



Council Offices, Almada Street
Hamilton, ML3 0AA

Monday, 19 March 2018

Dear Councillor

Equal Opportunities Forum

The Members listed below are requested to attend a meeting of the above Committee to be held as follows:-

Date: Wednesday, 29 November 2017

Time: 14:00

Venue: Committee Room 2, Council Offices, Almada Street, Hamilton, ML3 0AA

The business to be considered at the meeting is listed overleaf.

Members are reminded to bring their fully charged tablets to the meeting

Yours sincerely

Lindsay Freeland
Chief Executive

Members

Bert Thomson (Chair), Janine Calikes, Maureen Devlin, Mary Donnelly, George Greenshields, Eric Holford, Ann Le Blond, Katy Loudon, Joe Lowe, Jim McGuigan,

Substitutes

Jackie Burns, Maureen Chalmers, Peter Craig, Joe Fagan, Lynne Nailon, Graham Scott, Jared Wark

BUSINESS

- 1 **Declaration of Interests**
- 2 **Minutes of Previous Meeting** 3 - 6
Minutes of the meeting of the 20 September 2017 submitted for approval as a correct record. (Copy attached)

Item(s) for Consideration

- 3 **Annual Report on Mainstreaming Equalities and Diversity Community & Enterprise Resources** 7 - 24
Report dated 20 October 2017 by the Executive Director (Community and Enterprise Resources). (Copy attached)
- 4 **Green Spaces, Wellbeing and Community Engagement**
Presentation by the Countryside and Greenspace Manager on the use of Council land assets to support health, wellbeing and community participation.
- 5 **British Sign Language Plan Report** 25 - 28
Report dated 31 October 2017 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 6 **Learn On Line - Deaf Awareness**
Demonstration on the Deaf Awareness training course available through the Councils Learn on Line training facility.

Urgent Business

- 7 **Urgent Business**
Any other items of business which the Chair decides are urgent.

For further information, please contact:-

Clerk Name: Jane Muirhead

Clerk Telephone: 01698 454242

Clerk Email: jane.muirhead@southlanarkshire.gov.uk

EQUAL OPPORTUNITIES FORUM

Minutes of meeting held in Committee Room 5, Council Offices, Almada Street, Hamilton on 20 September 2017

Chair:

Councillor Bert Thomson

Councillors Present:

Maureen Chalmers (*substitute for Councillor Calikes*), Mary Donnelly, Eric Holford, Ann Le Blond, Katy Loudon, Joe Lowe, Graham Scott (*substitute for Councillor Devlin*)

Councillors' Apologies:

Janine Calikes, Maureen Devlin, George Greenshields, Jim McGuigan

Attending:

Finance and Corporate Resources

A Bell, Personnel Officer; G Bhatti, Employee Development and Diversity Manager; J Muirhead, Administration Adviser; K McVeigh, Head of Personnel Services

Health and Social Care Partnership/Social Work Resources

B Perrie, Planning and Performance Manager; C Pearson, Planning and Development Officer

1 Declaration of Interests

No interests were declared.

2 Annual Report on Mainstreaming Equalities and Diversity - Social Work Resources 2017

A report dated 18 August 2017 by the Executive Director (Social Work Resources) was submitted on work being undertaken by Social Work Resources to meet the commitments of the "South Lanarkshire Working for You" Mainstreaming Equalities Report 2013 to 2017.

Details were provided on the strategic and operational work being undertaken, or planned, by the Resource in terms of the following Council equality outcomes:-

- ◆ improve services for older people
- ◆ protect vulnerable children, young people and adults
- ◆ tackle disadvantage and deprivation
- ◆ strengthen partnership working, community leadership and engagement
- ◆ provide vision and strategic direction

The Forum decided: that the report be noted.

[Reference: Minutes of 5 April 2016 (Paragraph 3)]

3 See Hear - a National Strategic Framework for Meeting the Needs of People with a Sensory Impairment

The Planning and Development Officer, Health and Social Care Partnership gave a presentation on "See Hear"- a National Strategic Framework for meeting the Needs of People with a Sensory Impairment.

Details were provided on the 7 recommendations contained within the National Framework and explanations were given on how those had shaped the Lanarkshire response. In addition, the results of a recent survey undertaken across North and South Lanarkshire were used to identify the undernoted 5 key themes:-

- ♦ awareness
- ♦ communication
- ♦ adapting to living with a sensory impairment
- ♦ physical access
- ♦ social isolation

Those 5 themes would become the focus of local multi-agency partnerships which would be tasked with undertaking basic sensory checks for people of a certain age and establishing a robust system for storing and sharing this information.

Having responded to members' questions, the Planning and Development Officer was thanked for her informative presentation.

The Forum decided: that the presentation be noted.

4 Equality Impact Assessment and Making Fair Financial Decisions

A report dated 28 August 2017 by the Executive Director (Finance and Corporate Resources) was submitted providing an overview on the requirement to conduct Equality Impact Assessments (EqIA) when making decisions.

