



Council Offices, Almada Street
Hamilton, ML3 0AA

Tuesday, 21 March 2023

Dear Councillor

Equal Opportunities Forum

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

Date: Wednesday, 29 March 2023
Time: 14:00
Venue: Hybrid - Committee Room 1, Council Offices, Almada Street, Hamilton, ML3 0AA

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

Yours sincerely

Cleland Sneddon
Chief Executive

Members

Mo Razzaq (Chair), Mark McGeever (Depute Chair), Janine Calikes, Ross Clark, Poppy Corbett, Grant Ferguson, Monique McAdams, Kirsten Robb, Dr Ali Salamati, Bert Thomson

Substitutes

Mathew Buchanan, Gavin Keatt, Richard Lockhart, Katy Loudon, Carol Nugent, Norman Rae

BUSINESS

1 Declaration of Interests

2 Minutes of Previous Meeting

3 - 6

Minutes of the Equal Opportunities Forum held on 30 November 2022 submitted for approval as a correct record. (Copy attached)

Item(s) for Consideration

3 Annual Report on Mainstreaming Equalities and Diversity – Community and Enterprise Resources 7 - 32

Report dated 14 March 2023 by the Executive Director (Community and Enterprise Resources). (Copy attached)

4 Transport Network Accessibility

Presentation by S Laird, Engineering Manager - Transportation Engineering, Community and Enterprise Resources

5 British Sign Language Update

Verbal update by A Bell, Team Leader, Consultation, Organisational Development and Equality (Finance and Corporate Resources)

Urgent Business

6 Urgent Business

Any other items of business which the Chair decides are urgent.

For further information, please contact:-

Clerk Name:	Elizabeth-Anne McGonigle
Clerk Telephone:	07385403101
Clerk Email:	elizabeth-anne.mcgonigle@southlanarkshire.gov.uk

EQUAL OPPORTUNITIES FORUM

2

Minutes of meeting held via Confero and in the Council Chamber, Council Offices, Almada Street, Hamilton on 30 November 2022

Chair:

Councillor Mo Razzaq

Councillors Present:

Councillors Janine Calikes, Councillor Ross Clark, Councillor Grant Ferguson, Councillor Mark McGeever (Depute), Councillor Kirsten Robb, Councillor Ali Salamati

Councillors' Apologies:

Councillor Poppy Corbett, Councillor Monique McAdams, Councillor Bert Thomson

Attending:

Finance and Corporate Resources

A Bell, Team Leader, Consultation, Organisational Development and Equality; G Bhatti, Employee Development and Diversity Manager; M Carrigan, Administration Assistant; N Docherty, Administration Assistant; K McVeigh, Head of Personnel Services; S Somerville, Administration Manager

Social Work Resources

D Dobbie, Service Manager (Children and Justice); M Kane, Service Development Manager; C Stewart, Planning and Performance Manager

Also Attending:

K Irvine, Action for Children; N Sheach, Dartington; K Wallace, Unite the Union

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the Equal Opportunities Forum held on 21 September 2022 were submitted for approval as a correct record.

The Forum decided: that the minutes be approved as a correct record.

3 Annual Report on Mainstreaming Equalities and Diversity – Social Work Resources

A report dated 1 November 2022 by the Director, Health and Social Care was submitted on work being undertaken by Social Work Resources to meet the commitments of the Council's Equal Opportunities Policy and related statutory duties.

The Council Plan 2022 to 2027, Connect, set out the Council's objective to deliver a range of outcomes for the benefit of everyone in South Lanarkshire. There were 6 outcomes, with Social Work Resources focusing mainly on the following 3:-

- ◆ Health and Wellbeing
- ◆ Children and Young People
- ◆ Communities and Environment

The COVID-19 pandemic brought unprecedented challenges. It impacted on the most vulnerable and placed significant pressure on the Council's wider partners and workforce. At the height of the pandemic, critical investment had been placed in front line staffing, while business continuity plans were established to ensure that public protection remained a priority.

Despite the return of services through the council's Recovery Plan, there remained a residual impact. A significant build-up of demand, coupled with a national shortage of skilled workforce across all sectors, had resulted in recruitment and retention challenges within social care.

Social Work Resources participated in the Council's Equality and Diversity Working Group and, along with other Resources, had developed equality outcomes that met the general duty as set out in the Equality Act 2010 as follows:-

- ◆ to eliminate discrimination, harassment and victimisation of people who became involved in the justice system
- ◆ to advance equality of opportunity
- ◆ to foster good relations in all the work we do

Progress in meeting the Council's 5 identified equality outcomes was detailed at Section 5 of the report.

Over the course of 2021/2022, the Resource carried out Equality Impact Assessments, which included 6 that related to the Council's policies and plans, as detailed in paragraph 6.2 of the report.

Officers responded to members' questions on various aspects of the report.

The Forum decided: that the report be noted.

[Reference: Minutes of 16 June 2021 (Paragraph 3)]

4 Inclusion as Prevention

A presentation was given on Inclusion and Prevention by the following:-

- ◆ D Dobbie, Service Manager (Children and Justice), Social Work Resources
- ◆ N Sheach, Dartington
- ◆ K Irvine, Action for Children

Inclusion and Prevention was a system change initiative aimed at preventing the criminalisation of young people.

The presentation highlighted the following:-

- ◆ The 'Inclusion as Prevention' Approach
 - ◆ a 5 year system change initiative funded by National Lottery Community Fund
- ◆ Tests of Change
 - ◆ adopt, adapt or abandon
- ◆ Animation Showcase – Grief and Loss
- ◆ Aspirations and Legacy
 - ◆ wider impact
 - ◆ sustainability
 - ◆ evaluation

D Dobbie, N Sheach and K Irvine, having responded to members' questions, were thanked for their informative presentation.

