

Report

Report to:	Equal Opportunities Forum
Date of Meeting:	6 March 2019
Report by:	Executive Director (Community and Enterprise Resources)

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

1.1. The purpose of the report is to:-

- ◆ update the Equal Opportunities Forum of the strategic and operational work being undertaken and planned by Community and Enterprise Resources to meet their commitments within the “South Lanarkshire Working for You - Mainstreaming Equalities - Outcomes Report 2017/2021”

2. Recommendation(s)

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

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

3. Background

3.1. In 2017, the Council published its “Mainstreaming Equalities - Outcomes Report 2017/2021”. This reiterated the responsibility on each Resource to identify specific actions to support a number of equality outcomes as detailed within the report. Of the 8 equality outcomes, there are 6 that Community and Enterprise Resources contribute to:-

- ◆ Improve services for older people
- ◆ Protect vulnerable children, young people and adults
- ◆ Improve the road network, influence improvements in public transport and encourage active travel
- ◆ Support the local economy by providing the right conditions for inclusive growth
- ◆ Tackle disadvantage and deprivation and support aspiration
- ◆ Improve achievement, raise educational attainment and continue support lifelong learning

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

3.3. The Resource recognises the key role it has in delivering the Council’s equality outcomes and the following actions are detailed in the Resource Plan:-

- ◆ Ensure there is adequate provision for the community to travel within South Lanarkshire
- ◆ Monitor the parking requirements for disabled users on an ongoing basis
- ◆ Ensure the transport provision reflects the needs of the community
- ◆ Help businesses within the community grow and develop
- ◆ Ensure inclusive design is adhered to when designing buildings in South Lanarkshire
- ◆ Ensure vulnerable groups are consulted regarding changes to buildings in their community

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

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

3.6. The Resource monitors all complaints regarding discrimination and ensures measures are taken to resolve any issues. These are reported through the Council's complaints procedure and any equality issues are reported to SMT as part of the quarterly monitoring process. During 2017/2018 no equalities complaints were received in relation to service provision.

4. Equalities Impact Assessments

4.1. During 2017/2018 there were a total of 25 savings related Equality Impact Assessments submitted within the Equality Impact Assessment system. These related to a variety of proposed savings in existing service provision, programmes and staffing. Only two of these were subsequently approved, relating to charges for cremation and an increase in the price of school meals. The remaining impact assessments are retained on the system to be considered as and when required in the future.

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

5. Employment and Training

5.1. Recruitment

5.1.1. During 2017/2018 Community and Enterprise Resources received a total of 1,196 applications. From these applications, 222 posts were filled following the Council's standards on recruitment and selection.

5.1.2. Of the 53 candidates who declared a disability, five were appointed and of the 20 candidates from an ethnic background, one was appointed.

5.2. Training and Development

5.2.1. The Resource will continue to ensure employees understand that equal opportunities is a core competence against which they are measured. Within the Council's induction framework, line managers are required to explain conditions of service and processes to new employees, which includes equal opportunities.

5.3. Supporting Employees

- 5.3.1. Community and Enterprise Resources continues its commitment to ensuring employees have the necessary support to allow them to undertake their duties and is proactive in promoting the health and wellbeing of employees.
- 5.3.2. The Resource supports employees who are unable to undertake their full range of duties by making adjustments to their role and thereby allowing a return to work. These can range from amended duties to the provision of adaptive equipment, e.g. an adapted keyboard, mouse or chair.

6. Access to information

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

7. Next steps and priorities

- 7.1. During next year, the Resource will:-

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

8. Employee Implications

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

9. Financial Implications

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

10. Other Implications

- 10.1. There is a risk to the Council if the Resource does not have due regard to the Public Sector Equality Duty as this may lead to non-compliance with equalities legislation. The consequence of this could be an unlimited financial penalty.
- 10.2. There are no implications for sustainability in terms of the information contained within this report.

11. Equality Impact Assessment and Consultation Arrangements

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

Michael McGlynn

Executive Director (Community and Enterprise Resources)

11 February 2018

Link(s) to Council Values/Ambitions/Objectives

- ◆ Work with communities and partners to promote high quality thriving and sustainable communities.
- ◆ Improve the road network and influence improvements in public transport and encourage active travel
- ◆ Support the local economy by providing the right conditions inclusive growth
- ◆ Encourage participation in physical and cultural activities
- ◆ Support our communities by tackling disadvantage and deprivation

Previous References

- ◆ Equal Opportunities Forum, 29 November 2017

List of Background Papers

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

Contact for Further Information

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

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