In May 2012, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into effect. The specific duties of the Act placed a duty on all public authorities to assess and review policies and practices in relation to equalities. Assessments, which would be informed by evidence, were required to cover all protected groups. To assist Resources, an online tool had been developed and was used for all assessments to ensure that officers were collecting and using appropriate evidence.

The Equality and Human Rights Commission recognised that public authorities were required to make difficult financial decisions and had issued guidance detailing what was expected of public bodies. The guidance reinforced the use of the Equality Impact Assessment process and emphasised that, while it was a legal requirement, it also presented a positive opportunity to demonstrate that decisions were based on robust evidence.

The Forum decided: that the report be noted.

5 Seniors Together Good Health Project Update

A report dated 29 August 2017 by the Executive Director (Finance and Corporate Resources) was submitted providing an update on the Seniors Together Good Health Project and advising on funding that had been received from the Big Lottery Fund to develop a Mobile Men's Shed project.

The Good Health Project was delivered by the Seniors Together forward@fifty group and was funded by South Lanarkshire Health and Social Care Partnership. The aim of the project was to encourage older people to improve their health and wellbeing by living well in later life and reducing loneliness and isolation. The project was an extension of the Active Days' Programme and had been expanded to include arts and culture activities.

Since the project's introduction in August 2016, 107 older adults had participated and there were now 6 Active Days' sites across South Lanarkshire.

Screening tools had been introduced at the Active Days' sessions to assess improvements on the physical and mental health and wellbeing of participants and a sample of those who had participated showed they had all improved their physical health.

Funding had been received from the Big Lottery Fund to set up and deliver a Mobile Men's Shed. The project, which was expected to begin in December 2017 and continue for 3 years, would include the location of a men's shed for approximately 8 weeks at a time in the grounds of leisure and community facilities within South Lanarkshire. Part of the funding received would be used to refurbish a former mobile library into a mobile men's shed and the remaining funding would be used to employ a part-time Development Worker to support the project.

Following completion of the project, it was anticipated that there would be at least 2 new sheds under development in South Lanarkshire localities.

The Forum decided: that the report be noted.

6 Urgent Business

There are no items of urgent business.

Report

Report to: **Equal Opportunities Forum**
Date of Meeting: **29 November 2017**
Report by: **Executive Director (Community and Enterprise Resources)**

Subject: **Annual Report on Mainstreaming Equalities and Diversity – Community and Enterprise Resources**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise the Equal Opportunities Forum of the strategic and operational work being undertaken and planned by Community and Enterprise Resources to meet the commitments within South Lanarkshire Working for You Mainstreaming Equalities Report 2013 to 2017

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendations:-

- (1) that the work being undertaken by Community and Enterprise Resources in terms mainstreaming equalities be noted.

3. Background

3.1 In April 2013, the Council published South Lanarkshire Working for You Mainstreaming Equalities Report 2013 to 2017. This placed a responsibility on each Resource to identify specific actions to support a number of equality outcomes as detailed within the report. Of the 9 equality outcomes there are 7 that Community and Enterprise Resources contribute to:-

- ◆ Improve services for older people
- ◆ Protect vulnerable children, young people and adults
- ◆ Improve the road network and the quality of the physical environment
- ◆ Provide the right conditions for inclusive economic growth
- ◆ Tackle poverty and support aspiration
- ◆ Raise educational attainment and support lifelong learning
- ◆ Work with partners to help communities thrive

3.2 Resource activity for each of these outcomes and the difference these actions have made are detailed in Appendix 1.

3.3 The Resource recognises the key role it has in delivering the Council's equality outcomes and the following actions are detailed in the resource plan:-

- ◆ Ensure there is adequate provision for the community to travel within South Lanarkshire
- ◆ Monitor the parking requirements for disabled users on an ongoing basis
- ◆ Ensure the transport provision reflects the needs of the community
- ◆ Take account of disabled requirements when street-scaping throughout South Lanarkshire's shopping centres
- ◆ Help businesses within the community grow and develop
- ◆ Ensure inclusive design is adhered to when designing buildings in South Lanarkshire
- ◆ Increase the knowledge of vulnerable groups regarding healthier lifestyles and family life
- ◆ Increase employability within the community and support vulnerable groups to make the transition into employment.

3.4 The Resource has an in house Equal Opportunities Working Group which includes officers from each Service. It is the responsibility of service representatives to promote and co-ordinate equality and diversity activities within their services.

3.5 The Chair of the Resource group attends the Corporate Equality and Diversity Working Group.

3.6 Service specific customer satisfaction questionnaires are in use throughout the Resource and processes are in place for responses to be monitored and any equality issues identified and investigated.

3.7 The Resource monitors all complaints regarding discrimination and ensures measures are taken to resolve any issues. These are reported through the Council's complaints procedure and any equality issues are reported to SMT as part of the quarterly monitoring process. Since the previous report to the Equal Opportunities Forum in June 2016 one equalities complaint was received in relation to service provision, which was not upheld.