The Forum decided: that the presentation be noted.

In terms of Standing Order No 14, the meeting was adjourned at 3.00pm and reconvened at 3.07pm

5 Forward Programme for the Equal Opportunities Forum

A verbal update by G Bhatti, Employee Development and Diversity Manager (Finance and Corporate Resources) was given on the proposed broad structure of future forum meetings which included suggestions put forward by Forum members. In terms of visits to places of worship, those would be organised in small groups outwith the meetings' schedule.

Each individual meeting would focus on a specific Resource.

Following discussion, it was agreed that the matter raised in terms of British Sign Language (BSL) be considered at the next meeting of the Forum.

The Chair highlighted potential future events, such as Pride week and one involving religious groups.

G Bhatti responded to members' questions.

The Forum decided:

- (1) that the verbal update be noted; and
- (2) that the matter raised in terms of BSL be considered at the next meeting of the Forum.

6 Urgent Business

There were no items of urgent business.

Report

3

Report to:	Equal Opportunities Forum
Date of Meeting:	29 March 2023
Report by:	Executive Director (Community and Enterprise Resources)

Subject:	Annual Report on Mainstreaming Equalities and Diversity – Community and Enterprise Resources
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Equal Opportunities Forum of the strategic and operational work being undertaken and planned by Community and Enterprise Resources to meet the commitments within the “Mainstreaming equalities progress report 2019 to 2021 and Mainstreaming equalities report 2021 to 2025”

2. Recommendation(s)

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

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

3. Background

3.1. In April 2021, the Council published its “Mainstreaming equalities report 2021 to 2025”. There are 5 Equality Outcomes set for 2021 to 2025 with a focus on actions to produce results intended to achieve specific and identifiable improvements in people’s life chances. The 5 outcomes are:-

- ◆ Equality Outcome 1: Increase the number of people from minority ethnic backgrounds employed in the South Lanarkshire Council workforce to reflect the diversity of the South Lanarkshire population
- ◆ Equality Outcome 2: Older people, those from vulnerable groups and individuals who live alone are protected from scams and nuisance calls and their wellbeing is improved through increased awareness and preventative action
- ◆ Equality Outcome 3: ‘Counselling through schools’ service is accessible for all children/young people aged 10 and over
- ◆ Equality Outcome 4: Prevent homelessness occurring and significantly reduce homelessness
- ◆ Equality Outcome 5: Increase the number of affordable homes for rent

Community and Enterprise Resources lead on Equality Outcome 2. This outcome is being progressed by Environmental Services Consumer and Trading Standards Services and quarterly updates are provided to the Corporate Equality and Diversity lead officer. Progress is noted in Appendix 1 items 8 and 9.

3.2. Community and Enterprise Resources continues to build on progress and remains committed to embedding equalities across all aspects of service provision. Resource equality activity is aligned and reported against the following 6 Council plan 'Connect' outcomes:-

- ◆ Caring, connected, sustainable communities
- ◆ Inspiring learners, transforming learning, strengthening partnerships
- ◆ People live the healthiest lives possible
- ◆ Our children and young people thrive
- ◆ Good quality, suitable and sustainable places to live
- ◆ Thriving business, fair jobs and vibrant town centre

Progress of activity along with the differences each activity has made is detailed in Appendix 1.

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

3.4. 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 The Resource Management team as part of the quarterly monitoring process. No equality complaints were received during 2021/2022.

4. Equalities Impact Assessments

4.1. Equality Impact Assessments (EQIAs) assess the impact of new or revised policies practices or services against the requirements of the public sector equalities duty and help ensure the needs of service users are taken into account during their development and implementation.

4.2. During 2022, the Resource completed 2 EQIAs in relation to:-

- ◆ Sustainable Development Climate Change Strategy
- ◆ Social Enterprise Strategy

4.3. The Resource follows corporate guidance for carrying out EQIAs. Training for new users of the EQIA system is being arranged and refresher training is also being provided as requested by Services.

5. Comfort Scheme Pilot

5.1. As part of the budget savings process for 2014/2015 the decision was taken to close all public conveniences. At that time, 2 EQIAs were completed and approved in relation to these closures. A further 2 EQIAs were approved in 2015 and subsequently all the Council's 21 public convenience were closed to the public.

5.2. Following these closures, a Comfort (community toilet) Scheme pilot was launched in line with the Business Improvement District (BID) for Lanark. The Comfort Scheme enabled local authorities to work in partnership with local businesses to provide access for the public to clean, safe and accessible toilets in local business premises with a small annual fee provided. Three local businesses were identified as suitable

and the pilot commenced in July 2019. Initially intended to be a one year pilot, this was extended to September 2022 as a result of the COVID-19 pandemic.

- 5.3. The evaluation of the pilot highlighted high administrative costs for the Council and challenges in determining usage of the scheme. For these reasons it was decided not to continue with the scheme. It was recommended that discussions be progressed with Lanark Business Improvement District on the potential continuation of the scheme under their management and operation. This was reported at the Community and Enterprise Resources Committee 13 December 2022. Following the Committee decision, Lanark Business Improvement District (Discover Lanark) advised they would discuss this at a future board meeting to consider any further options that may be available.

