

Report

Report to:	Executive Committee
Date of Meeting:	29 May 2019
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Equalities Mainstreaming - Progress Report
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ outline the progress which the Council has made in relation to meeting our equality outcomes and mainstreaming equalities into our organisation

2. Recommendation(s)

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

- (1) that the draft Progress Report be noted.

3. Background

3.1. There is a statutory requirement for all public authorities to publish a set of equality outcomes and to 'mainstream equalities' into the way in which services are planned, organised and delivered.

3.2. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (the Regulations) also impose 'specific duties' upon Scottish public authorities to publish a set of equality outcomes and a report showing progress being made in 'mainstreaming' equality. This report is required to show the progress being made by public authorities in *making the equality duty integral to the exercise of its functions so as to better perform that duty. Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012*

3.3. The Regulations require public authorities to publish an Equality Outcomes and Mainstreaming Progress Report at intervals of not more than two years and should include:-

- ♦ an annual breakdown of the information gathered under the duty to gather and use employee information disaggregated by protected characteristics; including:-
 - the race, disability, sex and age distribution of the workforce at different grades, and whether they are full or part-time employees
 - information on the recruitment, development and retention of employees with respect to the number and relevant protected characteristics of such persons
 - an indication of the likely representation in terms of sexual orientation and religion and belief, provided that no individuals can be identified as a result
 - an indication of any issues for transsexual staff, based on involvement of transsexual staff or equality organisations
- ♦ details of the progress made in gathering and using that information to enable the Council to better perform the general equality duty

- ♦ employee information pay gap information showing the percentage difference, among employees, between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime)
- 3.4. The Council has produced Mainstreaming Equalities reports in 2013 and 2017 and progress reports in 2015 and 2017.
- 3.5. This progress report will show the actions that have been taken since the publication of the mainstreaming equalities report "South Lanarkshire working for you" in 2017 to progress our equality outcomes. The equality outcomes cover all protected characteristics and assist the Council to meet its duties to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations for all.

4. Progress towards our equality outcomes

- 4.1. These Outcomes have been the subject of consultation and will contribute directly towards the achievement of the strategic priorities identified in the Council's plan "Connect" objectives.
- 4.2. The reasons for the outcomes, the difference we want them to make and the activities that have been carried out to make progress towards achievement of the outcomes, are set out in the mainstreaming progress report included at Appendix 1.
- 4.3. The outcomes upon which our work has been focussed are:-
- ♦ Improve later life (previously - Improve services for older people)
 - ♦ Protect vulnerable children, young people and adults
 - ♦ Improve the availability, quality and access of housing (previously - Improve the quality, access and availability of housing)
 - ♦ Improve the road network, influence improvements in public transport and encourage active travel
 - ♦ Work with communities and partners to promote high quality, thriving and sustainable communities
 - ♦ Support our communities by tackling disadvantage and deprivation, and supporting aspiration (previously - Tackle disadvantage and deprivation and support aspiration)
 - ♦ Improve achievement, raise educational attainment and support lifelong learning (previously - Improve achievement, raise educational attainment and continue to support lifelong learning)
 - ♦ Encourage participation in physical and cultural activities
- 4.4. Examples of actions which have been taken to progress these outcomes are outlined below:-
- ♦ provided home care support to 1898 older people as part of the Supporting Your Independence approach
 - ♦ launched a Mobile Men's Shed to promote the idea of men's sheds throughout the South Lanarkshire area
 - ♦ developed and published Lanarkshire's first shared British Sign Language (BSL) Plan in partnership with North Lanarkshire council and NHS Lanarkshire
 - ♦ developed high-quality amenity flats specifically designed to be suitable for older people and are built to the latest standards of accessibility these spacious amenity flats incorporate a range of design features
 - ♦ established a programme Board for the implementation of the Carers (Scotland) Act 2016 with representation from relevant carer organisations

- ◆ carried out improvements as part of the Community Planning Partnership's aims to reduce poverty and inequalities. This includes actions to tackle in work poverty and income inequality such as promotion of the Living Wage and provision of upskilling support.

5. Workforce Profile and Gender pay gap information

- 5.1. In line with the specific duties, the draft report contains the Council's workforce figures and position on the gender pay gap. The information covers the duty for the council acting as the Education Authority, and shows teaching staff figures separately where appropriate.
- 5.2. The workforce profile figures presented in workforce profile report reflect the makeup of the all Council employees in 2018. Some of this information is gathered through an employee verification exercise, which is voluntary. We will continue to encourage employees to share their details in future exercises.
- 5.3. The data shows a steady increase in the number of people from a black and ethnic minority background, sitting now at 0.95%, which compares favourably with the estimate of the black and ethnic minority working age population in South Lanarkshire of 0.8%.
- 5.4. The figures presented in Table 2 highlight that the Council's overall pay gap continues to improve, from 6.8% in 2016 to 5.78% in 2018. The Council has achieved this through its commitment to paying the living wage and has done so by restructuring grades 1 and 2 with the removal of spinal column points (hourly rates) below the level of the living wage. In April 2018 the Council further restructured its pay model by removing the lowest points within grades at that time to a maximum of three points in each grade. This is being reduced further in April 2019 to a maximum of two points. These changes will have a beneficial impact on the gender pay gap within the authority. However, within this overall data, further analysis shows that there is a negative gender pay gap (in favour of women) amongst our teaching workforce. This disguises a continued gender pay gap amongst our local government employees at Grade 2 in particular and it is most evident for those in part time roles.
- 5.5. The differential within this Grade band is attributed to significant numbers of part-time female employees in this band, and a number of older male employees paid at the top of this grading and the type of roles within the grade band. These are typically administrative and craft roles. The Council continue to promote Delivering a Fairer Future in its recruitment to encourage recruitment into non-traditional roles for men and woman.
- 5.6. There has been an increase in the proportion of women in the top 5% earners in the Council between 2017-18 and 2018-19. This is due to the significant number of females who have received an increment, thus increasing their earnings at the grades included in the top 5%.
- 5.7. It is worth noting that the comparison of gender pay gap information across local authorities can be misleading, as the makeup each Council's workforce is different, with some Councils excluding home carers, or significant construction operatives and trades, as these services have been outsourced or are delivered by an ALEO.

6. Next Steps

- 6.1. The draft progress report should be published on the Council's website by the 30 of April 2019 in order to comply with legislation and once approved it will be published formally on the Council's website.
- 6.2. The Equality and Human Rights Commission will begin a process of checking compliance after this point.

7. Employee Implications

- 7.1. The progress report will be communicated to employee via core brief and the document, once approved, will be available on the intranet.

8. Financial Implications

- 8.1. There are no financial implications as equality policy is well established and any costs will be met from within current resources.

9. Other Implications

- 9.1. The risk to the Council is that if Elected Members, Executive Directors and resource officers do not have due regard to the Public Sector Equality Duty it may lead to non-compliance with equalities legislation. This can carry unlimited financial penalties and serious risk to the Council's reputation.

10. Equality Impact Assessment and Consultation Arrangements

- 10.1. An equality impact assessment has been carried out on the recommendations contained in this report and, where issues were identified, remedial action has been taken. Consultation on the outcomes was undertaken with Resources, Trade Unions, the Employee Network and with community representatives.
- 10.2. The assessment is that the proposals do not have any adverse impact on any part of the community covered by equalities legislation, or on community relations, and the results of the assessment will be published on the Council website.

Paul Manning

Executive Director (Finance and Corporate Resources)

5 April 2019

Link(s) to Council Values/Ambitions/Objectives

- ◆ Fair, open and sustainable
- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Excellent employer

Previous References

- ◆ None

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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“South Lanarkshire working for you”

Mainstreaming equalities progress report

2017 – 2019

working together to “improve the quality of life of everyone in South Lanarkshire”

Overall progress

South Lanarkshire Council sets itself the aim of ensuring that fairness is a priority for all of the work that it does. We recognise that to deliver our vision “to improve the quality of life of everyone in South Lanarkshire” we need to work closely with our communities and partners

We are committed to integrating equalities into our business, using tools such as Equality Impact Assessment (EqIA) and the Fairer Scotland Duty assessment where this is appropriate and by ensuring that equalities feature explicitly and proportionately in business planning, committee and other decision making reports and through other policy development and review mechanisms.

This report sets out the progress we have made in delivering our Equality Outcomes since 2015 and how these were turned into actions that have made a difference to people’s lives.

This progress report show the actions that have been taken since the original, mainstreaming equalities report “South Lanarkshire working for you” published in April 2013 and reviewed in 2015 and 2017.

Our focus remains to embed and achieve our legal equality duties of eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations in all that we do. The report shows how the Council has continued to work with others to ensure that the needs of everyone are met when using a service, regardless of the protected characteristics of:

- age,
- disability,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race,
- religion or belief,
- sex,
- sexual orientation

Within this update report of progress against our equality outcomes, we have highlighted some of the actions that have been taken to improve the lives of people in South Lanarkshire, and have demonstrated how we’ve worked effectively with partners to achieve this

Working to understand the needs of our diverse community is at the heart of delivering the highest quality services. I commend this report to you, to highlight the ongoing efforts to ensure everyone in South Lanarkshire enjoys a life free from discrimination, full of opportunity and in a community that is respectful and welcoming to all.