4. Equality Impact Assessments

4.1 Over the course of 2016-2017, Community and Enterprise Resources carried out 14 Equality Impact Assessments for identified relevant policies and functions-12 related to the Council's proposed efficiencies, one assessment in relation to national policy and one related to funding. Equality Impact Assessments are reported as part of the quarterly service plan monitoring process.

4.2 The Resource follows corporate guidance for carrying out Equality Impact Assessments and those employees who have responsibility for preparing them receive regular refresher training from Finance and Corporate Resources.

5. Employment and Training

5.1 Recruitment

5.1.1 During 2016 Community and Enterprise Resources received a total of 1,228 applications. From these applications, 303 posts were filled following the Council's standards on recruitment and selection.

5.1.2 Of the 30 candidates who declared a disability, five were appointed and of the 17 candidates from an ethnic background, one was appointed.

5.2 Training and Development

5.2.1 The Resource will continue to ensure that employees understand that equal opportunities is a core competence against which they are measured. New

employees in Community and Enterprise Resources attend the Corporate Welcome day which includes equalities training.

5.3 Supporting Employees

5.3.1 Community and Enterprise Resources continues its commitment to ensuring employees have the necessary support to allow them to undertake their duties and is proactive in promoting the health and wellbeing of employees.

5.3.2 The Resource supports employees who are unable to undertake their full range of duties by making adjustments to their role and thereby allowing a return to work. These can range from amended duties to the provision of adaptive equipment, e.g. an adapted keyboard, mouse or chair.

6. Access to information

6.1 The Resource publishes service information on the Council website which is a fully responsive site capable of being read on desktops/laptops, tablets and smartphones, and has been tested against all popular internet browsers. It has a text to speech capability using ReadSpeaker to assist the visually impaired and provides links to Google translate enabling it to be read in over 50 languages.

6.2 The Resource has a commitment to translate documents and provide interpretation services when appropriate.

7. Next steps and priorities

7.1 During 2017-2018, the Resource will:-

- ◆ continue to promote and facilitate equality in all areas of service delivery
- ◆ ensure effective input to the Corporate Equality Outcomes
- ◆ continue to implement the process of equality impact assessment across all new and revised policy areas
- ◆ continue its commitment to staff training and development in relation to equality and diversity related issues
- ◆ continue the project management and delivery of capital projects assisting in providing improved facilities for disabled people and ensuring compliance with Equality Act legislation
- ◆ provide ongoing reporting of equality and related issues to the various forums including Resource Management Team, Equal Opportunities Forum and Community and Enterprise Resources Committee

8. Employee Implications

8.1. Equalities legislation has implications for the Council as an employer and as such are reflected in the employment and training strategies described above. Mainstreaming equalities are met from within existing employee resources.

9. Financial Implications

9.1. There are no financial implications arising from this report.

10. Other Implications

10.1. There is a risk to the Council if the Resource does not have due regard to the Public Sector Equality Duty as this may lead to non-compliance with equalities legislation. The consequence of this could be an unlimited financial penalty.

10.2 There are no implications for sustainability in terms of the information contained within this report.

11. Equality Impact Assessment and Consultation Arrangements

- 11.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy and therefore there is no requirement for an impact assessment to be carried out.
- 11.2. There was no requirement to undertake consultation in terms of the content of this report.

Michael McGlynn

Executive Director (Community and Enterprise Resources)

20 October 2017

Link(s) to Council Values/Objectives and Values

- ◆ Improve the quality of the physical environment
- ◆ Improve community safety
- ◆ Improve the road network and influence improvements in public transport
- ◆ Support the local economy by providing the right conditions for growth, improving skills and employability
- ◆ Improve and maintain health and increase physical activity
- ◆ Tackle disadvantage and deprivation
- ◆ Strengthen partnership working, community leadership and engagement

Previous References

- ◆ Equal Opportunities Forum – June 2016

List of Background Papers

- ◆ South Lanarkshire Working For You – Mainstreaming Equalities Report 2013-2017
- ◆ South Lanarkshire Working For You – Mainstreaming Equalities Progress Report 2013-2017 Outcomes report 2017-2021

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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Key to Services

- FE – Fleet and Environmental
- FWG – Facilities, Waste and Grounds
- PED – Planning and Economic Development
- RT – Roads and Transportation