6. Open Space Strategy (OSS)

- 6.1. Preparation of an Open Space Strategy (OSS) and audit is one of the requirements of the Planning (Scotland) Act 2019. However, detailed regulations and guidance are awaited from Scottish Government. The Act specifically requires equality of access to open space to be assessed and also requires significant public engagement to be undertaken, including specific engagement with groups protected under the Equalities Act 2010.
- 6.2. The Planning Service and Countryside and Greenspace Service are due to complete the first stage of this process, which involved identifying the open space provision in South Lanarkshire and assessing relevant sites in terms of quality and accessibility, in March 2023.
- 6.3. Pilot community engagement meetings have taken place with community groups in Larkhall and Carluke to gain an understanding of what the key open space issues in their areas are, and to look at ways to involve the wider local communities in the OSS process. A full programme of community engagement across South Lanarkshire will be undertaken on the audit and strategy.
- 6.4. The preparation of the OSS is a significant project which will have major resource implications for the Council both in terms of staff time and expertise. It is, therefore, proposed that consultants be appointed to undertake elements of the work required, and funding from the Council's Climate Change fund has been secured to take this forward in order to meet the deadline March 2024.

7. Employment and Training

7.1. Recruitment

- 7.1.1. During 2022, Community and Enterprise Resources received a total of 3471 applications. From these applications, 493 posts were filled following the Council's standards on recruitment and selection.
- 7.1.2. Of the 29 candidates who declared a disability, all were interviewed, ten were offered a post and one was appointed. Of the 72 candidates from an ethnic background, all were interviewed and 17 were offered a post and appointed.

7.2. Training and Development

- 7.2.1. The Resource will continue to ensure employees understand that equal opportunities is a core competence against which they are measured. Within the Council's induction framework, line managers are required to explain conditions of service and processes to new employees, which includes equal opportunities. Learn on Line modules identified as mandatory training for all employees have been added to

Service training matrices and completion of these courses is being monitored by the Community and Enterprise Learning and Development Board.

7.3. Supporting Employees

7.3.1. 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.

7.3.2. 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.

8. Access to information

8.1. The Resource publishes Service information on the Council website which complies with the Web Content Accessibility Guidelines legislation which came into force on 23 September 2020. ReciteMe was launched onto the Council's website in October 2022. ReciteMe provides accessibility and language options to enable everyone to customise the Council's website in a way that works for them including changing the front size/type, background colour or change the language. The Resource has a commitment to translate documents and provide interpretation services when appropriate.

9. Consultation, Involvement and Engagement

9.1. The Resource continues to work closely with a range of equalities groups and stakeholders. These include:-

- ◆ Access Panel
- ◆ Seniors Together
- ◆ Youth Council
- ◆ Various Community Councils/Groups and Development Trusts
- ◆ Wooddean Community Project Organisation
- ◆ Healthnhappy Springhall
- ◆ Strathaven Rotary Club Libberton and Tinto Primary Schools
- ◆ Victoria Park, Cairns, Heatheryknow and Calderwood Primary Schools

These groups and stakeholders were instrumental in shaping development of key, strategic pieces of work. Recent examples are consultation on the South Lanarkshire Local Development Plan and the Topgolf driving range, a commercial leisure development application in Cambuslang where, during pre-application discussions the Access Panel made a number of suggestions to improve disabled access within the building.

10. Next steps and priorities

10.1. During the next year, 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 projects assisting in providing improved facilities for disabled people and ensuring compliance with Equality Act legislation

11. Employee Implications

- 11.1. Mainstreaming equalities are met from within existing employee resources.

12. Financial Implications

- 12.1. There are no financial implications arising from this report.

13. Climate Change, Sustainability and Environmental Implications

- 13.1. There are no climate change or environmental implications as a result of this report.

14. Other Implications

- 14.1. There is a risk to the Council if the Resource does not comply with the relevant equalities duty and legislation

15. Equality Impact Assessment and Consultation Arrangements

- 15.1. 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.

- 15.2. There was no requirement to undertake consultation in terms of the content of this report.

David Booth

Executive Director (Community and Enterprise Resources)

14 March 2023

Link(s) to Council Values/Priorities/Outcomes

Values

- ♦ Focused on people and their needs
- ♦ Working with and respecting others
- ♦ Accountable, effective, efficient and transparent
- ♦ Ambitious, self-aware and improving
- ♦ Fair, open and sustainable
- ♦ Excellent employer

Priorities

- ♦ We will work to put people first and reduce inequality
- ♦ We will work towards a sustainable future in sustainable places
- ♦ We will work to recover, progress and improve

Outcomes

- ♦ Our children and young people thrive
- ♦ Good quality, suitable and sustainable places to live
- ♦ Thriving business, fair jobs and vibrant town centres
- ♦ Caring, connected, sustainable communities
- ♦ People live the healthiest lives possible

- ◆ Inspiring learners, transforming learning, strengthening partnerships

Previous References

- ◆ Equal Opportunities Forum – 15 September 2021

List of Background Papers

- ◆ South Lanarkshire Working For You: Mainstreaming Equalities Progress Report 2019 to 2021 and Mainstreaming Equalities Report 2021 to 2025

Contact for Further Information

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

Gayle Forrest:- Support Team Leader

E-mail:- gayle.forrest@southlanarkshire.gov.uk

Appendix 1 – Mainstreaming Equalities

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Key to Services

- ESD – Enterprise and Sustainable Development
- FWG – Facilities, Waste and Grounds
- PRS – Planning and Regulatory Services
- RTF – Roads Transportation and Fleet

Note relating to the statistics provided within this Appendix:

Where full financial or calendar year figures are available for 2021/2022 they have been provided, along with figures 'as at' the time of reporting. This is due to the reporting schedule of the Forum and also some business areas were interrupted by the pandemic which continued to impact on some service areas into 2021.