Lindsay Freeland
Chief Executive

Introduction

This report provides information on how South Lanarkshire Council including South Lanarkshire Licensing Board have made progress towards achieving the equality outcomes set out in the mainstreaming report published in 2017.

How we have achieved

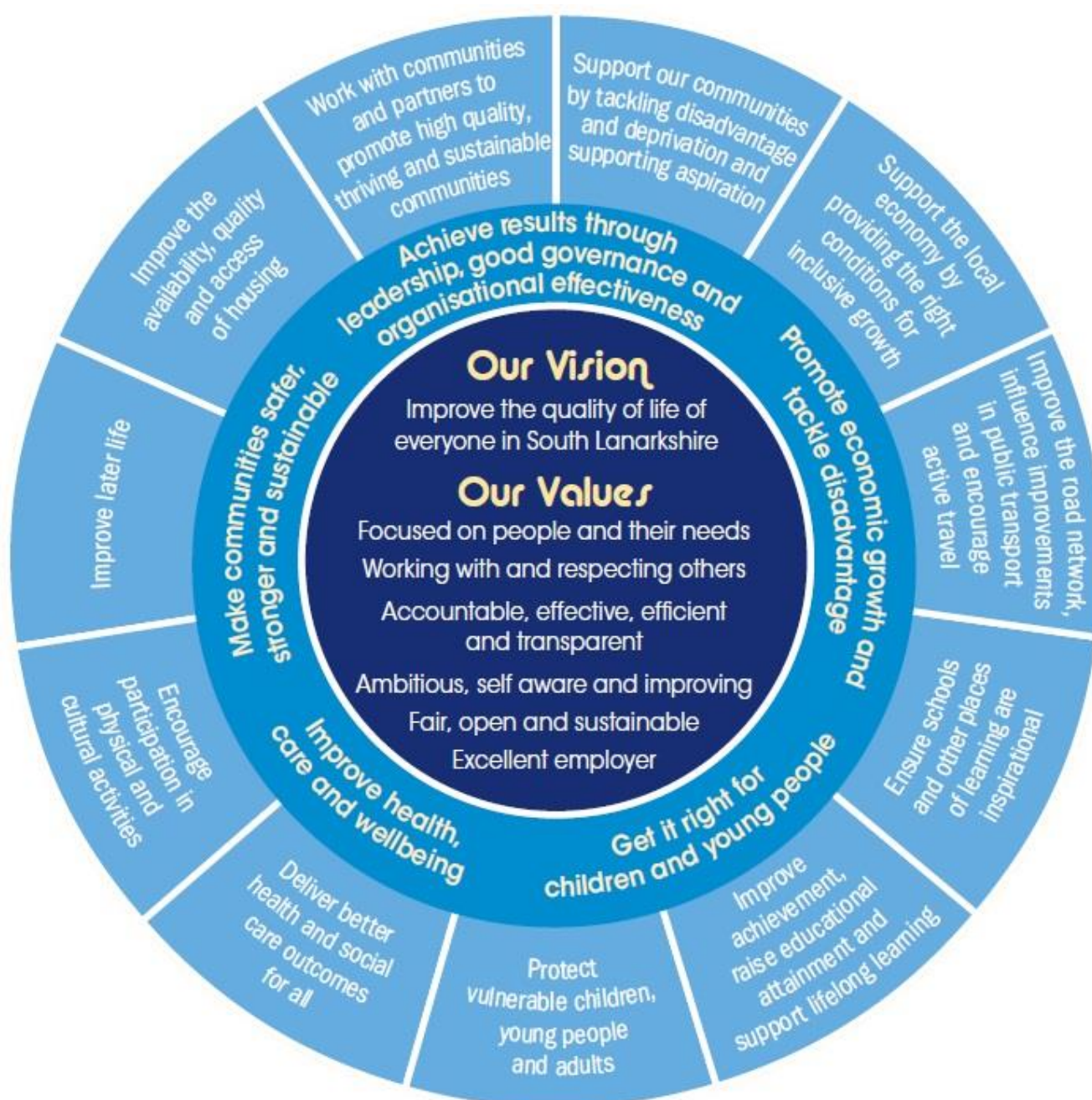
Mainstreaming equality means integrating equality into the day-to-day working of the council. This means taking account of equality in everything we do.

The aim of mainstreaming equalities is to embed our outcomes, which focus on both employees of the Council and members of the community, into all that we do. To do this we have built our outcomes on the following key principles:

- **Accessing** – provide services in ways that mean everyone can and does have the right to use them
- **Community** – provide services that bring people together and makes the most of individual needs and abilities
- **Informing** – ensure that everyone has access to information, in a format that suits their needs, on Council services and what is happening in the South Lanarkshire area
- **Involving** – talk to groups and individuals on a one to one basis and use views and opinions to inform decision making and shape service delivery
- **Promoting** – ensure that individuals are treated as and given the opportunity to be full members of the community no matter their individual need
- **Understanding** – raise awareness of individuals' needs and promote awareness of the range of cultures and languages that exist within South Lanarkshire so that everyone can be treated fairly and with dignity and respect

What we will continue to do

As part of our ongoing approach to mainstreaming equalities the outcomes we set will remain aligned with our Council plan "Connect" objectives and these have been redrafted as follows:



How We Have Mainstreamed Equality (2017-19)

Since the publication of our mainstreaming report in 2017 our key achievements in this period include:

- ◆ Provided: home care support to 1898 older people as part of the Supporting Your Independence approach
- ◆ launched a Mobile Men's Shed to promote the idea of men's sheds throughout the South Lanarkshire area
- ◆ Developed and published Lanarkshire's first shared British Sign Language (BSL) Plan
- ◆ Developed a comprehensive and multi-faceted Tackling Poverty Programme that aims to tackle poverty and inequality across South Lanarkshire
- ◆ Developed high-quality amenity flats specifically designed to be suitable for older people and are built to the latest standards of accessibility these spacious amenity flats incorporate a range of design features
- ◆ Established a programme Board for the implementation of the Carers (Scotland) Act 2016 with representation from relevant carer organisations
- ◆ Carried out improvements as part of the Community Planning Partnership's integrated Improvement Plan aiming to reduce poverty and inequalities. This includes actions to tackle in work poverty and income inequality such as promotion of the Living Wage and provision of upskilling support.

Our key achievements clearly demonstrate benefits for people whose protected characteristics are age, disability, race and sex. We do however acknowledge and work to the council's commitment to work with others to ensure that the needs of everyone are met when using a service, regardless of their protected characteristics. We also recognise the intersectionality of the protected characteristics and acknowledge that people are made up of many different protected characteristics.

We support our employees in a 'business as usual' way by making appropriate reasonable adjustments where this is required, this includes making our recruitment process fair and accessible for everyone.

A recent Best Value Assurance Report undertaken by Audit Scotland highlights that the council has shown a commitment to dealing with staff fairly and equitably. Examples of the council's commitment include:

- effective working relations and open communication with trade unions
- running transgender awareness sessions for managers and head teachers to help them understand how they can better support trans staff and pupils
- use of a disability partnership to ensure that changes in services reflect the needs of disabled citizens and employees and do not exclude any groups

During this period of this report we have: introduced our menopause policy SLC are the first local authority in Scotland to introduce a menopause policy; and raised awareness of specific topics and issues by working in partnership and delivering awareness sessions for employees across the council. This has included:

- Mental health speed networking
- Supporting an ageing workforce
- Raising Trans awareness

Outcome 1 - Improve services for older people

Research indicates that the 65 years and older population group is expected to grow steadily and to rise from 1.04 million in 2010 to 1.07 million in 2020 (an increase of 3 %). The number of people aged 75 and over is projected to increase by around 23% in the first ten years of the projection period, from 0.41 million in 2010 to 0.50 million in 2020.¹

The aim of this outcome is to deliver services to older people which improve their safety and keep them safe from abuse. It also aims to shift the balance of care for older people from hospital and institutional settings to home or community-based settings.

Why we want to do this

Evidence suggests that previous approaches to care management have been prescriptive in fitting people in to existing services rather than providing more flexible and creative supports which provide better outcomes for older people.^{2 3}

We want to build on the strengths of each older person, offering support at key times in their lives as required. This will ensure that they are always able to retain or regain control and choice in their daily lives.

Research shows that older people are more at risk of accidents in the home; therefore we want to ensure that older people have services to aid their safety within the home.⁴

In addition, research shows that older people may be more at risk of financial abuse, therefore we want to ensure that adequate information and services are provided to older people regarding money governance and when purchasing goods and services.^{5 6 7}

Outcome 2 - Protect vulnerable children, young people and adults

Research indicates that the 65 years and older population group is expected to grow steadily as outlined in outcome 1; in relation to children; between 2010 and 2020 the number of children aged under 16 years of age, is projected to increase by 5% from 0.91 to 0.96 million.⁸

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.

Why we want to do this

Research shows that many vulnerable young people have very different experiences living in their local communities, some better than others; we want to support all young people with their accommodation and living arrangements and ensure that they can live safely and independently in the community by providing timely responses to children and their families, and to plan and provide suitable supports.