Community and Enterprise Resources Mainstreaming Equality Outcomes 2016-17			
	Outcome 1 - Improve services for older people	The aim of this outcome is to deliver services to older people that improve their safety and keep them safe from abuse, and to shift the balance of care for older people from hospital and institutional settings to home or community based settings.	
	What we have done so far	What difference it has made	Service
1	Environmental services have continued to promote and develop the doorstep crime initiative on cold calling control zones through partnership working within the Lanarkshire Doorstep Crime Group. This multi agency group addresses incidents through the effective use of prevention, intelligence and enforcement.	<p>This initiative prevents the elderly and the vulnerable from being 'ripped off' within their own homes. It helps to make them feel safe and enables them to remain independent in a community setting.</p> <p>During 2016-17 Police Scotland in Lanarkshire reported that nine people had been charged with fraud, three also charged with proceeds of crime act offences and five charged with European Communities Act offences, involving detriment of £129,000. Environmental Services have played a key role in supporting the activities of the Doorstep Crime Group by sharing expertise and intelligence.</p>	FE
2	Elderly and vulnerable adults are often the victims of scams, cold calling and bogus workmen. To prevent these individuals being victims Environmental services have continued to work with Police Scotland and South Lanarkshire Council's Social Work and Housing Services to provide talks and educational literature within sheltered housing complexes.	<p>Twenty two talks were delivered by Environmental services during 2016-17. These talks help prevent elderly and vulnerable adults becoming the victims of scams. In addition, 'No Cold Calling' stickers and 'Buy With Confidence' literature was distributed within every sheltered housing complex in the South Lanarkshire Council area.</p>	FE
	What we have done so far	What difference it has made	Service
3	Working with the National Trading Standards Scams Team Environmental services (Trading Standards) have helped disrupt the operations of the perpetrators behind mail scams.	During 2016-2017 Trading Standards had 26 items of mail which people have sent off to 'scams' returned, preventing them from becoming a victim of these scams.	FE

	The service continues to work with other agencies in this respect.		
4	<p>Waste services provide help to elderly and infirm members of the community who require assistance presenting their bin for collection. This involves removing the bin from the customer's garden, emptying and returning the bin to the storage point. The majority of people using this service are 65+.</p> <p>Presentations are made to local community groups by Waste Services, including the Seniors Together Forum. Face to face visits are also carried out to make elderly and infirm residents aware of the full range of services available to them.</p>	<p>During 2016-17, 4,779 residents were assisted by Waste Services in the collection, empty and return to storage area for each of their wheeled bins: 1771 in the East Kilbride area, 1091 in the Hamilton area, 637 in Cambuslang and Rutherglen and 1280 in the Clydesdale area.</p> <p>Presentations were made to four Seniors Together forums and all residents were issued full service guides, which are available in large print on request. These presentations help the elderly and other people in the community know what waste disposal services are available and lets them raise any issues they have during the face to face visits.</p>	FWG
5	<p>Grounds services provide a Care of Gardens maintenance service primarily targeted at those who are unable to manage their garden, particularly older people and people with a disability.</p>	<p>The Care of Gardens service is provided to 3041 households on behalf of Housing and Technical Resources.</p> <p>This assists in supporting people live independently. Maintaining their gardens to a good standard prevents the garden from becoming overgrown and untidy and can help with people's overall health and wellbeing.</p> <p>Grounds services also provide a chargeable service to 512 private homeowners.</p>	FWG

	Outcome 2 - Protect vulnerable children, young people and adults	The aim of this outcome is to deliver services to children, young people, adults and older people that improve their safety and keep them safe from abuse.	
	What we have done so far	What difference it has made	Service
6	On a daily basis, Fleet services provide transport for around 1,300 children and 650 adults who require additional support. Transport is provided in a range of vehicles adapted where necessary to meet the specific needs of the individual.	This has helped children and adults access school or social care establishments safely throughout South Lanarkshire.	FE
7	The Amenity services Landscape Development team have worked in partnership with various community groups to deliver a range of play area improvements ensuring that an element of inclusive equipment is integral to all designs.	In 2016-17, the Landscape Development team delivered six refurbished play areas which increased opportunities for all children to play together irrespective of ability.	FWG
8	<p>Grounds services continued to deliver two Greenspace and Wellbeing programmes:</p> <p>“World of Work” - a one day per week therapeutic environmental volunteering programme, where the Countryside and Greenspace team works with Lanarkshire Association for Mental Health (LAMH).</p> <p>“Recovery Through Nature” – a similar, weekly, programme geared towards helping with recovery from drug and alcohol addiction, run weekly with Phoenix Futures.</p>	<p>These programmes help vulnerable young people and adults develop the skills and confidence required to help them progress to further training or work.</p> <p>During 2016-17 there were 446 volunteers for “World of Work” which equated to 440 work days.</p> <p>An evaluation by Phoenix Futures has shown that clients undertaking “Recovery Through Nature” are 57% more likely to complete the recovery programme successfully than those undertaking the conventional programme alone. The programme continues to run with one full day’s volunteering every week and delivers about 300 volunteer days each year.</p>	FWG
	What we have done so far	What difference it has made	Service
9	Grounds services delivered, in partnership with the Forestry Commission Scotland, the ecotherapy programme, Branching Out;	This programme has improved the health and well-being of adults with long-term mental health problems by boosting	FWG