Community and Enterprise Resources Mainstreaming Equalities 2022/2023			
	1 – Caring, connected, sustainable communities	The aim of this outcome is to work with communities to create safe, strong sustainable places. In doing so we will increase digital access in rural areas, address climate change by reducing carbon emissions, improve road and transport infrastructure, including public transport and act on what our communities tell us	
	What we have done so far	What difference it has made	Service
1	<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. Most people using this service are 65+.</p> <p>Presentations to local community groups including the Seniors Together Forum are carried out by Waste Services to ensure elderly and infirm residents are aware of the full range of services available to them.</p>	<p>During 2021/2022, 4,611 residents were assisted by Waste Services in the collection, empty and return to storage area for each of their wheeled bins: 1,574 in the East Kilbride area, 1,007 in the Hamilton area, 689 in Cambuslang and Rutherglen and 1,341 in the Clydesdale area.</p> <p>From April 2022 to February 2023, 5031 residents were assisted by Waste Services in the collection, empty and return to storage area for each of their wheeled bins: 1739 in the East Kilbride area, 1105 in the Hamilton area, 748 in Cambuslang and Rutherglen and 1439 in the Clydesdale area</p> <p>Medical collections are weekly. The frequency of assisted collections is appropriate for the property i.e. access/space restrictions.</p> <p>Following the pandemic these presentations have resumed. From September 2022 to date eight Waste Education presentations have taken place</p>	FWG
2	Waste Services have special arrangements in place for households that produce additional non-recyclable waste because one or more of the residents has a recognised medical condition.	During 2021/2022, 2,004 households received this service: 634 in the Clydesdale area, 541 in the East Kilbride area, 492 in Hamilton area and 373 in Cambuslang and Rutherglen area.	FWG

		<p>Between April 2022 and February 2023, 1785 households received this service: 355 in the Clydesdale area, 509 in the East Kilbride area, 509 in Hamilton area and 373 in Cambuslang and Rutherglen area.</p> <p>Waste crews are also available to enter residents homes to assist with bulk uplift collections for residents who need additional assistance.</p>	
3	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>The Care of Gardens service was provided to 3243 households on behalf of Housing and Technical Resources, between the months June to October 2022.</p> <p>This assists in supporting people to 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>	FWG
4	Grounds Services provide a bereavement service to suit various faiths and religious beliefs and provide a service to help those in financial need. The Council has a protocol in place for the provision of Muslim burials within 24 hours	<p>In 2021/2022 15 Council funded funeral services were carried out</p> <p>Two burials were carried out in the Muslim section of the Bent Cemetery and six burials were carried out in the Chinese section in Priestfield. No burials were carried out in the area for the Coptic Orthodox Church St Mary and St Michael in the Bent Cemetery</p> <p>In 2022/2023 to date 12 Council funded cremations were carried out.</p> <p>Three burials were carried out in the Muslim section of the Bent Cemetery and four burials were carried out in the Chinese section in Priestfield. One burial was carried out in the area for the Coptic Orthodox Church St Mary and St Michael in Bent Cemetery.</p>	FWG

5	In partnership with Paths for All and NHS Lanarkshire, Grounds Services have available therapeutic walking programmes in both South and North Lanarkshire Council areas. Grounds Services also deliver The “Get Walking Lanarkshire” initiative, which runs continually.	Between April and December 2022, Get Walking Lanarkshire provided 14 active weekly walks and two one-off walks in South Lanarkshire, a total of 369 walks were delivered reaching on average 92 walkers a week. The walks were led by 41 volunteer walk leaders.	FWG
6	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. In total the service received 179 notifications of graffiti with 86% of offensive graffiti and 90.1% of non-offensive graffiti removed within the required timescales in 2021-22.	FWG
7	<p>Preparation of an Open Space Strategy (OSS) and audit is one of the requirements of the Planning (Scotland) Act 2019. However, detailed Regulations and guidance are awaited from Scottish Government. The deadline for completion of the strategy is March 2024.</p> <p>As part of the development of the strategy, 966 open space sites have been identified so far. Of these, 495 were found suitable for quality assessment and have been surveyed. A further 29 are to be investigated and assessed if appropriate. More sites may be found while assessing these ones, this work is due to be completed in March 2023.</p> <p>Further details are available at Section 6 of the Annual Report.</p>	<p>The Open Space Strategy will identify deficiencies in open space provision in South Lanarkshire and identify opportunities to resolve this, for example through developer’s contributions. The open space strategy will contribute to a number of Council objectives, including improving quality of health and wellbeing for residents.</p> <p>Having access to good quality accessible open space is known to benefit physical and mental health.</p>	PRS
8	Elderly and vulnerable adults are often the victims of scams, cold calling and bogus workmen. To prevent these individuals being victims Trading Standards Officers 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.	Talks were delivered by Trading Standards to Police Scotland and consumers at local shopping centres. During 2021/2022 nine talks were delivered, two have been delivered so far during 2022/2023. These talks help prevent elderly and vulnerable adults becoming the victims of scams by raising the awareness of the areas where scammers target.	PRS