Research shows that the earlier a young person begins to drink alcohol, the more likely they are to drink in ways that can be risky later in life in relation to physical and mental health. Therefore we

¹ <http://www.gro-scotland.gov.uk/files2/stats/population-projections/2010-based/proj-pop-scot-2010.pdf>

² <http://www.scotland.gov.uk/Resource/0038/00386925.pdf>

³ <http://www.scotland.gov.uk/Resource/Doc/329971/0106962.pdf>

⁴ <http://www.rospa.com/homesafety/adviceandinformation/olderpeople/accidents.aspx>

⁵ <http://www.actionfraud.police.uk/millions-think-they-were-targeted-by-a-scam-ageuk-jan11>

⁶ http://www.ageuk.org.uk/Documents/EN-GB/Information-guides/AgeUKIG5_Avoiding_scams_inf.pdf?dtrk=true

⁷ The Financial Abuse of Older People: A review from the literature carried out by the Centre for Policy on Ageing on behalf of Help the Aged

⁸ <http://www.gro-scotland.gov.uk/files2/stats/population-projections/2010-based/proj-pop-scot-2010.pdf>

want to delay the age children and young people first use alcohol and reduce the number of young people engaging in alcohol misuse.^{9 10}

In addition, “63% of young people have substance misuse issues on admission to prison” which highlights the link between alcohol and drugs and offending in communities.¹¹

Research shows that 1:5 women will experience domestic abuse at some point in their lives irrespective of their age, religion, ethnic background, wealth or education. Children who live with domestic abuse are more at risk of behavioural, emotional and mental health problems in adult life. Therefore we want to protect all victims of domestic abuse.¹²

Outcome 3 - Improve the road network, influence improvements in public transport and encourage active travel

Although South Lanarkshire Council doesn't run any bus or train services, we have a big role to play in making sure that the area has a good transport system and that congestion is reduced by encouraging the use of public transport. Good road networks and public transport provisions are essential to ensure that people from all areas of South Lanarkshire can access employment, health and other services.^{13 14}

The aim of this outcome is to improve all methods of travel across and within South Lanarkshire.

Why we want to do this

Research shows that people with disabilities are less likely to drive and more likely to be dependent on public transport or lifts from family and friends; in some rural areas access to a public transport route can be crucial to maintaining accessibility to essential services such as shopping for food. Women are less likely than men to have access to a car during the day. People on low incomes, living in households with no access to a car, are particularly vulnerable to social exclusion if public transport is not readily available.¹⁵

Outcome 4 - Support the local economy by providing the right conditions for inclusive growth

A strong local economy is a key component of a flourishing South Lanarkshire. The Council has a significant role to play in creating the right environment for business growth – which in turn enables local people to find employment and local communities to thrive.

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.

Why we want to do this

Research shows that vulnerable and disadvantaged groups, including young people entering the jobs market for the first time, young people leaving local authority care, people with disabilities, carers, and newly unemployed, are less likely to have the necessary skills and experience to enter employment.^{16 17 18}

We recognise that the importance of the public sector and its influence on the local economy is significant; economic growth is sustained through effective co-ordinated partnership, support for

⁹ <http://www.alcohol-focus-scotland.org.uk/alcohol-young-people>

¹⁰ http://www.drugmisuse.isdscotland.org/publications/local/SALSUS_2010.pdf

¹¹ <http://scotland.gov.uk/Resource/0038/00385880.pdf>

¹² http://www.southlanarkshire.gov.uk/downloads/download/636/doorway_strategy_2012-2015

¹³ <http://www.equalityhumanrights.com/advice-and-guidance/before-the-equality-act/guidance-for-service-providers-pre-october-2010/areas-of-responsibility/#transport>

¹⁴ <http://www.dft.gov.uk/webtag/documents/expert/pdf/unit3.6.3.pdf>

¹⁵ <http://www.dft.gov.uk/webtag/documents/expert/pdf/unit3.6.3.pdf>

¹⁶ <http://www.scotland.gov.uk/Resource/Doc/326739/0105315.pdf>

¹⁷ <http://scotland.gov.uk/Resource/Doc/162790/0044282.pdf>

¹⁸ [http://www.napier.ac.uk/employmentresearchinstitute/projects/Documents/SG%20Equalities%20groups%20report%20final%20120710a%20\(2\).pdf](http://www.napier.ac.uk/employmentresearchinstitute/projects/Documents/SG%20Equalities%20groups%20report%20final%20120710a%20(2).pdf)

businesses, communities and individuals. Taking this and the research outlined above into account we want to improve conditions for growth of businesses within South Lanarkshire, continue to increase involvement in lifelong learning. Further, we will continue to target groups who would particularly benefit from improved lifelong learning and increase their skills and employability [links to outcome 6 – Improve achievement, raise educational attainment and support lifelong learning]

Outcome 5 - Tackle disadvantage and deprivation and support aspiration

We believe that everyone in South Lanarkshire should have access to the same opportunities and be able to enjoy the same quality of life, regardless of their social circumstances or where they live. However we recognise that in some areas of South Lanarkshire there are far fewer opportunities for employment than others; there is higher crime and anti-social behaviour; health is poorer and educational attainment is lower.¹⁹

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.

Why we want to do this

Consultation feedback tells us that communications and publications need to be available in a format that is useful for everybody; therefore we want to ensure all facilities, documentation and communications are accessible to all sections of the local community in appropriate formats.

Adaptations once a building is complete are costly, time consuming and deny users access until changes are made.

Vulnerable groups are less likely to follow a healthier lifestyle.²⁰

Those with addictions and mental health problems require additional support to promote wellbeing^{21 22}

In times of continuing financial pressures vulnerable groups have increased risk of not achieving positive destinations e.g. (moving on to further education, higher education, employment or training)²³ - [links to outcome 6 – Improve achievement, raise educational attainment and support lifelong learning]

Outcome 6 – Improve achievement, raise educational attainment and continue support lifelong learning

South Lanarkshire Council aims to provide the highest possible quality of educational provision for children, young people, families and communities; including the development and delivery of specialist alternative learning opportunities for people to meet their individual needs as appropriate.

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

Why we want to do this

In times of continuing financial pressures vulnerable groups have an increased risk of not achieving positive destinations e.g. (moving on to further education, higher education, employment or training)²⁴ - [links to outcome 5 - Tackle disadvantage and deprivation and support aspiration]

¹⁹ http://www.southlanarkshire.gov.uk/downloads/file/6971/connect_council_plan_2012-2017

²⁰ http://www.audit-scotland.gov.uk/docs/health/2012/nr_121213_health_inequalities.pdf

²¹ <http://www.elament.org.uk/mental-health-topics.aspx>

²² <http://www.nhs.uk/livewell/mentalhealth/Pages/Mentalhealthhome.aspx>

²³ <http://www.scotland.gov.uk/Publications/2011/03/14094421/3>

²⁴ <http://www.scotland.gov.uk/Publications/2011/03/14094421/3>

“50% of all prisoners have reading skills of an 11 year old” – this is likely to impact on many issues in life from educational attainment to employability prospects.²⁵

To improve the literacy capabilities of Scotland’s adults over the next 10 years in line with the Scottish Government’s commitment²⁶

Vulnerable groups are less likely to achieve positive outcomes in schools.

Outcome 7 - Improve the quality, access and availability of housing

Meeting the housing needs and aspirations of people in South Lanarkshire to have access to and enjoy a good quality, affordable home remains an important task for the Council. A priority for the Council is to improve the quality of existing housing, provide better access to those who need it, and to help increase the availability of housing in the right places which is affordable.^{27 28 29}

The aim of this outcome is to ensure that South Lanarkshire’s homes are more energy efficient and the impact of fuel poverty is reduced and to ensure that the needs of people with impairments are met through the installation of appropriate equipment and adaptations.³⁰

Why we want to do this

We want to understand fully the wide range of customer needs to improve service delivery across all our services.

Improve access to housing which meets particular needs and allow elderly and disabled people to remain in their own homes

A “study of transitional care in Scotland identified housing as one of the main problems encountered by short term prisoners with drug problems on release”, which make it more likely that they will resume drug misuse.³¹

Outcome 8 – Encourage participation in physical and cultural activities

By working in partnership with other agencies and organisations – such as public sector bodies and the voluntary sector – we can achieve far more than we can by working on our own. Not only do we avoid duplication, but we develop better services which are co-ordinated with the services provided by others.

Local communities can be empowered through support for local democratic structures, enabling them to influence decisions which affect them and to improve their own capacity to make positive changes for themselves.

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.

Why we want to do this

We want to engage with our communities to achieve greater participation and involvement in decision-making and to help us to fully understand the wide range of customer needs, which will help us improve service delivery across all our services.

²⁵ <http://scotland.gov.uk/Resource/0038/00385880.pdf>

²⁶ <http://www.scotland.gov.uk/Resource/Doc/339854/0112382.pdf>

²⁷ http://www.southlanarkshire.gov.uk/downloads/file/6971/connect_council_plan_2012-2017

²⁸ <http://www.scotland.gov.uk/Publications/2011/02/03132933/4>

²⁹ <http://www.scotland.gov.uk/Topics/Built-Environment/Housing/16342/shqs>

³⁰ http://www.southlanarkshire.gov.uk/info/917/housing/879/local_housing_strategy

³¹ http://www.sccjr.ac.uk/wp-content/uploads/2009/02/Evaluation_of_the_Scottish_Prison_Service_Transitional_Care_Initiative.pdf

Evidence suggests that older people want to stay in their homes and communities where possible, rather than moving to institutional settings. Demographic shifts also make historic models of care untenable for the future ^{32 33} [also links to outcome 1 - Improve services for older people]

Evidence suggests that people will have more fulfilled lives when they take part in activities that are personalised to them and their interests. This is a contributory factor to sustaining people within their own communities. ^{34 35}

We will, as part of our partnership approach, work in conjunction with Health and Social Care Partnership to deliver these outcomes in line with their outcomes of:

Outcome 1

Older and disabled people are able to look after and improve their own health and well-being and live in good health for longer

Outcome 2

People, including those with disabilities, long term conditions, or who are frail, are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community

Outcome 3

Younger, older, disabled and black and minority ethnic people who use health and social care services have positive experiences of those services and have their dignity respected

Outcome 4

Health and social care services are centred on helping to maintain or improve the quality of life of vulnerable people who use those services

Outcome 5

Health and social care services contribute to reducing health inequalities of women living in deprived communities.

