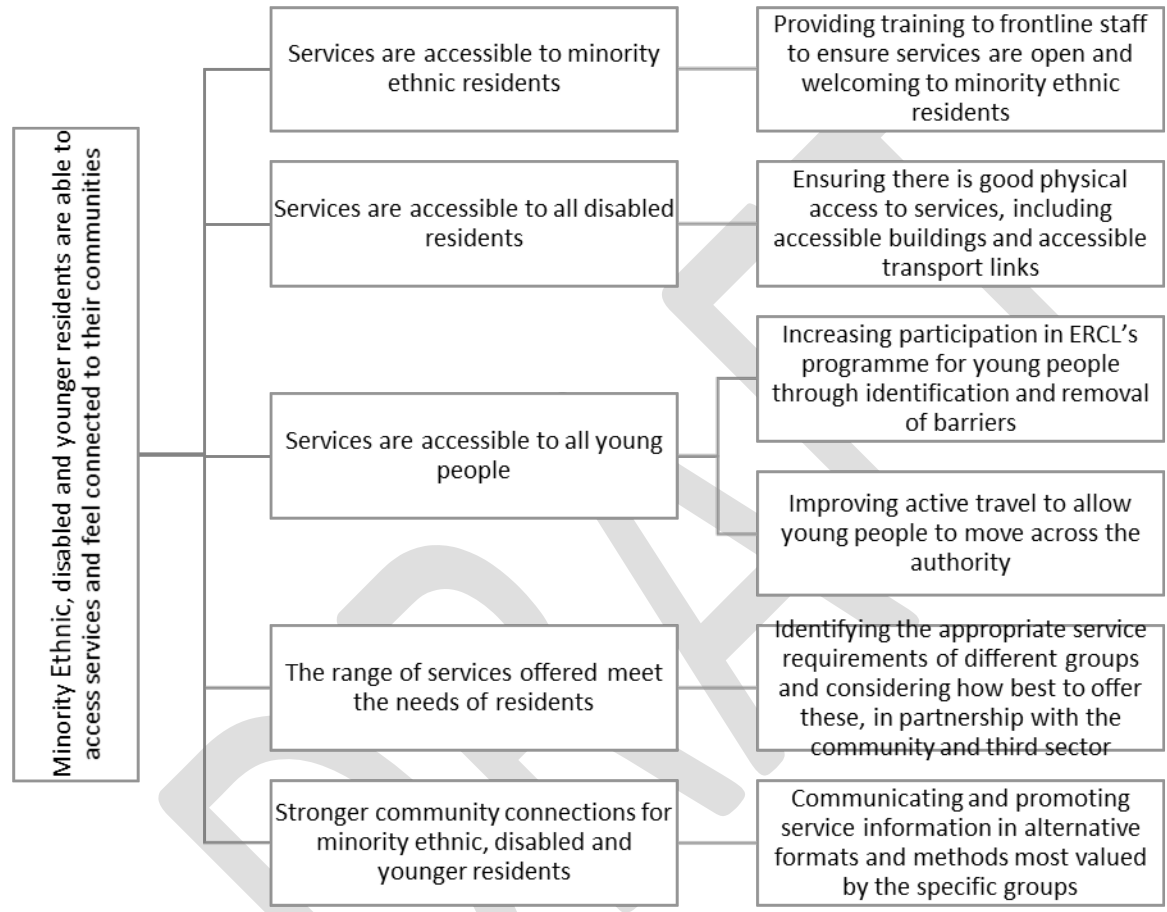
ANNEX 2: 2021-2025 OUTCOME DRIVER DIAGRAMS