	Posts are regularly made on Facebook and Twitter, raising awareness of the latest scams and signposting consumer educational resources.	'No Cold Calling' stickers were distributed to vulnerable consumers and 'Buy with Confidence' literature was distributed to local businesses. During 2021/2022 60 stickers were issued, 100 have been issued so far during 2022/2023.	
9	<p>Trading Standards officers undertook a number of initiatives to improve the confidence and engagement of vulnerable adults and the elderly who are targeted by scammers.</p> <p>Examples of initiatives carried out by Trading Standards officers are patrolling areas such as Burnside, Rutherglen, Bothwell, East Kilbride, Hamilton, Douglas and around sheltered housing complexes that are targeted by bogus doorstep callers, installing telephone call blockers and video doorbells. Engaging directly via talks that were delivered to community groups and SLC services in Larkhall, Uddingston, Lanark, Hamilton and Rutherglen. Indirectly via emails and alerts with local groups such as Seniors Together.</p>	<p>Twenty-nine TrueCall (telephone call blockers) units were installed which blocked 1047 nuisance calls and represents an estimated saving of £13,005</p> <p>Seventeen video doorbells have been fitted as at February 2023.</p> <p>It is estimated that over the lifetime of these two initiatives 118 scams saved vulnerable households £348,621 and led to a reduction of £323,821 in public service costs (NHS, social care and police). There will be wellbeing benefits of £115,980 across all users, and for those who would have been scam victims there are quality of life benefits of £198,166. This gives total initiative benefits of £986,588 of which £672,442 are direct financial benefits.</p> <p>Community and Enterprise Resources lead on Equality Outcome 2 – Scams and Bogus Callers</p>	PRS
10	<p>Economic Development administers LEADER a European funding programme which supports rural community and business projects. The fund supports projects in rural South Lanarkshire under the following themes:</p> <p>Developing Communities Growing Business Heritage, Culture and the Environment</p> <p>These programmes address issues such as older people</p>	<p>From April 2021 to December 2022 LEADER provided ongoing support and guidance to 22 projects in rural South Lanarkshire including:-</p> <p>Carluk Development Trust – Community Growing and Learning Healthy Valleys – Resilient Families The Haven – Dementia Connected Skills Exchange Scotland – Moving on 2</p>	ESD

	isolation and health (the Haven) or support rural younger people secure training and jobs (Skills Exchange Scotland). The Carluke Development Trust growing project supports individuals with disabilities.		
11	<p>The Economic Development Service administers Community Benefits Funds, namely Renewable Energy Fund (REF) Clyde Wind Farm Fund (CWFF)</p> <p>The funds cover all of the Council's rural communities and many of the urban towns. Projects are supported under 4 themes :- Stronger Communities Prosperous Communities Healthy and Active Communities Sustainable Environmental Communities</p> <p>The funding has priorities to work with disadvantaged groups and specifically mentions age and disability. Example of this include REF grants have helped Clydesdale Community Initiatives (CCI) develop more facilities for disabled people and Kirktonholme Football club better facilities for young people.</p>	<p>In 2021-2022 the Renewable Energy Fund supported 52 projects with £1,068,935 of grant funding. A further 25 Micro Grants valued at £94,912 were awarded to South Lanarkshire's Community Councils. The total value of REF grants awarded in 2021/2022 was £1,163,847.</p> <p>In 2021/2022 the Clyde Wind Farm Fund supported 12 projects with £350,949 of grant funding. A further five Micro Grants valued at £16,349 were awarded to Community Councils. The total value of CWFF grants awarded in 2021-2022 was £367,298.</p> <p>From April to December 2022 the Renewable Energy Fund supported 36 projects with £424,170 of grant funding and the Clyde Wind Farm Fund supported 11 projects with £507,740 of grant funding. A further £131,000 of Micro Grants were awarded to Community Councils.</p>	ESD
12	The Roads and Transportation Service published the Local Transport Strategy (LTS) in 2013, 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. The LTS provides a framework to ensure the needs of all users are considered when maintaining and improving the transport network.	A number of Active Travel Studies have been taken forward with a view to improving walking and cycling infrastructure in the main towns and villages. To date studies are complete for East Kilbride, Rutherglen/Cambuslang area, Carluke and Law area, Lanark, Hamilton, Bothwell/Uddingston and Blantyre Area, Strathaven/Stonehouse and surrounding villages and Larkhall.	RTF

	<p>A new LTS is being developed to replace the existing strategy which expires in 2023. The new LTS is expected to be published in early 2024 and will address transport issues that the community identified being important to them in relation to travel within South Lanarkshire. The vision is for a sustainable, inclusive, safe and accessible transport system helping deliver a healthier, fairer and more prosperous South Lanarkshire for communities, businesses and visitors.</p> <p>This includes the condition of roads and footways as well as overall road safety across the network.</p>	<p>A further three studies are underway in the Clydesdale area and once complete an Active Travel Study will be complete for every part of South Lanarkshire.</p>	
13	<p>Tactile paving, tactile cones, audible tones, dropped kerbs as well as “on crossing detectors” are provided on all new and upgrades to traffic signals.</p>	<p>The Roads and Transportation Service’s programme of enhancing pedestrian crossing facilities has continued. During 2021/2022 13 pedestrian crossing were upgraded, four traffic signal junction upgraded and three new Toucan crossings were installed. From April 2022 to February 23 five pedestrian crossing were upgraded and one traffic signal junction upgraded. Pedestrians who are hard of hearing or visually impaired have additional facilities to assist in crossing at traffic signal-controlled junctions. All users, including mobility impaired pedestrians and wheelchair users, have increased/safer opportunities to travel within South Lanarkshire.</p> <p>New set of signals installed at EK Rail Station as part of the active travel corridor on West Mains Road. These signals include segregated crossing points, audio and tactile equipment and paving. Work ongoing at Churchill Avenue active travel corridor which includes segregated cycle route and a new straight through combined pedestrian and cycle crossing.</p>	RTF