Outcome 6

Carers, young carers and carers from a black and minority ethnic background who provide unpaid care are supported to look after their own health and wellbeing, including to reduce any negative impact of their caring role on their own health and wellbeing

Outcome 7

Older and disabled people who use health and social care services are safe from harm

Outcome 8

People with relevant protected characteristics who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide

Outcome 9

Resources are used effectively and efficiently in the provision of health and social care services to ensure all people with protected characteristics can access the care they need

³² <http://www.scotland.gov.uk/Resource/0038/00386925.pdf>

³³ <http://www.scotland.gov.uk/Resource/Doc/329971/0106962.pdf>

³⁴ <http://www.scotland.gov.uk/Publications/2010/11/05120810/3>

³⁵ <http://www.scotland.gov.uk/Resource/Doc/1095/0097691.pdf>

What have we done so far?

Since publishing our mainstreaming report for 2017-21 the Council has continued to develop and deliver services to improve and make a difference to the lives of those who live and work in South Lanarkshire. We have continued to tackle and address challenges faced by members of our community to ensure greater equality of opportunity; a reduction in discrimination, harassment and victimisation; and to foster good relations.

This report highlights our activities over the past two years as part of our mainstreaming approach. It demonstrates that equality runs throughout the work that we do and it also signposts to other relevant reports and sections of the Council and partners websites; we have consulted with a range of people and included in the report the differences that they feel the Council has made to their day-to-day lives.

Our progress so far, against each of our outcomes, is shown below and in council papers that can be found on the Council website under the Council and Government section on the homepage, and in the Councillor and Committee section.

Outcomes progress 2017-2019

Outcome 1 - Improve services for older people

What we've done since the last report	The difference this has made
We have provided: home care support to 1898 older people as part of the Supporting Your Independence approach.	This has allowed people to remain in their own homes, and continue to be independent.
1396 day care places across 14 centres South Lanarkshire wide have been provided.	This allows people to engage in small group settings, participate in a range of stimulating activities, make new friends, and as a result feel less lonely.
Co-ordinated support to a range of lunch clubs South Lanarkshire wide.	People are encouraged and supported to run these clubs themselves, maintaining their independence, and social contacts.
Provided. 213 of our own care home placements and a further 1,569 within the private/voluntary sector care homes.	People in need of 24 hour personal care and support are cared for in purpose built homely environments.
Undertook 1100 Inquiries for the 65+ age group in Adult Support and Protection resulting in 67 investigations.	This ensures that people are protected from harm. This includes behaviour that causes fear, alarm or distress and may include neglect or self-neglect, or physical, psychological, sexual, financial or other abuse.
Care of Gardens maintenance service is primarily targeted at those who are unable to manage their garden, particularly older people and people with a disability.	The Care of Gardens service is provided to 3041 households, this assists to support people live independently. Maintaining gardens to a good standard prevents the garden from becoming overgrown and untidy and can help with people's overall health and wellbeing.

Continued joint working with the Health & Social Care Partnership to support the national health and wellbeing outcomes

Implemented the Housing actions within the Strategic Commissioning Plan for 2016-19 including:

- Delivery of adaptations, scheme of assistance and care of gardens programmes
- Increased the supply of housing suitable for older people and those with disabilities through new build affordable and private sector housing programmes
- Converted mainstream council houses to amenity standard as they became available to re-let
- Rolled out Home Options information and advice portal, including Housing Options for Older People

These initiatives support older people and those with disabilities to remain independent and healthy.

Delivered our 3rd bi-annual Festival, a tenant-led event for sheltered housing tenants

The event was attended by 180 sheltered housing tenants who enjoyed a fun-filled day within a theme of health and wellbeing. This type of event helps to keep older people engaged in their communities and works towards addressing social isolation and loneliness faced by many older people.

Seniors Together (SLC's older people's project) launched a Mobile Men's Shed to promote the idea of men's sheds throughout the South Lanarkshire area.

Men's sheds are community spaces for men to connect, converse and create. The activities are often similar to those of garden sheds, but for groups of men to enjoy together. They help reduce loneliness and isolation, as they provide an opportunity to meet with peers and engage in activities such as wood working, hobby crafts and computing.

Men's Sheds help to facilitate conversation about subjects that men might find difficult to take about.

This initiative will impact on men with most of the men that attend the sheds being retired.

Research shows that life after employment can be difficult and men often feel that they've lost their sense of purpose and place in the world. They can miss the routine and camaraderie between colleagues that often comes with working life. This can lead to feelings of loneliness and isolation which can be dangerous for their health and wellbeing. However, recognising that age isn't the only factor in loneliness and isolation, and that there is more to Men's Sheds, for example sharing skills, informal learning and enjoyment, some Sheds have younger members.

The sheds are a chance to make friends, learn new skills or simply pass a few hours, at the same time tackling the isolation and reduced opportunity that can often come hand in hand with this stage of life. Specifically benefits people who are in the protected characteristics (PC) of age and sex (men).

Outcome 2 - Protect vulnerable children, young people and adults

What we've done since the last report	The difference this has made
Handled 871 enquiries for adults under 65 which lead to 41 Adult Support and Protection investigations.	Vulnerable adults are protected from harm.
1051 people with a learning disability have been supported to live in their own communities.	Supported living arrangements are available to people with learning disabilities, they continue to participate in their communities.
Reviewed our models of day opportunities for adults with a learning disability.	This allows people with learning disabilities to access more flexible services that reflect their needs and allows them to engage in their community in a meaningful and enjoyable way.
Have undertaken 712 Child Protection Investigations. Placed 140 children on the Child Protection Register and prepared 529 reports for the children through the Children's Hearing System	Children and young people are protected from harm. Children and young people's wellbeing is addressed as we work to ensure they are safe, healthy, achieving, nurtured, active, respected, responsible and included
Supported 227 children and young people through full time foster care placements.	Children are cared for in homely environments, and their wellbeing supported by foster parents.
The Resource looked after 563 children:- <ul style="list-style-type: none"> • 47.3% were looked after at home • 40.3% were looked after by foster/carers/prospective adopters • 12.4% were looked after in a residential/ or specialist residential school accommodation 	Vulnerable children and young people are supported in a range of settings as their needs are addressed.
Service users with disabilities are supported to make choices and have control over their care and support arrangements via Self-Directed Support (SDS).	Service users are exercising choose with SDS options: <ul style="list-style-type: none"> • Direct Payments– 380 • Individual Service Fund – 64
We have provided 13,768 items of specialised equipment for people living with disabilities to allow them to remain independent in their own home.	Vulnerable adults with physical disabilities are able to remain in their own homes, and supported to continue to be as independent as possible
As of December 2017, 29 families, (110 individuals) have settled within South Lanarkshire under the Refugee Resettlement Programme, formally called the Syrian Vulnerable Persons Resettlement Scheme. Plans are in place for two further families to arrive early Spring 2018 to achieve the total of 120 as agreed by the Council's Executive Committee	From the 29 families 27 have children who are attending nurseries/schools across the South Lanarkshire area. Families are settled in the following areas – Cambuslang/Rutherglen, East Kilbride, Hamilton and wider area and Clydesdale. The families have been warmly welcomed into their communities and have received support and assistance to integrate into the culture, language and Scottish way of life. Children and young people have settled particularly well into nursery and primary school life. The educational environments have provided a safe and

	<p>happy environment for learning and social interaction. Nursery and Primary school children have picked up English language skills very quickly. Secondary school children are also developing their language skills as well as accessing the full curriculum.</p> <p>Children and parents are involved in a wide range of school engagement and participation opportunities which greatly assists the family integrate into the community.</p> <p>All families were involved developing a response to the New Scots Strategy by providing their views at an event held on 13 September 2017. Three ladies from the Rutherglen area spoke of their experience arriving in Scotland and how the school all their children attended made a positive impact on their children's lives. The Head teacher from the primary school spoke of the benefits and delights at having the children attend the school.</p> <p>The provision of ESOL classes has been very positive and work is ongoing to review and increase classes to adults throughout 2018 through accessing Home Office funding.</p> <p>The Inclusive Education Service continues to work with partner agencies and school staff to support unaccompanied asylum seeking minors.</p>
Reviewed and updated the Treat Me Well anti-bullying policy working in partnership with Education Scotland and the national Respect Me organisation.	<p>The revised policy promotes a positive ethos in all of our educational establishments and a consistent approach to protecting vulnerable children and young people. It provides an opportunity to raise awareness and celebrate differences, contributing to a culture of equality and diversity.</p>
Consulted with members of Mix United LGBTI service within Hamilton Universal Connections.	<p>A revised programme is now in place and the time and day when the service will run has been amended to suit the group.</p> <p>The members started their own committee and their actions have had an impact on the way local services operate by raising awareness of the LGBTI community.</p>
Established a new LGBT+ group within East Kilbride Universal Connections	<p>This newly established group emerged from an identified need from young people. The group provides a safe space to access to peer support and guidance for young people.</p>
Developed a range of training programmes and guidance for educational establishments.	<p>Staff are provided with up to date information and support to help them develop the relevant skills and qualities to support our most vulnerable children and young people.</p> <p>Some examples are:</p> <ul style="list-style-type: none"> • Mental Health First Aid training to provide staff with basic knowledge and skills and to develop