Outcome 1





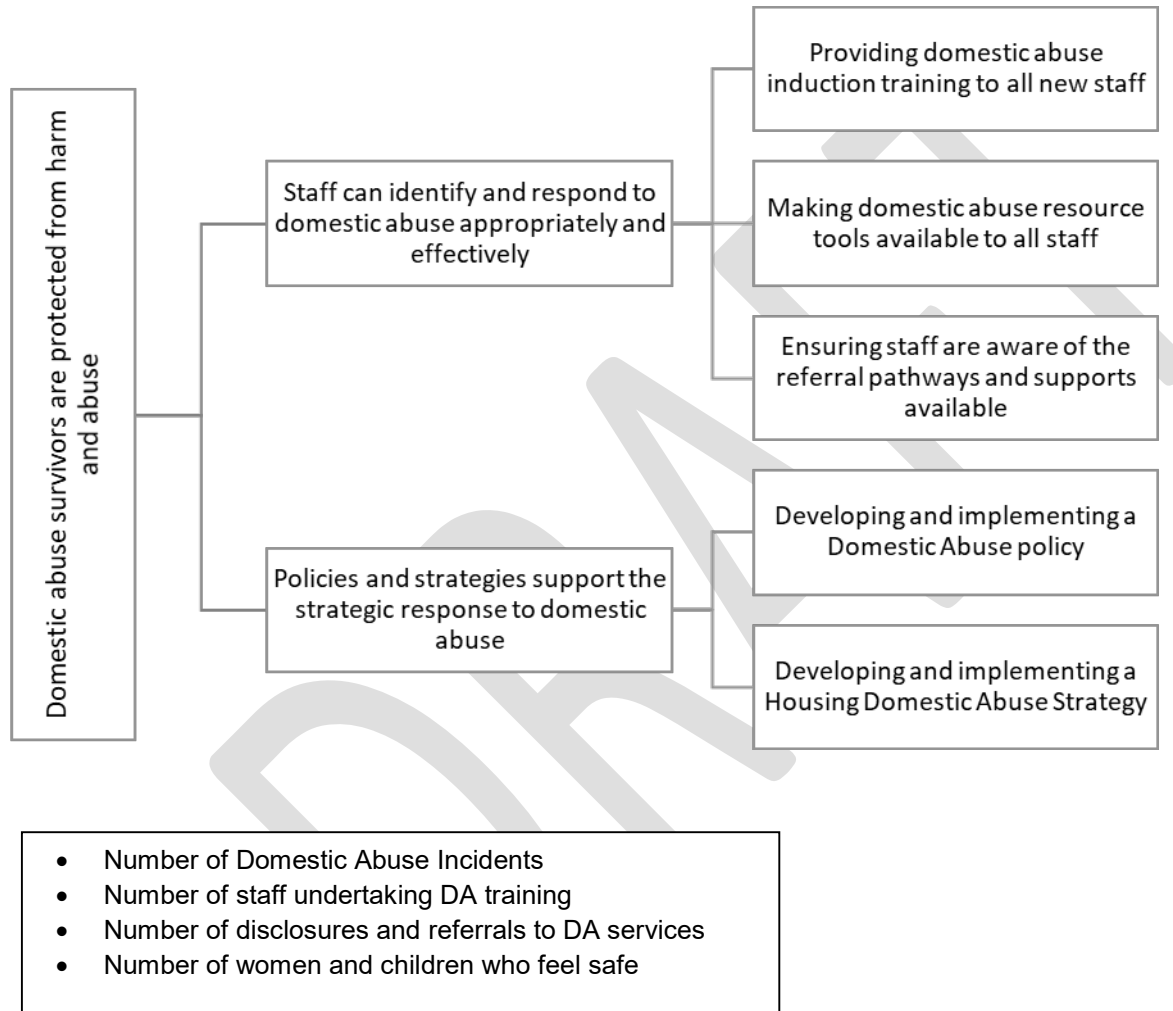
Outcome 2



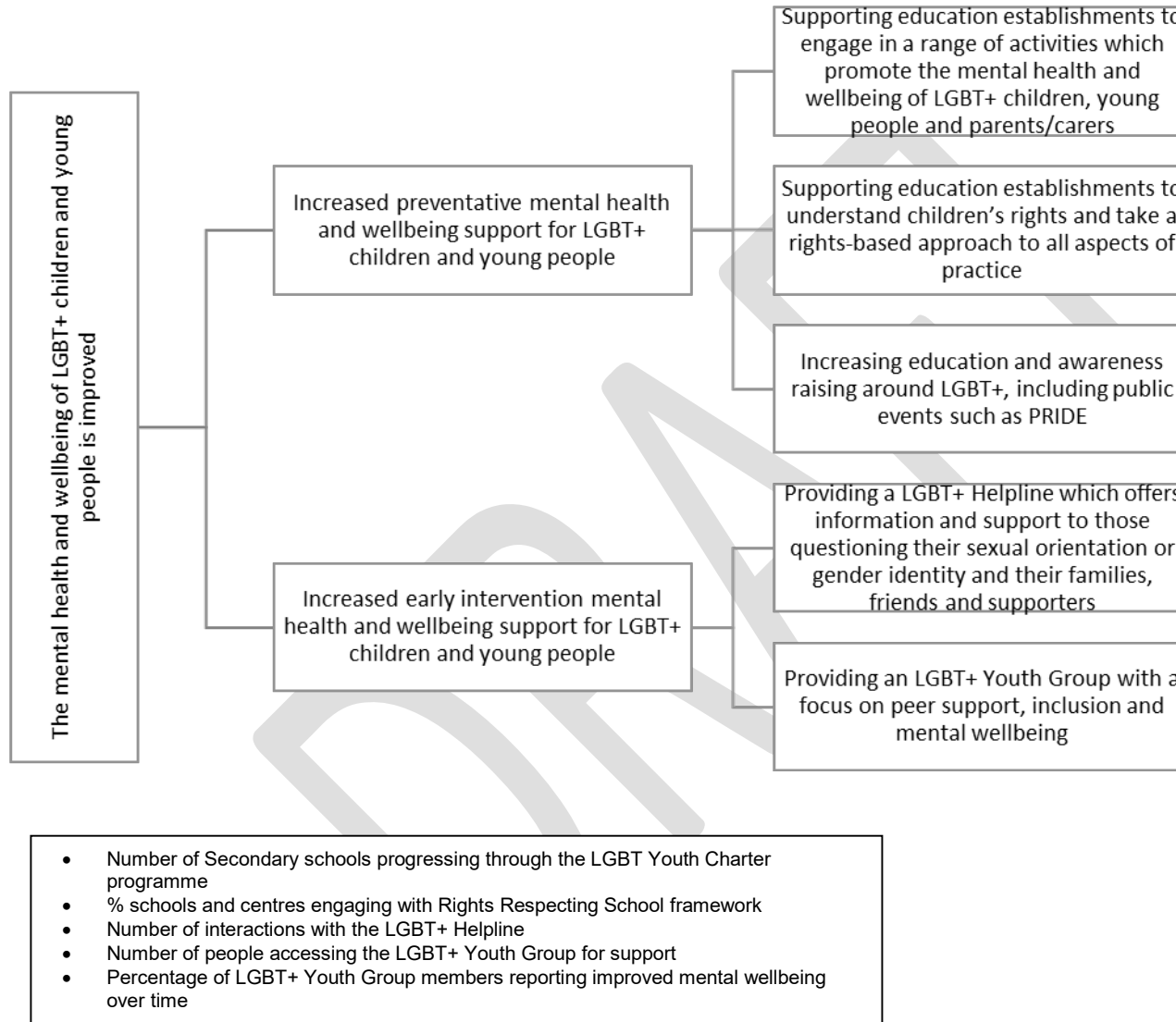
- Percentage of minority ethnic residents who feel connected to their communities
- Percentage of disabled residents who feel connected to their communities
- Percentage of younger residents who feel connected to their communities
- Number of young people participating in key East Renfrewshire Culture and Leisure programmes