14	<p>New and replacement bus shelters are provided where passenger numbers are suitable. Also, high access kerbs and bus bay markings are considered.</p>	<p>During 2021/2022, eight bus shelters were renewed and 16 bus stops were altered to accommodate high access kerbs and real time information. From April 2022 to February 23, nine new bus shelters and bus stops were altered to accommodate high access kerbs and real time information.</p> <p>Mobility impaired passengers have access to bus shelters designed to accommodate those who need the use of walking aids and wheelchairs.</p>	RTF
15	<p>Roads and Transportation Services have a dedicated team that effectively co-ordinate and manage the impact of new developments affecting the transport network. The team aims to ensure that new commercial and residential developments are constructed to the appropriate standards</p> <p>The Greenhills Road / A726 Strathaven Road project has taken the opportunity to introduce an enhanced network of footpaths and footways; these are compliant with inclusive mobility guidelines. This project was completed in 2022.</p>	<p>This ensures 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.</p> <p>The dual carriageway project at Greenhills Road/Strathaven Road in East Kilbride opened 2022, providing approximately 3.5km of improved/new footway/cycle paths, three new controlled crossing facilities with touch cones and tactile paving for impaired vision users, nine new/improved uncontrolled crossing facilities with associated, dropped kerbs and tactile paving. There is also improved access from Strathaven Road to the industrial park with a new accessible ramp to assist people with mobility issues to access from Strathaven Road at the Calderglen Country Park and facilities within the Kelvin Estate at Colvilles Place.</p>	RTF
16	<p>Footways/footpaths and pedestrian areas are inspected, and safety defects are noted and repaired by Roads and Transportation Services</p>	<p>Roads and Transportation continued to deliver improvements to the road and footway network. There is a need to invest further in the footway network and as a result during 2021/2022 additional funding was allocated to footway resurfacing through participatory budgeting. During 2021-22 27,470m² of the footway network was resurfaced. Wider shared cycle/pedestrian footways have provided for a more secure environment.</p>	RTF

	2 – Inspiring learners, transforming learning, strengthening partnerships	The aim of this outcome is to inspire learners, transform learning and strengthen partnerships	
	What we have done so far	What difference it has made	Service
17	<p>Waste Services are responsible for overseeing South Lanarkshire's STEM hub which Viridor run, in conjunction with the Engineering Development Trust (EDT), until at least 2027. The South Lanarkshire hub was offered as a community benefit as part of the Council's residual waste treatment contract.</p> <p>The EDT is the leading organisation working to inspire young people into careers in Science, Technology, Education and Maths through business/ education links. EDT aims to improve equality and divert in STEM by engaging with under-represented and disadvantaged young people.</p>	<p>In 2021/2022, ten secondary schools took part in the Industrial Cadets Bronze Project. The award for the Best Overall Project was given to St John Ogilvie High School; the Best STEM solution was awarded to Calderglen High School and the winner of the Determination Award was Lanark Grammar School.</p> <p>At the Industrial Cadets Bronze Project National Finals, St John Ogilvie High School won the National Pupil's Choice Award.</p> <p>Research has shown that the exposure of younger age groups to businesses based on Science, Engineering and Technology encourages more students to choose post-16 courses in these subjects, eventually leading to the study of STEM degrees at universities.</p>	FWG
18	<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> <p>Ziggy's Road Safety Mission Streetsense Junior Road Safety Officer Scheme Your Call Crash Magnets Road Safety Calendar Competition Bikeability training</p>	<p>These programmes provide young people with road safety learning opportunities and ultimately assist in contributing to the national casualty reduction targets.</p> <p>Overall casualty numbers reached an all-time low of 254 in 2021. This figure has been on a continual decrease in recent years, from 319 in 2020 and 431 in 2019. Figures for 2022 will be reported later this year in the Reported Roads Casualties Scotland (RCCS) return. The service has made progress towards the achievement of "vision Zero" by 2050 and the interim target of a 50% reduction in all fatal and serious casualties and a 60% reduction in child fatal and serious casualties by 2030.</p>	RTF

19	<p>Roads and Transportation Services have incorporated training, educational and SME engagement elements within the Greenhills Road / A726 Strathaven Road project.</p> <p>These projects include direct employment and training opportunities for both new and existing staff. Construction experience for schools and higher educational services has also been incorporated. This project was completed in 2022</p>	<p>Training opportunities for staff and higher educational services has resulted in work experience placements, S/NVQs and VTQ05 for 43 people'</p>	RTF
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	3 – People live the healthiest lives possible	The aim of this outcome is to improve health and wellbeing to enable children and families to flourish, enabling them to live the healthiest lives possible	
	What we have done so far	What difference it has made	Service
20	Grounds Services ensure parks and open spaces are maintained to a high standard. Ground's maintenance standards are measured by a performance indicator called Land Audit Management System (LAMS).	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.	FWG
21	<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 and input to planning policy documents.</p> <p>A Roads and Transportation Officer attended the Access Panel meeting on 22 February 2023 to discuss pedestrian crossing settings, specifically the Top Cross and Palace Grounds locations in Hamilton to provide explanation of the settings used and how these are designed to assist users who are hard of hearing or visually impaired.</p> <p>The weekly list of planning and building standards applications is available to view on the SLC website and the Council's equalities team distribute this to the Panel members.</p>	<p>This Panel ensures that architects, designers and planners consider their duties under the Equality Act at the earliest possible stage of projects and during 2021/2022 the service representatives attended 11 meetings of the Access Panel</p> <p>Visits were largely restricted due to COVID-19, however, a major application which the PBS Service dealt with during 2022/2023 was for a commercial leisure development in Cambuslang for the Topgolf multi storey golf driving range application. The Access panel were approached by the project architects at pre-application stage to discuss their Design and Access statement. The Panel made a number of suggestions to improve disabled access within the building. The detailed plans for the building were later assessed by the Planning and Building standards team.</p> <p>Any enquiries received are passed to the relevant planning officer/building standards officer who if required liaises with the access panel direct. During 2022/2023 SLC Equality Services were consulted on one planning application</p>	PRS/RTF