	<p>PSE courses in the secondary school curriculum focussing on mental, emotional, social and physical wellbeing</p> <ul style="list-style-type: none"> • Nurture training and development to support education staff in building a nurturing ethos in both primary and secondary schools and nurture provision where appropriate. Teaching material are being developed • Eleven schools are engaging in the Mentors in Violence Prevention Programme
Produced a suite of resources to support transitions for pupils with additional support needs:	Children and young people are supported through their transition to ensure that appropriate supports are in place
Supported interventions for young people experiencing poor mental health.	The interventions have led to a decrease in attempted suicides and led to the development of a localised crisis management plan. Young people are more comfortable speaking about their mental health and are seek appropriate support. This has also reduced the stigma surrounding mental health. There has been an increase in the number of young people requesting support and using strategies such as mindfulness, visualisation, breathing exercises and relaxation interventions.
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.	Refurbished play areas increase opportunities for all children to play together irrespective of ability.
Delivered training in Child & Adult Protection for housing staff.	Protects vulnerable adults and children by promoting awareness among Housing staff of signs to look out for when visiting council homes and highlights the need to report any concerns.
Provided an opportunity for all Sheltered Housing staff to attend a new and innovative Virtual Dementia Experience training activity	Staff experienced a virtual reality insight as to the difficulties and issues that people living with dementia may encounter on a daily basis, helping support to be tailored appropriately.
Developed and published Lanarkshire's first shared British Sign Language (BSL) Plan with the aim of making access to services and information more accessible for Deaf and Deafblind BSL users. To achieve this we worked in partnership, setting up a steering group with members of the community who are BSL users (including tactile BSL users) and organisations who represent the Deaf and Deafblind communities. Consultation activity included information being provided in BSL and English with BSL users being given the opportunity to respond to the consultation in BSL.	<p>This plan will impact on Deaf and Deafblind BSL users, their families, people who support them, staff in both local authorities and NHS staff.</p> <p>Specifically people who are in the protected characteristics (PC) of age, disability.</p> <p>In relation to the PC of race although it is unlikely that the plan will directly impact on them, the impact assessment has highlighted that if the person's language at home is not British and they require sign language interpretation we will need to source appropriate supports.</p>

Outcome 3 - Improve road network and the quality of the physical environment

What we've done since the last report	The difference this has made
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.	The LTS has been developed to address transport issues that the community identified being important to them in relation to travel within South Lanarkshire. 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.
Footways/footpaths and pedestrian areas are inspected and safety defects are noted and repaired by Roads and Transportation services.	Roads and Transportation continued to deliver the Roads Investment Programme and during 2017-18, a total of 11,202 m ² was resurfaced and a total of 1751 defects repaired on paved areas. Mobility impaired pedestrians and wheelchair users have more even surfaces to use.
Enhanced pedestrian crossing facilities including five traffic signal junctions 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.
Provided new and replacement bus shelters and high access kerbs and bus bay markings.	During 2017-18 new bus shelters were erected/ renewed and two bus stops now incorporate either high access kerbs or extended bus bay markings. 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.
Set up a dedicated team to more effectively co-ordinate and manage the impact of new developments affecting the transport network.	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.

Outcome 4 - - Provide the right conditions for inclusive economic growth

What we've done since the last report	The difference this has made
Supported local businesses through development and delivery of business support programmes.	During 2017-18 1637 businesses were assisted via grants, loans or property advice, generating £23m in sales and creating or sustaining 1361 jobs.
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.	Local small to medium sized businesses and registered charities are assisted to create additional real jobs by offering a wage subsidy. From April 2017 to February 2018, 2229 people were supported through a range of programmes. Of this 1777 people progressed into employment, further training or higher education.
Through the delivery of the £1.3BN Glasgow and Clyde Valley City Deal, implemented a programme to offer intensive work-focussed support to those individuals receiving the health related benefit; Employment Support Allowance. 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.	This initiative has supported 245 people so far, from the target of around 570 individuals in South Lanarkshire (4000 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.

Outcome 5 - Tackle poverty and support aspiration

What we've done since the last report	The difference this has made
<p>Worked with the community to overcome specific issues relating to a planning application to transform a 15ha derelict site at Cuningar Loop in Rutherglen into an urban woodland park. The site is adjacent to a travelling showpeople's site. The planning process associated with the development involved extensive pre-application meetings, discussions and public consultation, seeking to identify planning constraints and issues at the earliest possible stage.</p> <p>During the application assessment stage, further meetings were held on site, to give specific consideration to issues raised by the residents of the adjacent showpeople's site. All eighty-one of the residents objected to the proposal. However through positive engagement between the Council, the developers and representatives of the showpeople, all of these objections were removed and support was given to the proposed development prior to its determination.</p>	<p>Positive engagement with the showpeople who reside in close proximity to the site resulted in their concerns being addressed at all stages of the process and the park being developed in a manner that respected their specific needs and requirements.</p> <p>The efforts made to engage with this minority cultural group ensured that their concerns and apprehension about a major change of use adjacent to their site were addressed.</p>
<p>Developed a comprehensive and multi-faceted Tackling Poverty Programme that aims to tackle 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. The programme delivers positive outcomes through early intervention with a strong focus on supporting vulnerable children, young people, families and those in greatest need.at the earliest point to prevent issues arising at a later stage.</p> <p>87% of targets agreed with delivery partners were achieved/exceeded, with a further 10% being within 70% of target, with only 5% less than 70% of target.</p>
<p>Developed a new Community Planning Partnership approach to improving outcomes and building community participation and involvement in some of our most deprived communities through the co-production of local neighbourhood Plans .</p> <p>This approach began in November 2017 with a major door to door engagement exercise to identify community priorities, involving over 1200 households – 15% of all households in the area. Using a Participatory Budgeting approach residents then determined how budgets would be allocated to begin to address priorities and work is now underway to bring residents and partners together to develop the neighbourhood plans.</p>	<p>Residents of all ages have engaged in the process. This includes those who have been active in their communities for many years as well as those who have never previously got involved but are now eager to contribute and help to make a difference. Partners have also engaged positively and are supporting the process.</p> <p>There is an increase in community participation and capacity and several projects have already been delivered by the community and partners working together such as a school holiday programme and new community access to a sports/recreation area that had previously been closed out with school hours.</p>

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.

Continued to support unpaid carers by providing financial support to Lanarkshire Carers Centre, South Lanarkshire Carers Network and other partner organisations to assist us deliver on the duties of the Carers (Scotland) Act 2016.

Continued to provide funding to Lanarkshire Links with other partner organisations in support of service users and carers with mental health concerns.

Continued to Implement the Advocacy Plan in relation to the Mental Health Care and Treatment Act (2003).

Continued to support individuals understand and maximise their Department of Work and Pensions benefit entitlement.

Used Free school meals information to target supports to children and young people up to Secondary S3 when distributing their Pupil Equity Funding (PEF) funding.

Promoted mental health and wellbeing in children and young people.

South Lanarkshire now has the 10th lowest rate (of Scottish Local Authority areas) of employees earning less than the Living Wage.

A range of partners are represented on the South Lanarkshire Living Wage Campaign Group which continues to identify relevant single agency and partnership actions. This includes work to celebrate Living Wage Employers; encourage others to pay the Living Wage and adopt other fair work measures as well as procurement related actions. In 2017, a Living Wage Accreditation Discount Scheme was tested and with only £1k of investment in the scheme, 11 employers were accredited, employing 130 people, with 24 people receiving a pay rise on to the Living Wage.

The number of South Lanarkshire employers with Living Wage Accreditation has increased from 50 to 59 over the course of the year and we have one of the largest numbers of accredited employers in Scotland.

Supports and services to unpaid carers continue to develop and evolve with our third sector organisations. Unpaid carers are being made aware of their new rights within the Act and more are being identified.

Service users and carers with mental health concerns are supported in locality based mental health issues groups. These groups assist promote mental health, wellbeing and social inclusion within their communities.

Under the Act anyone with a mental disorder has the right to access an independent advocate. An independent advocate is able to give support and help to enable a person to express their own views about their care and treatment.

Money Matters Advice Service has helped residents of South Lanarkshire to claim over £12.5 million in benefits and over £3.8 million in backdated payments.

Young people who may be experiencing barriers to their learning for poverty related reasons receive bespoke, context specific interventions to support them to access learning and teaching in a more equitable way.

The A to Z of Attachment and Resilience for Parents of Older Children has been disseminated, and is in use in Parent Workshops. Work has been conducted with NHS and Social

Introduced the RISE girls group, a project to support and empower girls helping them feel confident and included. Its aim is to help them reach their potential and enhance their whole school experience. It helps to build relationships, raise confidence and self-esteem, improve skills and support aspirations through group activities, 1:1 support, in class support or an alternative space to work.