	which is targeted at people using mental health services. Clients are accompanied by care workers from NHS Lanarkshire.	<p>peoples' wellbeing and self-esteem.</p> <p>One programme was delivered last year with a total of 31 clients and 62 supporting NHS Lanarkshire staff. This consisted of 10 sessions.</p>	
10	<p>In partnership with Paths for All and NHS Lanarkshire, Grounds services have developed therapeutic walking programmes in both South and North Lanarkshire Council areas.</p> <p>Grounds services have also delivered the "Get Walking Lanarkshire" initiative.</p>	<p>Improved the health and wellbeing of Lanarkshire's residents by getting more people walking more often.</p> <p>"Get Walking Lanarkshire" has 27 walks per week for over 500 walkers, with 7,400 individual walks being facilitated annually by 93 volunteer walk leaders.</p>	FWG
11	Environmental services have an ongoing programme of work designed to prevent the sale of tobacco to children (under 18s) which assists in the prevention of children taking up smoking.	During 2016-2017, Environmental services carried out 47 education visits to premises within the South Lanarkshire Council area selling tobacco. One fixed penalty notice was issued.	FE
12	Grounds services provide a graffiti removal service. The response times are 24 hours to clear offensive graffiti and five working days to clear all other graffiti.	This service ensures that offensive graffiti is removed quickly as 93% of reported graffiti is removed within the required timescales.	FWG

	Outcome 3 - Improve the road network, influence improvements in public transport and encourage active travel	The aim of this outcome is to improve all methods of travel across and within South Lanarkshire.	
	What we have done so far	What difference it has made	Service
13	The Roads and Transportation service published the Local Transport Strategy (LTS), a 10 year vision, which sets out a series of policies and actions across a range of transport modes and policy areas. This includes vulnerable road users and those with physical, sensory or visual impairments.	<p>The LTS has been developed to address transport issues that the community identified being important to them in relation to travel within South Lanarkshire.</p> <p>This includes the condition of roads and footways as well as overall road safety across the network. The condition of our road network is continuing to steadily improve and accident statistics continue to improve. Importantly, the LTS provides a framework to ensure the needs of all users are considered when maintaining and improving the transport network.</p>	RT
14	Footways / footpaths and pedestrian areas are inspected and safety defects are noted and repaired by Roads and Transportation services.	<p>Roads and Transportation continued to deliver the Roads Investment Programme and during 2016-17, a total of 52,011 m² was resurfaced and a total of 2041 defects repaired on paved areas.</p> <p>Mobility impaired pedestrians and wheelchair users have more even surfaces to use.</p>	RT
15	Tactile paving, tactile cones, audible tones, dropped kerbs as well as "on crossing detectors" are provided on all new and upgrades to traffic signals.	The Roads and Transportation service's programme of enhancing pedestrian crossing facilities has continued and in 2016-17 upgraded 23 traffic signals and pedestrian crossings. Pedestrians who are hard of hearing or visually impaired have additional facilities to assist in crossing at traffic signal controlled junctions or at pedestrian crossings.	RT
	What we have done so far	What difference it has made	Service
16	New and replacement bus shelters are provided where passenger numbers are suitable. Also, high access kerbs and bus bay markings are considered.	During 2016-17, eight new bus shelters were erected/ renewed and two bus stops now incorporate either high access kerbs or extended bus bay markings.	RT

		Mobility impaired passengers have access to bus shelters designed to accommodate those who need the use of walking aids and wheelchairs. High access kerbs allows easier boarding of buses and extended bus markings make manoeuvring to boarding points easier for drivers.	
17	<p>As part of our commitment to maintain and improve our public realm/ streetscape areas the Roads and Transportation service recently completed a three year programme of prioritised improvements across our town centres.</p> <p>The service completed the Cathkin Relied Road project and took the opportunity to introduce an enhanced network of footpaths and footways; these are compliant with inclusive mobility guidelines.</p>	All users, including mobility impaired pedestrians and wheelchair users, will have increased/safer opportunities to travel within South Lanarkshire.	RT
18	Roads and Transportation set up a dedicated team to more effectively co-ordinate and manage the impact of new developments affecting the transport network.	The Roads and Transportation service aims to ensure that new commercial and residential developments are constructed to the appropriate standards. This means footways are appropriate widths, drop kerbs and footway connections are located in the most desirable locations and disabled parking provision reflects the needs of users and likely demands.	RT

