

# Report

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

Subject:	<b>Annual Report on Mainstreaming Equalities and Diversity – Community and Enterprise Resources</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

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

## 2. Recommendation(s)

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

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

## 3. Background

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

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

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

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

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

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

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

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

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

#### **4. Equality Impact Assessments**

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

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

#### **5. Employment and Training**

##### **5.1 Recruitment**

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

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

##### **5.2 Training and Development**

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

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

### **5.3 Supporting Employees**

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

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

## **6. Access to information**

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

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

## **7. Next steps and priorities**

7.1 During 2017-2018, the Resource will:-

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

## **8. Employee Implications**

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

## **9. Financial Implications**

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

## **10. Other Implications**

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

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

## **11. Equality Impact Assessment and Consultation Arrangements**

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

**Michael McGlynn**

**Executive Director (Community and Enterprise Resources)**

20 October 2017

### **Link(s) to Council Values/Objectives and Values**

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

### **Previous References**

- ◆ Equal Opportunities Forum – June 2016

### **List of Background Papers**

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

### **Contact for Further Information**

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

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