The majority of RISE participants are drawn from SIMD 1 and 2 but it is open to pupils from all socio-economic backgrounds. The level of support required is tailored to the need of the pupil and is flexible.

Worked closely with the South Lanarkshire Access Panel. 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.

Continued to implement the Syrian Refugee Resettlement Programme

Developed Rapid Rehousing Transition Plans aimed at preventing and reducing homelessness

Held a number of engagement events with residents of our two Gypsy / Traveller sites, allowing consultation on a range of housing issues

Work management to develop a collaborative approach to further embedding the Early Years Framework of Assessment and Intervention for Attachment and Resilience.

Ensures everyone in the school has a fair chance to reach their goals.

The young people state that they have had great benefit from participation in the programme and evaluation highlights improved school attendance, engagement and participation in the individual's learner journey.

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.

Examples include:

- testing the accessibility features of a new development and identify concerns, which the Council could then address and ensure that the needs of people who would live in the houses were fully considered
- testing the accessibility features at the redeveloped ice rink in EK, this resulted in the introduction of a new ramp to access to the Ice Rink, an accessible toilet and changing area, level with the Ice Rink and improved signage

Provided settled homes for a total of 41 Syrian families (154 individuals) up to 31 March 2019.

In conjunction with our Registered Social Landlord partners, a range of actions aimed at preventing and reducing homelessness will be taken forward through the 5-year life of the plan from 2019-2024, with the ultimate aim of ending homelessness and rough sleeping.

Based on feedback received from site residents, investment plans have been developed for both sites which will see a range of improvements delivered during financial year 2019/20.

Automated the process related to the award of free school meals and clothing grants. For anyone in receipt of Housing Benefit and/or Council Tax Reduction from the council they do not need to apply online. The information held will be used to automatically award free school meals (P4 to S6) and/or school clothing grants (P1 to S6) to eligible families. All school children in primaries 1 – 3 receive free school meals.

We are developing child poverty actions plans to try to address the increasing child poverty levels. These plans will be in operation from June 2019.

This ensures that children have the opportunity to receive a free meal at school and will also be entitled to a clothing grant to buy a school uniform. Automating the process helps to remove any stigma attached to applying for free school meals and/or a clothing grant.

The plans will focus supports on reducing child poverty and supporting the most vulnerable in our communities.

Outcome 6 - Raise educational attainment and support lifelong learning

What we've done since the last report	The difference this has made
<p>Provided a bespoke educational provision for gypsy/traveller young people of secondary age residing in South Lanarkshire Council. The Gypsy Travellers Education Group (GTEG) The teaching and youth learning staff deliver a curriculum ensuring literacy, numeracy, health and wellbeing and employability needs are met for the individuals. Our GTEG team provided advice and support to education staff across all sectors, supporting those children and young people from a gypsy/traveller background who opt to remain in school.</p>	<p>Young people have access to resources, activities, trips, experiences and qualifications to develop their skills for learning, life and work.</p> <p>A number of our young people have achieved qualifications in English, Maths, History, PE and Media at National 3 and National 4 level, Construction and Beauty at National 5. We have recently introduced National 5 Leadership award, National 4 Travel and Tourism, National 4/5 Music units and the John Muir award. Young people from the group attend day release college courses in addition to attending the GTEG group.</p>
<p>Piloted the "FAIR for the Future" course in a large mainstream secondary school. This is an adaptation of the Early Years Framework of Assessment and Intervention for Attachment and Resilience. The adaptation is for use with vulnerable adolescents, in order to prepare them for possible future parenting and caring roles.</p>	<p>The pilot is proceeding very successfully, with the young people engaging well, and providing positive feedback.</p>
<p>Delivered the Developing the Young Workforce (DYW) initiatives and partnership working including:</p> <ul style="list-style-type: none"> • 16+ leaver destinations • Careers Education Standard (CES) • Work Placement Standard and Foundation Apprenticeships • Continued development of local business partners, partnership with Skills Development Scotland (SDS) • Access to My World Of Work (MyWOW) online careers toolkit to help young people identify their strengths, interests and support their learner pathway • More opportunities for young people to become MyWOW Ambassadors 	<p>Ensures children and young people, no matter their barrier will have access to information to support a smooth transition to life beyond school through the development of Yammer groups to share information.</p> <p>Foundation Apprenticeships: a bid for funding was successfully submitted to Skills Development Scotland (SDS). This will provide at least 250 young people the opportunity to participate in Foundation Apprenticeships from 2018....for how long?</p> <p>These support systems and additional opportunities for our young people aim to increase the number of positive sustained 16+ destinations in South Lanarkshire.</p>
<p>Worked to improve Literacy and Numeracy outcomes</p>	<p>The SLC Newly Qualified Teachers (NQTs) have received extensive training on Literacy and Numeracy and Inclusive Education Practices. Book Bug and Read, Write Count bags have been distributed to all establishments to support family engagement.</p> <p>Dyslexia Toolkit: training and materials are being further developed to help in the use of the toolkit.</p> <p>Early Years development of training to support literacy and language development</p> <p>Funding from Education Scotland and SLC has enabled the provision of Catch Up Numeracy to a total of 30 schools with another 13 planned.</p>

Outcome 7 - Improve the quality, access and availability of housing

What we've done since the last report	The difference this has made
Continued delivery of the Home+ council housing programme	A total of 254 accessible new homes suitable for a variety of needs, provided within the programme to 31/03/19.
Continued to implement a programme of adaptations to council homes and through the Scheme of Assistance, provided grant funding for adaptations to private homes	Allowed people to continue to live independently within their own homes without the need for rehousing or moving to a care setting.
Rolling programme of works to convert mainstream homes to amenity standard as they become available to re-let	People with an assessed need are matched to accommodation that meets their needs and maximises their independence.
Developed high-quality amenity flats specifically designed to be suitable for older people and are built to the latest standards of accessibility these spacious amenity flats incorporate a range of design features.	Enables older people to live independently in their own homes for longer. The development is in great locations, putting affordable housing where it's needed in the heart of established communities. The council's Home+ programme, supported by Scottish Government affordable housing grant subsidy, continues to make good progress in delivering new homes to tenants throughout South Lanarkshire. With 168 new homes complete to date, and a further eight projects scheduled to deliver a further 190 homes in 2018/19 on sites in East Kilbride, Hamilton, Blantyre and Clydesdale, the council is on target to deliver its aim of 1000 homes by 2021 Specifically benefits people who are in the protected characteristics (PC) of age and disability.
Ongoing consultation and engagement with the South Lanarkshire Access Panel and Disability Partnership Housing Sub Group on a range of housing issues.	Ensured the views of both groups were taken into account when developing housing policy, especially around issues of accessibility in the new build housing programme.

Outcome 8 - Work with partners to help communities thrive

What we've done since the last report	The difference this has made
Refreshed Getting it Right for South Lanarkshire Children's Governance Structure to reflect support to our most vulnerable groups of children and young people.	Supports to children and young people are targeted more efficiently with specific focus on children who are looked after at home, and those with mental health issues.
Established a programme Board for the implementation of the Carers (Scotland) Act 2016 with representation from relevant carer organisations.	The programme board is established and leading on some work streams in support of information and advice aspects of the Carers Act.
Hosted an annual learning disability conference in partnership with People First. The conference includes a drama by service users giving their interpretation of the Keys to Life and how in reality it impacts on the lives of people with a disability.	Facilitated wider participation and a locality focus, the conference now links to four locality events held across South Lanarkshire. Feedback from participants highlights that this approach has been well received, allowing more people to access the local events. 200 people with a learning disability participated across all four localities.
Developed the Autism Strategy for South Lanarkshire through a range of engagement activities.	Partners work to support parents/carers, and those on the autistic spectrum via the base now established in Hamilton Locality.
<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>
Carried out improvements as part of the Community Planning Partnership's integrated Improvement Plan aiming to reduce poverty and inequalities. This includes actions to tackle in work poverty and income inequality such as promotion of the Living Wage and provision of upskilling support.	South Lanarkshire now has the 6 th 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.

Continued to use a variety of options to engage with the community including our Citizens' Panel to allow us to reach people who live in all parts of our community.

Improved the accessibility of the Council's website maintaining an "AA" compliant standard for web accessibility that the former site had and introduced a new easy to read and navigate format. As part of recent developments the Council website now has a dedicated "click to listen button" on every page and this has undergone testing not only by Society of Information Technology Managers (SOCITIM) but also with a range of community representatives. Consultation was undertaken with a range of people and included consultation with a mix of age groups – retired, young, older, school pupils and abilities including the Citizens Panel and Access Panel members, as well as English for Speakers of Other Languages (ESOL) groups, youth groups and young travellers.

Produced British Sign Language videos to promote the consultation on the British Sign Language Act and the local consultation on the See Hear Strategy which is a multi agency response to the needs of those with sensory impairments in our community.

Used KETSO toolkit, a hands-on kit for creative engagement, to provide an innovative way of engaging community members who may be reluctant to speak at events, but who have valuable comment to make. The tool has proven to be very useful with a wide range of groups including the Community Links, Social Work Resources service users and tenants groups in engaging people on topics that affect them and their daily lives.