	Outcome 4 - Provide the right conditions for inclusive economic growth	The aim of this outcome is to create the right environment for business growth, which in turn will enable local people to find employment and local communities to thrive.	
	What we have done so far	What difference it has made	Service
19	The Economic Development service supports local businesses through development and delivery of business support programmes.	During 2016-17, 1560 businesses were assisted via grants, loans or property advice, generating £10.13 million in sales and creating or sustaining 718 jobs.	PED
20	The Economic Development service engaged and supported people through the South Lanarkshire Employability Pipeline, South Lanarkshire Works 4U. The programme has a particular focus on key client groups including people from the worst 15% datazones, lone parents, people with significant health/disability/wellbeing issues, older workers, young people, ex-offenders, ex-forces and those experiencing in-work poverty.	<p>This programme assists local small to medium sized businesses and registered charities to create additional real jobs by offering a wage subsidy.</p> <p>From April 2016 to February 2017, 3691 people were engaged and supported through the programme. Of this, 2144 people progressed into employment, further training or higher education.</p>	PED
21	<p>Through South Lanarkshire More Choices, More Chances (MCMC) Partnership a joined up approach has delivered an improvement in the School Leaver Destinations.</p> <p>Progress of school leavers is tracked by the Economic Development service to identify if they progress into a positive destination whether this is employment, further or higher education, or training. A range of services work closely together to share information and provide support relevant to the needs of young people, particularly those who are likely to be furthest from the labour market. This information is used to inform the wider policy initiatives and to measure the performance of partnerships linked to Single Outcome Agreement targets.</p>	The latest available figures are from the School Leaver Destination Follow-Up Report are for 2015-16 and show that 94.05% of young people achieved a positive destination (0.72% above the national average). This is a 1.05% increase from the 2014-15 figure of 93%. The 2015-16 target was therefore met and a larger proportion of young people progressed to a positive destination.	PED
	What we have done so far	What difference it has made	Service
22	Through the delivery of the £1.3BN Glasgow and Clyde Valley City Deal, a programme is being implemented to offer intensive work-	This initiative has supported 120 people so far, from the target of around 570 individuals in South Lanarkshire (4000	PED

	<p>focussed support to those individuals receiving the health related benefit; Employment Support Allowance.</p> <p>The programme offers key worker support and case management interventions including access to physiotherapy, Cognitive Behavioural Therapy and other appropriate employability activities to help them manage their health and wellbeing issues effectively to move nearer and into sustainable employment.</p>	<p>across the entire City Deal area) over a three year period. The individuals presenting to date have significant and enduring health conditions and disabilities that have prevented them from taking up employment – for decades in most cases.</p>	
23	<p>As part of the Cathkin Relief Road project Roads and Transportation Services engaged with small to medium businesses through our main contractor to create opportunities for both training and education.</p> <p>Engagement has also been made with the local high school to offer support and information on possible future careers for pupils.</p>	<p>As result of this project there were eight new entrants to the construction industry and three university students were engaged through the summer of 2016 until completion of the project.</p> <p>The main contractor employed 19 new operatives for this project.</p>	RT

	Outcome 5 - Tackle poverty and support aspiration	The aim of this outcome is to improve the quality of life in the most disadvantaged communities in South Lanarkshire by reducing inequalities and ensuring equal access for everyone and by co-ordinating the support available to the most vulnerable individuals and families and to ensure that all services and buildings are fully accessible to the community.	
	What we have done so far	What difference it has made	Service
24	<p>Planning and Building Standards work closely with the South Lanarkshire Access Panel to ensure that all those who live, work and visit South Lanarkshire are able to access services and facilities that the area has to offer in a way that best meets their needs.</p> <p>The Access Panel review plans, make site visits of new and refurbished buildings, both in the public and private sectors, and provide advice on access issues. The Access Panel has combined with the South Lanarkshire Disability Partnership and meets six weekly.</p> <p>The weekly list of planning and building standards applications is distributed to local disability groups, who can request consultation on any application.</p>	<p>This Panel ensures that architects, designers and planners consider their duties under the Equality Act at the earliest possible stage of a project and clearly set out how they have developed and included access for all in their design. An example of a 2017 project was the SLC amenity housing project in Uddingston. The Access Panel put forward suggestions to the architects and designers to ensure that the needs of people who would live in the houses were fully considered. A visit to the facility took place in April 2017 which enabled the Access Panel to test the accessibility features of the new development and identify any concerns, which the Council could then address.</p> <p>Following the distribution of the weekly lists of applications, any requests from disability groups are dealt with as they arise.</p>	PED
25	During redevelopment of East Kilbride town centre, physical disability access to the Ice Rink was taken into consideration. The project, which had significant input from Building Standards Service, introduced a new ramp for access to the Ice Rink, an accessible toilet and changing area, level with the Ice Rink and improved signage. The project was completed and Ice Rink reopened in December 2016.	These adaptations ensured that the project was designed and implemented with full physical disability access.	FWG+ PED
	What we have done so far	What difference it has made	Service
26	The Economic Development service developed a comprehensive and multi-faceted Tackling Poverty Programme that aims to tackle	The most recent annual report (2015-16) was produced and circulated. 89% of targets were achieved/ exceeded; 10%	PED