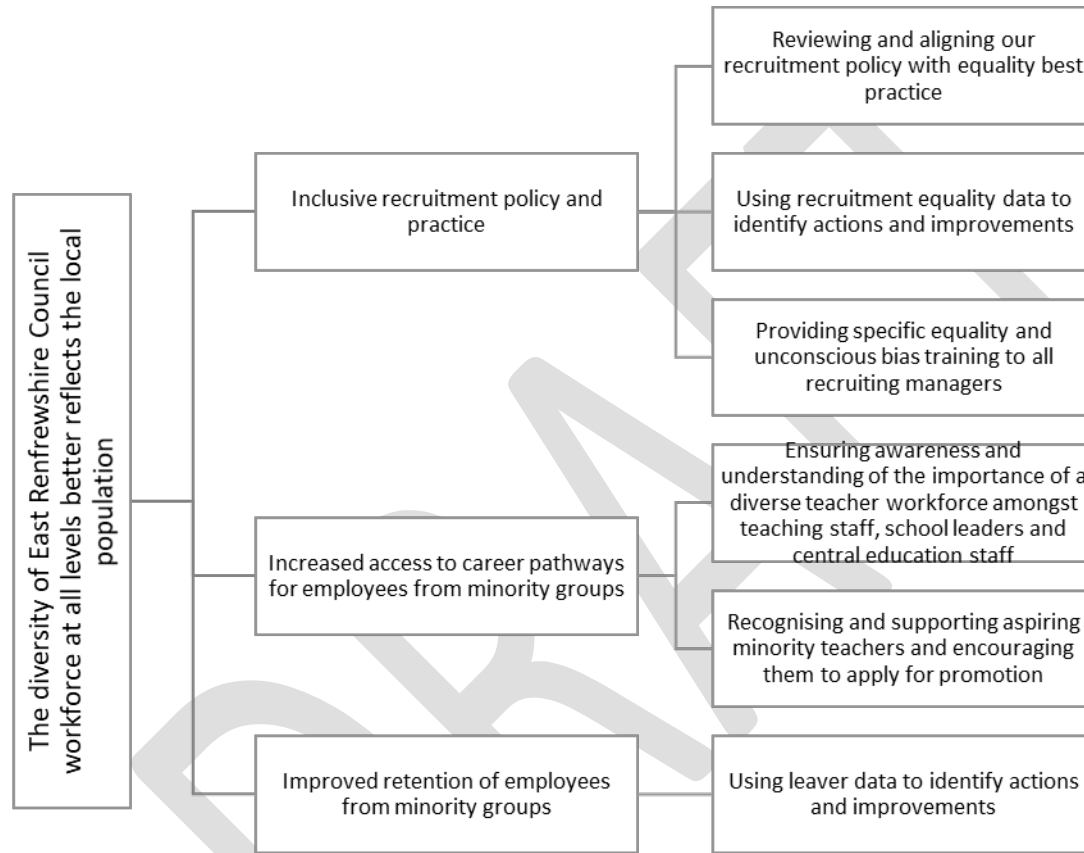
Outcome 3



Outcome 4

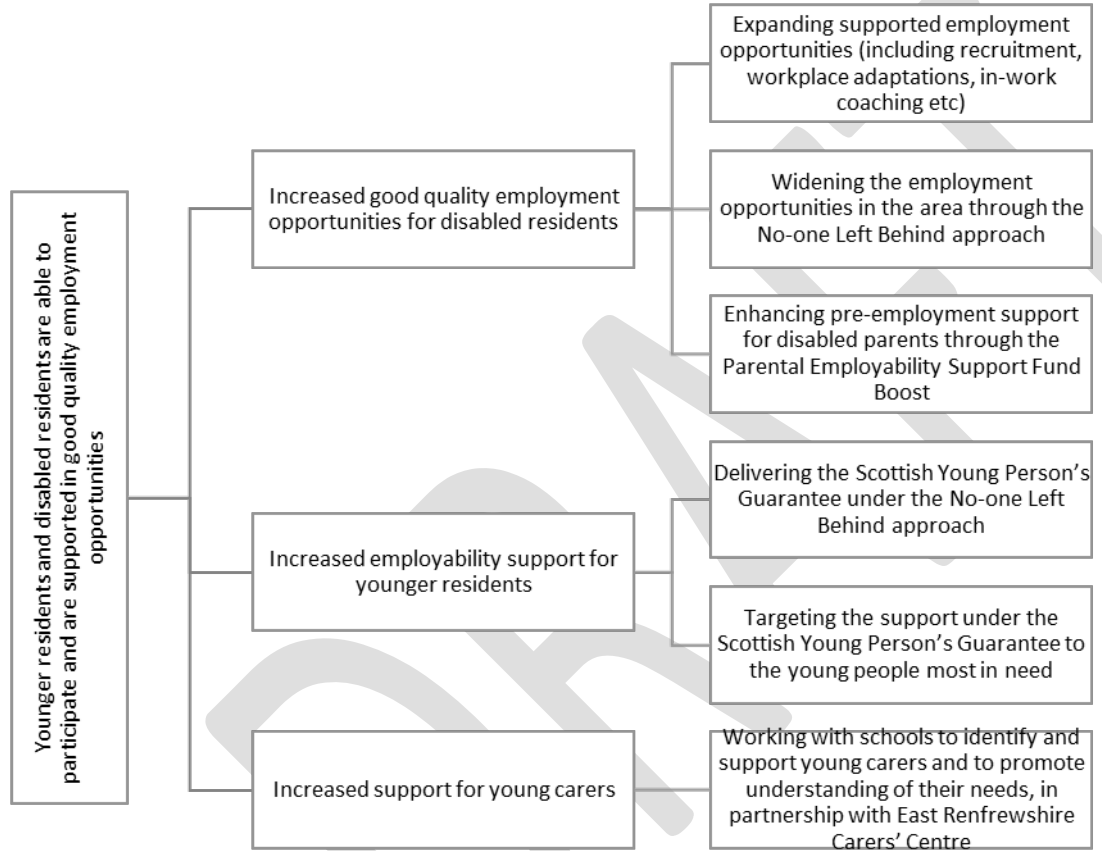


Outcome 5



- Percentage of ERC staff from minority groups
- Percentage of ERC staff from minority groups in management grade roles
- Percentage of teaching staff/Child Development Officers
- Percentage of promoted teaching staff/Child Development Officers from minority ethnic communities

Outcome 6



- Out of work claimant rates for young people
- Success measures re Youth Employability programme
- Number of positive, sustained school leaver destinations
- Uptake of vocational learning opportunities
- Out of work claimant rates for disabled people
- Percentage of young carers with a positive destination
- Number of identified young carers (increase)
- Average % attendance of young carers in school

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