	4 – Our children and young people thrive	The aim of this outcome is to ensure children have the best start in life, improve the health and wellbeing of children, young people and families and improve the life chances of children and young people in need of care and protection	
	What we have done so far	What difference it has made	Service
22	<p>Facilities Services provides school meals service for children and young people in South Lanarkshire. All meals meet the Nutritional Requirements for Food and Drink in Schools (Scotland) Regulations 2020. The service provides a range of nutritionally balanced menu options everyday including meals which are suitable for vegetarian and vegan. There is special diet procedure for any child or young person who has any dietary need, food allergy or intolerance, a registration form is completed, and menu agreed. In addition to this Facilities Services offer Halal menu option and all requests are handled within this process.</p> <p>Details for school lunches and special diet policy are included in the Council website, school handbooks and available from Schools direct and through school apps.</p> <p>In addition, the Service produce parent/carers menu flyers and digital animations which are shared to schools and circulated through social media platforms.</p> <p>Throughout the year Facilities officers attend pupil councils, PTA meetings as well as primary one induction and S1 transition events to promote the menu and services provided.</p>	<p>From April 2022 to February 2023 the service has processed 522 special diet requests and 311 Halal requests meeting any medical and cultural needs. No requests have been received in relation to kosher diet needs.</p> <p>By providing nutritious school meals Facilities services are assisting in improving the health and wellbeing of children and young people in South Lanarkshire.</p>	FWG

23	<p>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.</p>	<p>The Landscape Development team has to date worked with 17 groups to design, deliver and refurbish play areas which has increased opportunities for all children to play together irrespective of ability. The team have also designed one sensory garden in conjunction with Education Resources for children who do not enjoy busy play areas, the opportunity to enjoy nature and informal play in a sensory environment.</p>	FWG
24	<p>Preparation of a Play Sufficiency Assessment (PSA) is a totally new requirement of the Planning (Scotland) Act 2019. However, detailed Regulations and guidance are awaited from Scottish Government.</p> <p>The Act requires significant public engagement/consultants to be undertaken, including specific engagement with groups protected under the Equalities Act 2010, in particular, children and young people.</p> <p>This is a new piece of work that the Planning Service will be commencing work on during 2023 and will hopefully draw on some of the data collected for the play investment fund exercise recently carried out by Amenity Services.</p> <p>In the longer term the findings of the PSA could be used to target future developers contributions.</p>	<p>The PSA will contribute to the outcome by providing opportunities to improve the health and wellbeing of children.</p> <p>Children experience a range of health, wellbeing and educational benefits from outdoor play, and learning in, and connecting with nature.</p> <p>Providing quality opportunities for children of all ages and varying abilities to play should benefit their physical and cognitive development and uphold their right to engage in play and recreational activities.</p>	PRS/FWG
25	<p>Environmental Services have an ongoing programme of work designed to prevent the sale of tobacco and Nicotine Vapour Products (NVPs) to children (under 18s) which assists in the prevention of children taking up smoking. This includes carrying out inspections to business which sell such products.</p>	<p>During 2021/2022, officers visited 96 businesses and discovered 25 contraventions of tobacco and NVP related legislation</p> <p>From April 2022 to February 2023 officers have visited 63 businesses and discovered 55 contraventions of tobacco and NVP related legislation.</p>	PRS

26	Fleet Services provide transportation services to Education Resources (primarily school pupils with Additional Support Needs and pupils attending college) and Social Work Resources (both Adult Services and Older Peoples Services' clients).	<p>This transport service helps children and adults access school or social care establishments safely throughout South Lanarkshire.</p> <p>Transport is provided for 731 children and 268 adults in a range of vehicles adapted where necessary to meet the specific needs of the individual.</p>	RTF
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	5 – Good quality, suitable and sustainable places to live	The aim of this outcome is providing good quality, suitable and sustainable places to live. Work to bring vacant and derelict land sites into productive use. Work with property owners and landlords to make sure our private housing is suitable for the needs of our residents and support the sustainability and prosperity of rural communities and economy while protecting the distinctive character of the rural area	
	What we have done so far	What difference it has made	Service
27	<p>South Lanarkshire Local Development Plan (LDP) is a statutory plan which guides the future use of land in the area. The plan has been subject to extensive consultation with the public and local interest groups such as the Access Panel, Seniors Together and the Youth Council and their views were taken on board when drafting the plan. The LDP was formally adopted by the Council on 9 April 2021</p> <p>The Scottish National Planning Framework (NPF) 4 was approved by the Scottish Parliament in January 2023. It sets out planning policies for the next 20 years and is now part of the statutory Development Plan alongside the LDP. All planning applications will be assessed against these policies alongside the current LDP 2 policies until a new LDP is prepared.</p> <p>The NPF provides a clear recognition that diversity is an integral part of placemaking and seeks to ensure that barriers and challenges of the design of our living and working environments are tackled effectively. This in turn provides the remit for the next LDP to more explicitly address these issues.</p>	<p>The current Adopted LDP contains a number of policies which contain references to ensuring new developments are accessible for all. The wording of these policies was discussed with the Access Panel to improve their relevance to people with disabilities.</p> <p>If any of these policies do not accord with NPF 4, the new NPF policy will take priority. The Council is developing supporting planning guidance (SPG) to cover the new and updated policy issues emerging from NPF (see below)</p> <p>The LDP includes an Active Travel policy which supports the preparation of Active Travel studies for South Lanarkshire's settlements. These studies are currently being developed by Roads and Transportation Service and will improve accessibility within settlements.</p>	PRS