	<p>poverty and inequality across South Lanarkshire. This is delivered by Council Resources and partner organisations including the voluntary sector.</p> <p>Those in poverty are supported by providing quality debt, welfare and money advice and supporting residents to get back into work. Early intervention approaches are also used with a strong focus on supporting vulnerable children, young people and families at the earliest point to prevent issues arising at a later stage.</p>	<p>were within 75% of target; with less than 1% being less than 75% of target.</p> <p>A 2016-17 half year performance report was produced and reported to the Tackling Poverty Board in December 2016. The monitoring process has been developed to include analysis of engagement in the most deprived datazones by project. The findings will be used to inform the 2017-18 Tackling Poverty Programme.</p>	
27	<p>Waste services have special arrangements in place for families disposing of medical waste. This provides additional non-recyclable waste provision for residents with recognised medical conditions.</p> <p>One free bulk uplift per annum is offered to all households of South Lanarkshire. Households that are unable to present items to the kerbside can benefit from a collection from within their home, whereby a waiver form is signed to allow operatives access to the property to remove items for uplift.</p>	<p>For medical waste, Waste services currently collect waste weekly from 1454 properties: 351 in the Clydesdale area, 467 in the East Kilbride area, 405 in Hamilton area and 231 in Cambuslang and Rutherglen area. This ensures that families that need assistance with the disposal of medical waste receive it.</p> <p>163 households have signed the waiver form to obtain a collection from within their home.</p>	FWG
28	<p>Grounds services have worked to ensure parks and open spaces are maintained to high standard. Grounds maintenance standards are measured by a performance indicator called Land Audit Management System (LAMS).</p> <p>The Grounds service has achieved a score of 72 for 2016-2017 against a target of 70. This is measured through six internal audits and in 2015 the system was adopted by the Association for Public Service Excellence and is now being promoted as a national indicator.</p>	<p>This ensures that parks and open spaces are maintained to allow access for those with physical disabilities. It is widely recognised that the provision of well maintained clean parks and open spaces can have a significant impact on the wellbeing of both individuals and those within the community and can assist with recuperation of both physical and psychological illness as well as promote a healthy lifestyle.</p>	FWG
	What we have done so far	What difference it has made	Service
29	<p>Bereavement services offers a comprehensive burial and cremation service and during the 11 years since it opened the crematorium has provided over 15,000 services to all faiths.</p>	<p>The service fulfils the various requirements of different faith groups.</p>	FWG

	Outcome 6 - Raise educational attainment and support lifelong learning	The aim of this outcome is to ensure that all learners in South Lanarkshire reach the highest possible levels of attainment and achievement taking account of their individual circumstances.	
	What we have done so far	What difference it has made	Service
30	<p>Roads and Transportation have continued to support road safety education and initiatives, taking a “whole life” approach to road safety education with initiatives aimed at all ages. The service believes that good habits are best developed when we are young and particular emphasis is given to educating and training children and young people. Current programmes are:</p> <ul style="list-style-type: none"> - Ziggy’s Road Safety Mission - Junior Road Safety Officer Scheme - Your Call - Road Safety Calendar Competition - Bikeability training - Streetsense - Theatre in Education - Crash Magnets - Kerbcraft 	<p>These programmes provide young people with road safety learning opportunities and ultimately assist in contributing to the national casualty reduction targets.</p> <p>Good progress is being made and the service is on track to achieve a 40% reduction in fatal casualties and a 55% reduction in serious casualties amongst all age groups by 2020. For children the national target is a 50% reduction in fatalities and 65% reduction in serious casualties; both these targets remain on track.</p>	RT

	Outcome 8 - Work with partners to help communities thrive	The aim of this outcome is to work in partnership to avoid duplication, to develop better co-ordinated services and to work together with members of the community, including them in making decisions that benefit as many people as possible.	
	What we have done so far	What difference it has made	Service
31	<p>The Planning service has undertaken extensive consultation activity for the South Lanarkshire Local Development Plan (LDP), which guides the future use of land, during 2016-17. This involved a number of activities:</p> <ul style="list-style-type: none"> • Targeted sessions with protected characteristics groups – Seniors Together, Disability Partnership and Young People (Secondary Schools and Youth Council) • Online survey which received over 800 responses (this included equalities questions) • Programme of public drop in sessions in communities throughout South Lanarkshire. <p>The next stage in the process is preparation of the Proposed Local Development Plan and Supplementary Guidance which will be published early in 2018 and subject to full public consultation in the spring. A further presentation to the Access Panel/Disability Partnership shall be undertaken at this stage.</p>	<p>A Consultation and Engagement Report for the Local Development Plan, which contains full details of all the consultation events and activities undertaken, was published in March 2017, alongside the Local Development Plan Main Issues Report. There was then a further opportunity for the public to comment on the Local Development Plan Main Issues Report which closed in August 2017. The statutory public consultation received 1057 representations.</p> <p>At the public drop in sessions, members of the public raised a number of equalities issues which were not relevant to the Local Development Plan, but were passed to other services for action. For example, an issue regarding disabled parking and condition of footways in Stonehouse was passed to Roads, who met the client on site to look in detail at his concerns.</p>	PED
32	<p>The Economic Development service carried out improvements as part of the Community Planning Partnership's integrated Improvement Plan aiming to reduce poverty and inequalities. These improvements include actions to tackle in work poverty and income inequality such as promotion of the Living Wage and provision of upskilling support.</p>	<p>South Lanarkshire now has the 6th lowest rate (of Scottish Local Authority areas) of employees earning less than the Living Wage (reducing from over 20% to 17.4%) over the last five years.</p>	PED

Report

5

Report to: **Equal Opportunities Forum**
 Date of Meeting: **29 November 2017**
 Report by: **Executive Director (Finance and Corporate Resources)**

Subject: **British Sign Language Plan**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ Provide the Forum with an overview of the Scottish Government's British Sign Language (BSL) National Plan 2017 – 2023.