Used tablet technology to give an accessible means of engagement to a wide range of employees and community members. The technology has recently been updated to enable the use of audio and visual media including the use of British Sign Language (BSL) and easy to understand formats that traditional survey methods do not allow for and therefore exclude certain members of the community from participating.

Community groups are able to feed into the service and policies of the council. Activities have included consultations on a variety of topics.

Community groups also have an opportunity to engage through regular meetings and forums. The groups include South Lanarkshire Access Panel, South Lanarkshire Disability Partnership, Tenants groups, Youth council, Employee Network, and Lanarkshire Ethnic Minority Action group (LEMAG).

Improved access to the Council's website for all users recognising the growth of Smartphone/mobile devices as a communication channel, A Mobile Web service was launched to extend the reach of the Council website as well as the new user friendly Council website in response to the needs of its users. Consultation provided valuable input into customer behaviour and was used to help improve the Web user experience and encourage channel shift to a less expensive web channel.

Encouraged Deaf and Deafblind BSL users to take part in the consultations and make their views known.

Encouraged people who may be reluctant to speak in large groups/consultation events share and make their views known.

Has expanded the opportunities to take part in consultation and involvement for those with disabilities, low self esteem, and older and younger people.

Conducted annual budget consultation exercises to engage with a wide variety of community members and representative groups. This has included the South Lanarkshire Youth Council, employee forums, Disability Partnership and Access Panel, as well as Seniors Together and the Citizens Panel.

In partnership with NHS Lanarkshire, supported the development and implementation of integration arrangements for adult health and social care services.

Continued to provide core funding to both Lanarkshire Carers Centre and South Lanarkshire Carers Network.

Provided direct support In partnership with Carer Organisations to 2510 carers in South Lanarkshire - 76% female, 24% male.

Worked with the Gender Based Violence Partnership to raise awareness of the impact of domestic violence.

Consulted on and established our Corporate Parenting Strategy and Action Plan.

Involved people and allowed them to have an input in the decisions taken in regard to the Council making savings as well as supporting the Council's revised priorities.

South Lanarkshire Partnership is developing further with the establishment of the integrated Joint Board and the development of the Strategic Commissioning Plan.

Both organisations identify carers across the four localities of South Lanarkshire. Carers are supported to continue in their caring role with skills and confidence to do so, their health and well being is optimised, and the cared for person has optimised quality of life and the carers are satisfied with their experience of engaging with services.

Allowed carers to access a range of supports such as: Support Groups, Pampering, Listening Ear, Care Talk, Bilingual Support, Training, access to grants and benefits, Legal Clinics, GP Carer Register, Health checks.

Keeps people safe from abuse within their own homes and communities with partner agencies.

Establishes our corporate parenting Strategy and Action Plan that outlines a clearly defined set of commitments to our most vulnerable children and young people.

Outcome 9 - Provide vision and strategic direction – removed now captured in our values

Employee information

In October 2012 the Council began an employee verification exercise to capture relevant monitoring information across all protected characteristics. IT systems were developed to allow all employees to share their protected characteristic information on a voluntary basis. The information that has been provided is used to inform recruitment and develop practice within the Council. The Council is able to provide a workforce profile across all characteristics based on the details provided by employees. The information below represents the Council workforce, including Education teaching staff as at 31 March 2018. A further verification exercise will be carried out to continue to improve the baseline data available to the Council and to help continue to improve the employee experience and opportunities available.

The information gathered is used to ensure that the Council has fair and open recruitment practices, that employees are given fair access to learning and development and promotion opportunities, as well as, ensuring that in as far as possible the workforce is reflective of the South Lanarkshire Community.

The working age profile of the South Lanarkshire population from the 2011 Census shows that the average age is 40.1. At 31st March 2018 the average age of the Council is slightly lower at 45.83, this has reduced since March 2016 where the average age was 46.83.

The disability profile continues to reduce, from 2.14% in 2016 to 1.85% in 2018. We continue to raise awareness of the purpose of declaring disabilities and will continue to do this via the Employee Network. The numbers choosing not to disclose remain static. Whilst the figure remains low compared to Scottish Government estimates that 19% of the working age population are disabled, we recognise that many employees have traditionally been reluctant to disclose that they consider themselves to be disabled and that this continues to be the case. The Council has moved to being a Disability Confident employer and continues to emphasise the supports that are available to employees through its Employee Assistance Programme.

The proportion of Black and Minority Ethnic employees has risen 0.92% in 2016 to 0.95% in 2018. The profile of the South Lanarkshire population shows that 0.8% of the working age population is from a BME background and therefore the workforce is broadly representative.

The gender split across the Council is representative of the national trends within the public sector where the majority of the workforce is female (64%) and in South Lanarkshire we have a 71.87% female workforce.

Workforce Profile Report

Full Council profile as at 31st March 2018

Age Group (Average Age 45.83)	
Under 21	0.66%
21 - 29	10.46%
30 - 39	19.68%
40 - 49	24.48%
50 - 59	32.38%
60 - 65	10.39%
Over 65	1.94%
Total	100%

Ethnicity	
Any Other Background	0.12%
Arab - British/Scottish	0.01%
Arab - Other	0.01%
Asian - Bangladeshi	0.01%
Asian - Chinese	0.04%
Asian - Indian	0.17%
Asian - Other	0.12%
Asian - Pakistani	0.17%
Black - African	0.07%
Black - Caribbean	0.01%
Black - Other	0.05%
Mixed Background	0.17%
White - Eastern European	0.07%
White - Gypsy/Traveller	0.00%
White - Irish	0.48%
White - Other British	3.29%
White - Other White	0.94%
White - Scottish	90.75%
Not Disclosed	0.34%
Details not entered	3.18%
Total	100%

Gender Identity - Have you ever identified as transgender?	
No	19.28%
Yes	0.04%
Prefer not to answer	0.56%
Details not entered	80.12%
Total	100%

National Identity	
British	5.33%
English	0.27%
Northern Irish	0.06%
Other	0.26%
Scottish	20.72%
Welsh	0.04%
Prefer not to say	0.02%
Prefer not to answer	0.32%
Details not entered	72.99%
Total	100%

Religion or Belief	
Buddhist	0.04%
Church of Scotland	8.31%
Hindu	0.01%
Humanist	0.11%
Jewish	0.02%
Muslim	0.07%
None	7.00%
Other Christian	1.82%
Other Religion	0.22%
Pagan	0.06%
Roman Catholic	5.81%
Sikh	0.04%
Prefer not to answer	1.89%
Details not entered	74.61%
Total	100%

Sexual Orientation	
Bisexual	0.06%
Gay	0.07%
Gay/Lesbian	0.02%
Heterosexual/Straight	23.07%
Lesbian	0.07%
Prefer not to answer	1.24%
Details not entered	75.47%
Total	100%

Disability by Resource Percentage	Yes	No	Not Declared	Total
Community and Enterprise Resources	1.21%	94.78%	4.01%	100%
Education Resources	1.22%	92.01%	6.77%	100%
Finance and Corporate Resources	3.19%	79.88%	16.92%	100%
Housing and Technical Resources	4.60%	80.01%	15.38%	100%
Social Work Resources	2.19%	85.22%	12.60%	100%
South Lanarkshire Council	1.85%	89.38%	8.77%	100%

Gender by Resource Percentage	Female	Male	Total
Community and Enterprise Resources	50.71%	49.29%	100%
Education Resources	84.09%	15.91%	100%
Finance and Corporate Resources	75.73%	24.27%	100%
Housing and Technical Resources	33.86%	66.14%	100%
Social Work Resources	85.32%	14.68%	100%
South Lanarkshire Council	71.87%	28.13%	100%

Pay gap analysis

The information presented below in table 2.1 outlines the full year 2016 pay gap analysis for the Council and Education Authority. Figures for the Council as a whole and for the Education Authority are provided for disability and ethnicity.

The pay gap for all employees, including teachers, dropped from 8.5% in 2013 to 8.1% in 2014. In 2016 this figure further reduced to 6.8% and has continued to reduce in 2018, where the current pay gap figure for all employees is 5.78%.