28	<p>The Planning Service is preparing a series of Supporting Planning Guidance (SPG) documents. The purpose of these is to provide further detail on the application of existing LDP2 policies but also to provide guidance for developers on new areas of policy coming out of the recently approved NPF4</p> <p>In 2022/23 the following SPG were produced</p> <ul style="list-style-type: none"> Carrying out development at a dwelling house Electric vehicle charging points Community Infrastructure Assessment Local Nature Reserves Renewable Energy <p>Further SPG are being prepared including:</p> <ul style="list-style-type: none"> Climate Change Greening and biodiversity <p>The Planning Service has appointed consultants to prepare a new Residential Design Guide. The Access Panel will be invited to make an input to this.</p>	<p>The Electric Vehicle Charging Points (EVCPs) SPG and the carrying out development at a dwelling house SPG's were presented by planning officers to the Access Panel meeting in February 2022.</p> <p>The Panel gave advice on the difficulty in accessing EVCPs, and as a result changes were made to the SPG to include level access provision to the EVCPs.</p> <p>The Panel gave further advice regarding the design and dimensions for level access provision to allow access to the rear of a dwelling house for people with restricted mobility. This was included in the finalised Carrying out development at a dwellinghouse SPG.</p> <p>Ensuring that accessibility and inclusivity is considered in the early design of residential developments will help support residents throughout varying stages and abilities in their life, in particular people with assisted needs.</p> <p>The appearance of the external environment is being considered, as the use of varied and clearly defined materials has the potential to assist the visual recognition of streets and houses which may assist people with cognitive disabilities.</p>	PRS
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	6 – Thriving business, fair jobs and vibrant town centre	The aim of this outcome is to ensure thriving business, fair jobs and vibrant town centres. More people in employment, economically active, reduce poverty, household debt and increase value spend with local businesses	
	What we have done so far	What difference it has made	Service
29	<p>Economic Development supports local businesses through the development and delivery of business support programmes. South Lanarkshire's business support programmes include targeted interventions for women and under 18's including :- Women into Business Young Enterprise Company Programme</p> <p>The Business Gateway Lanarkshire Community Benefits Group remit includes shaping how the Business Gateway in Lanarkshire promotes entrepreneurship to young people via local schools and other channels</p>	<p>In 2021/2022 2679 businesses were assisted via grants, loans or property advice, generating £22.1m in sales and creating or sustaining 1094.5 jobs.</p> <p>From April 2022 to December 2022 739 businesses were assisted via grants, loans or property advice, generating £11.2m in sales and creating or sustaining 809 jobs.</p>	ESD
30	<p>Economic Development continue to lead the delivery of investment in town and neighbourhood centres which has acted as a catalyst for additional investment to maximise opportunities for growth.</p> <p>This 5-year program commenced on 2020-2021 Economic Development has for year 2021-2022, secured £1.8 m capital funding with an additional £3.6m committed over the next three years. This investment including year one, has already resulted in excess of £9m additional private sector investment directly linked to the Council investment</p>	<p>Projects were selected following a bidding process by communities, leading to the delivery of a number of high profile projects and development works which support neighbourhood centres across South Lanarkshire. These are some of the 20 projects supported and through these initiatives which, to the end of financial year 2025/2026 will bring combined investment in excess of £17.0m:-</p> <p>The development on a learning centre and new path network at the David Livingston Centre, Blantyre Redesign and development of Rankin Gait, Carluke as a Town Centre outdoor events space, Carluke creation of an open air events space that is fully accessible to all incorporating new street furniture etc new bridges to ensure Blackwood Estate Community Woodland is fully accessible to all</p>	ESD

	<p>VisitLanarkshire (run by South and North Lanarkshire Councils), work with AccessAble, who are a charity who prepare detailed statements for visitors with disability to check before they travel that they will be able to access the building. Access to statements is available at https://www.accessable.co.uk/visit-lanarkshire and the AccessAble website is linked directly on VisitLanarkshire.com. ensuring visitors have information on the accessibility of venues and attractions whilst raising awareness of accessible tourism.</p>		
31	<p>Economic Development works with internal and external partners to identify and secure external funding which supports the Council's vision "to improve the lives and prospects of everyone in South Lanarkshire".</p>	<p>External funding secured: 2021/2022 £3,165,399 2022/2023 £4,837,207 (as at February 2023)</p> <p>This funding has been secured from a range of sources including EU, UK Government, Scottish Government, Big Lottery and Trusts and Foundations. The funding will be used to support a range of projects led by SLC and key partners and help deliver the strategic priorities and objectives.</p> <p>External funding supported a range of activities including:</p> <ul style="list-style-type: none"> - support for women affected by domestic and substance abuse - increased social prescribing opportunities and health improvement activities for older people - development of new fully accessible community facilities in Hamilton and Abington 	ESD
32	<p>Consumer and Trading Standards have carried out a number of inspections to local business, ensuring compliance with consumer protection - consumer safety, weight and measures, fair trading and animal health. The impact of these inspections lifts consumer confidence and ensures a level playing field for business in South Lanarkshire</p>	<p>The following inspections of businesses were carried out: Weights and Measures: 120 visits, nine contraventions Consumer Safety: 94 visits, 18 contraventions Fair Trading: 251 visits, 75 contraventions</p>	PRS

33	<p>Parking initiatives are in place within Hamilton and East Kilbride:-</p> <p>Duke Street car park in Hamilton offers free parking after 3pm</p> <p>The Village East Kilbride offers free parking for an hour on street and within the car park</p>	<p>These initiatives were put in place to assist accessibility and encourage turnover of spaces for the less able driver</p>	RTF
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