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

- (1) that the contents of the report be noted

3. Background

- 3.1. Scotland's first British Sign Language (BSL) National Plan, as required by the BSL (Scotland) Act 2015, was published on the 24th October 2017. It sets out Scotland's ambition to be the best place in the world for BSL users to live, work and visit.
- 3.2. The Plan covers all public bodies with a national focus who are directly answerable to Scottish Ministers. It is framed around ten long-term goals covering early years and education, training and work, health, culture and the arts, transport and justice and democracy. 70 actions that the Government will take over the next three years to help make progress towards the long-term goals are included in the Plan. In 2020 a national progress report will be published, with a further set of actions to be delivered by 2023.

4. About the Plan

- 4.1. The National Plan was produced in collaboration with the BSL National Advisory Group (NAG), made up of Deaf and Deafblind BSL users and parents with Deaf children, working alongside representatives of the public bodies that will have to implement the BSL (Scotland) Act 2015. The NAG was supported in its work by the Deaf Sector Partnership (DSP), helping gather the views of BSL users around Scotland both to support the development of the Plan, and also to make sure the consultation was fully accessible.
- 4.2. Other public bodies, including local authorities, regional NHS boards, colleges and universities will publish their own BSL plans, by October 2018.
- 4.3. As a specified public authority South Lanarkshire Council has a duty under the Act to write and publish plans every six years, showing how we will promote and support BSL. The plan will set out measures that will be taken to increase or improve the use of BSL in delivery of our services. At present through our equality outcomes and our

interpretation and translation policy we already express our proactive approach to meet the needs of any member of the community that is using our services.

- 4.4. The measures in the plan will have to be specific, measurable, achievable, realistic and time bound and we will have to report on each in every subsequent plan that is published, this would be to both Corporate Management Team and appropriate Committee. The plans will also have to contain any information as requested by Scottish Ministers.
- 4.5. In preparing a plan South Lanarkshire Council must have regard to the extent to which our functions are exercisable using BSL; what the potential for developing the use of BSL in connection with the exercise of our functions is; and any representations made to us in relation to using BSL when delivering services.
- 4.6. When preparing a plan, which will be produced by the Consultation, Organisational Development and Equality Team, we will have to publish and consult on a draft of the plan in order to take into account any representations that are made by members of the community or representative groups, this will include Deaf groups and groups such as South Lanarkshire Access Panel and those parents, carers and children who attend Deaf education schools in the area.
- 4.7. The Duty requires South Lanarkshire Council to publish a plan within 1 year of the first National Plan created by ministers and then within 6 months of every subsequent National Plan. Following appropriate consultation it is proposed that the plan and its associated actions should be considered by CMT and by the appropriate Committee in due course.

5. Long Term Goals of the National Plan

- 5.1. The BSL National Plan's ten long-term goals for BSL in Scotland describes 70 actions Scottish Ministers will take by 2020 to make progress towards these goals, including:-

- ◆ improving access to a wide range of information and public services in BSL
- ◆ removing the barriers that prevent BSL users* from becoming teachers
- ◆ investigating the level of BSL of teachers and support staff in schools
- ◆ developing Scottish Qualifications Authority (SQA) awards in BSL
- ◆ enabling parents who use BSL to be fully involved in their child's education
- ◆ expanding the teaching of BSL as a language to hearing pupils in schools
- ◆ improving the experience of students who use BSL, when they move from school to college, university, training and the world of work
- ◆ improving access to health care and mental health services in BSL;
- ◆ ensuring that every Scottish Government funded employment and training opportunity is accessible to BSL users*, and that they are properly supported;
- ◆ building the skills of qualified BSL/English interpreters to work in specialist settings like health, mental health and justice
- ◆ removing obstacles to BSL users* participating in politics and public life, for example by promoting the Access to Elected Office Fund, which can meet the costs of BSL interpreters for people wishing to stand for election in the 2021 Scottish Parliament elections

6. Employee Implications

- 6.1. Employees will need to be fully aware of the plan and the range of interpretation and translation services available and how to best work with customers to ensure they receive a fair and equal level of access.

7. Financial Implications

7.1. There are currently no financial implications arising from the plan.

8. Other Implications

8.1. None

9. Equality Impact Assessment and Consultation Arrangements

9.1. This report does not introduce a new policy or procedure and does not require an impact assessment.

8.2 The report does highlight issues that if taken forward can help the council meet its commitments as set out in the mainstreaming equalities report and will help us to continue to meet our Equality Duties.

Paul Manning

Executive Director (Finance and Corporate Resources)

31 October 2017

Link(s) to Council Objectives

- ◆ Fair and open
- ◆ People focused
- ◆ Working with and respecting others
- ◆ Tackling disadvantage and deprivation

Previous References

Equal Opportunities Forum - 15 March 2017

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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