Table 2.1

Position – 31/3/18

Full Time Workers (excluding teachers)

					Basic Salary		
Grade	Male	Female	Total Count	M/F Ratio	Average Male Basic Salary	Average Female Basic Salary	Pay Gap (%)
Grade 1	1121	1157	2,278	1:1	£17,800.48	£18,483.41	-3.84%
Grade 2	992	860	1,852	1:1	£24,383.88	£23,303.06	4.43%
Grade 3	667	660	1,327	1:1	£33,920.13	£34,491.16	-1.68%
Grade 4	103	77	180	1:1	£43,544.94	£43,416.50	0.29%
Grade 5	39	54	93	1:1	£57,298.58	£55,854.44	2.52%
Grade 6	8	10	18	1:1	£90,270.95	£90,925.64	-0.73%
Chief Officials	5	1	6	5:1	£136,776.25	£130,462.10	4.62%

*salaries based on 35 hours per week therefore hours have been grossed up to equate to 1.0 fte

Part-time Workers (excluding teachers)

					Basic Salary		
Grade	Male	Female	Total Count	M/F Ratio	Average Male Basic Salary	Average Female Basic Salary	Pay Gap (%)
Grade 1	323	3726	4049		£17,457.91	£17,274.11	1.05%
Grade 2	111	895	1006		£24,926.00	£22,549.14	9.54%
Grade 3	59	268	327		£34,323.58	£34,425.58	-0.30%
Grade 4	3	15	18		£46,236.88	£43,049.39	6.89%
Grade 5	1	3	4		£49,728.52	£49,728.52	0.00%
Grade 6							
Chief Officials							

*salaries based on 35 hours per week therefore hours have been grossed up to equate to 1.0 fte

All Employees (Includes Teachers)

					Basic Salary		
	Male	Female	Total Count	M/F Ratio	Average Male Basic Salary	Average Female Basic Salary	Pay Gap (%)
Total	4313	10944	15,257	1:2	£27,717.13	£26,115.24	5.78%

Disability

Basic Salary						
	Non-disabled (Excludes Null and Non disclosed)	Declared disabled employees	Total Employees Count	Average Non-Disabled Employee Basic Salary	Average Disabled Employee Basic Salary	Pay Gap (%)
Total	13767	285	14052	£26,535.00	£25,898.30	2.40%

*figures exclude NULL and Non Disclosed employees

Ethnicity

Basic Salary						
	White	Minority Ethnic Staff	Total Employees Count	Average White Employee Basic Salary	Average Minority Ethnic Basic Salary	Pay Gap (%)
Total	14461	234	14695	£26,563.58	£30,308.11	-14.10%

*figures exclude NULL and Non Disclosed employees

Education – teacher gender pay gap

The figures in the tables below are shown as at 1st April 2018. The gender split within the workforce at 31 March 2016 was 26.8% male and 73.2% female. At 31 March 2018 the split was 24.0% male and 76.0% female which represents a slight drop in male teaching staff.

The pay gap for all teaching employees has increased from 3.0% in 2016 to 5.78% in 2018.

Table 2.2 - Teacher Gender Pay Gap at 1 April 2018

Full Time Teachers

	Male	Female	Total Count	M/F Ratio	*Basic Salary		
					Average Male Basic Salary	Average Female Basic Salary	Pay Gap (%)
Total	808	2503	3,311	1:3	£38,591.15	£37,033.83	4.04%

*salaries based on 35 hours per week therefore hours have been grossed up to equate to 1.0 fte

Part-Time Teachers

	Male	Female	Total Count	M/F Ratio	*Basic Salary		
					Average Male Basic Salary	Average Female Basic Salary	Pay Gap (%)
Total	73	715	788	1:9	£39,032.84	£37,698.91	3.42%

*salaries based on 35 hours per week therefore hours have been grossed up to equate to 1.0 fte

All Employees (includes teachers)

Grade	Male	Female	Total Count	M/F Ratio	*Basic Salary		
					Average Male Basic Salary	Average Female Basic Salary	Pay Gap (%)
Total	4313	10,944	15,257	1:2	£27,717.13	£26,115.24	5.78%

*salaries based on 35 hours per week therefore hours have been grossed up to equate to 1.0 fte

Disability Category

	Non-disabled (Excludes Null and Non disclosed)	Declared disabled employees	*Total Employees Count	Basic Salary		
				Average Non-Disabled Employee Basic Salary	Average Disabled Employee Basic Salary	Pay Gap (%)
Total	3682	45	3727	£37,529.66	£37,371.40	0.42%

*figures exclude NULL and Non Disclosed employees

Ethnicity

				Basic Salary		
	White	Minority Ethnic Staff	*Total Employees Count	Average White Employee Basic Salary	Average Minority Ethnic Basic Salary	Pay Gap (%)
Total	3640	86	3726	£37,637.38	£36,800.97	2.22%

*figures exclude NULL and Non Disclosed employees

Occupational Segregation

As part of the Council's ongoing work on equal pay the tables below provide a breakdown of the key occupational areas and an overall analysis by grading. The figures show that there have been decreases of men across traditionally female roles of cleaning, catering, and school support assistants, with continued increases of women in the traditionally male role in Grounds. In relation to grading there have been continued increases for women at grade 2 and grade 4 levels and there are increases for minority ethnic and disabled employees across grades 1 to 5.

Occupational Segregation

Position as at 1 April 2018

	Male	Female	White	Minority Ethnic	Declared Disabled	Non-Disabled
Cleaning	5.27%	94.73%	95.17%	1.76%	0.73%	92.97%
Catering	1.98%	98.02%	95.85%	0.99%	0.59%	94.27%
Janitorial	62.43%	37.57%	99.45%	0.00%	1.10%	95.58%
Refuse	99.58%	0.42%	93.75%	0.42%	0.83%	94.58%
Grounds	95.50%	4.50%	86.17%	0.17%	1.67%	97.50%
Home Care	11.14%	88.86%	98.70%	0.86%	0.65%	88.97%
Road Operatives	99.28%	0.72%	91.30%	0.72%	1.45%	94.20%
School Support	2.50%	97.50%	95.13%	1.08%	1.01%	93.03%

Teaching staff breakdown

Position at 31 March 2018

	Male	Female	White	Minority Ethnic	Declared Disabled	Non Disabled
Early Years	6.45%	93.55%	96.77%	1.61%	0.00%	100.00%
Primary Teachers	7.43%	92.57%	92.72%	1.86%	0.72%	93.91%
Secondary Teachers	34.02%	65.98%	88.56%	2.80%	1.70%	90.11%
Music Instructors	22.92%	77.08%	87.50%	0.00%	0.00%	93.75%
Improvement Service	15.38%	80.77%	92.31%	0.00%	0.00%	92.31%
Psychological Services	32.14%	67.86%	100.00%	0.00%	3.57%	96.43%
Inclusion services	29.89%	70.11%	87.36%	0.57%	2.30%	89.66%

Access to training

Through the Council's Personal Development and Review process all employees are given access to learning and development opportunities. Applications for internal training are monitored though attendance at external training, conferences or seminars, is not captured. The number of courses delivered between 1 April 2016 and 31 March 2017 was 2543 and between 1 April 2017 and 31 March 2018 was 2099.

The breakdown of those who attended is shown below:

Table 3.1 - Monitoring stats for all training 1 Apr 2016 to 31 Mar 2017

Table 3.2 - Monitoring stats for all training 1 Apr 2017 to 31 Mar 2018

Percentage (%)	
Male	31.7
Female	68.3
Disabled	1.9
Not Disabled	88.1
Not Disclosed	4.3
Not Entered	85.7
90.1	
White – Scottish	3.3
White - Other British	0.7
White – Irish	0.7
White - Any other Background	0.2
Asian – Pakistani	0.2
All Others	4.9
Under 21 Years	3.1
21-29 Years	16.7
30-39 Years	19.1
40-49 Years	25.8
50-59 Years	27.3
60-65 Years	6.6
Over 65 Years	1.4

Percentage (%)	
Male	34.6
Female	65.4
Disabled	1.8
Not Disabled	88.6
Not Disclosed	3.8
Not Entered	5.9
White – Scottish	90.6
White - Other British	2.6
White – Irish	0.5
White - Any other Background	0.9
Asian – Pakistani	0.2
All Others	5.3
Under 21 Years	2.4
21-29 Years	17.0
30-39 Years	20.2
40-49 Years	25.4
50-59 Years	26.6
60-65 Years	7.0
Over 65 Years.	1.5

The figures above are representative of the overall profile of the workforce and show that employees are accessing learning and development opportunities fairly.

Recruitment monitoring

As part of the myjobscotland partnership the Council collects monitoring information across all protected characteristics. The figures are not significantly robust for the areas of gender identity, religion and belief or sexual orientation and as such the information presented below provides an analysis by age, disability, ethnicity and gender as provided by job applicants. This information is used by the Council's personnel managers and diversity liaison officers to ensure access to appropriate supports are in place for candidates and successful appointees and also to ensure that the Council's recruitment practice is working fairly and effectively. Where issues are identified, managers are supported to ensure the process remains fair and open.

From : 1 April 2016 - 31 March 2017

Total Number of applications received:	11471
Total Number of Equal Opportunities Monitoring forms received:	10810
Total Number of posts recruited for:	934
Total Number of appointments:	2077

Age/Disability/Ethnicity/Gender			
	Applied	Interviewed	Appointed
Total EO Forms Received	10806	4241	1723
Total No of Male Applicants	3252	1101	363
Total No of Female Applicants	7524	3119	1298
Total No of Disabled Applicants	322	152	30
Total No of applicants aged under 50	9262	3575	1437
Total No of applicants aged over 50	1464	628	218
Total No of White applicants	10459	4119	1627
Total No of Black/Ethnic minority applicants*	224	66	26

*Black/Ethnic Minority applicants include Mixed, Asian, Black and other backgrounds.

From : 1 April 2017 - 31 March 2018

Total Number of applications received:	10433
Total Number of Equal Opportunities Monitoring forms received:	9939
Total Number of posts recruited for:	822
Total Number of appointments:	1730

Age/Disability/Ethnicity/Gender			
	Applied	Interviewed	Appointed
Total EO Forms Received	9965	3948	1591
Total No of Male Applicants	2580	821	274
Total No of Female Applicants	7316	2727	1143
Total No of Disabled Applicants	369	176	41
Total No of applicants aged under 50	8442	2987	1213
Total No of applicants aged over 50	1437	623	200
Total No of White applicants	9553	3435	1385
Total No of Black/Ethnic minority applicants*	277	92	32

*Black/Ethnic Minority applicants include Mixed, Asian, Black and other backgrounds.