



Council Offices, Almada Street
Hamilton, ML3 0AA

Tuesday, 21 May 2019

Dear Councillor

Executive Committee

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

Date: Wednesday, 29 May 2019

Time: 10:00

Venue: Committee Room 1, Council Offices, Almada Street, Hamilton, ML3 0AA

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

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

Yours sincerely

Lindsay Freeland
Chief Executive

Members

John Ross (Chair/ex officio), Maureen Chalmers (Depute Chair), Alex Allison, John Anderson, John Bradley, Walter Brogan, Robert Brown, Jackie Burns, Gerry Convery, Margaret Cooper, Peter Craig, Fiona Dryburgh, Joe Fagan, Allan Falconer, Alistair Fulton, Lynsey Hamilton, Ann Le Blond, Eileen Logan, Katy Loudon, Joe Lowe, Kenny McCreary, Colin McGavigan, Mark McGeever, Jim McGuigan, Gladys Miller, Richard Nelson, David Shearer, Josh Wilson

Substitutes

Stephanie Callaghan, Andy Carmichael, Poppy Corbett, George Greenshields, Graeme Horne, Martin Grant Hose, Richard Lockhart, Hugh Macdonald, Catherine McClymont, Lynne Nailon, Mo Razzaq, Graham Scott, Collette Stevenson, Sheena Wardhaugh

BUSINESS

1 Declaration of Interests

- 2 Minutes of Previous Meeting** 5 - 12
Minutes of the meeting of the Executive Committee held on 1 May 2019 submitted for approval as a correct record. (Copy attached)

Monitoring Item(s)

- 3 Capital Budget Monitoring Final Outturn – 2018/2019** 13 - 18
Report dated 7 May 2019 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 4 Capital Programme 2019/2020 Update** 19 - 30
Report dated 1 May 2019 by the Executive Director (Finance and Corporate Resources). (Copy attached)

Item(s) for Decision

- 5 Local Child Poverty Action Report** 31 - 36
Joint report dated 8 May 2019 by the Executive Directors (Finance and Corporate Resources) and (Community and Enterprise Resources). (Copy attached)
- 6 Early Learning and Childcare 1140 Hours Accommodation Requirements** 37 - 40
Joint report dated 8 May 2019 by the Executive Directors (Education Resources), (Finance and Corporate Resources) and (Housing and Technical Resources). (Copy attached)
- 7 Cross Party Working Group and Business Plan - South Lanarkshire Leisure and Culture** 41 - 48
Report dated 8 May 2019 by the Executive Director (Community and Enterprise Resources). (Copy attached)
- 8 Recommendations Referred Report** 49 - 54
Report dated 24 May 2019 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 9 Amendments to Committee/Forum Memberships** 55 - 58
Report 14 May 2019 by the Executive Director (Finance and Corporate Resources). (Copy attached)

Item(s) for Noting

- 10 Strategic Environmental Assessment Progress Report** 59 - 62
Report dated 1 April 2019 by the Executive Director (Community and Enterprise Resources). (Copy attached)
- 11 Equalities Mainstreaming - Progress Report** 63 - 104
Report dated 5 April 2019 by the Executive Director (Finance and Corporate Resources). (Copy attached)

Urgent Business

12 Urgent Business

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

For further information, please contact:-

Clerk Name: Gordon Bow

Clerk Telephone: 01698 454719

Clerk Email: gordon.bow@southlanarkshire.gov.uk

EXECUTIVE COMMITTEE

2

Minutes of meeting held in Committee Room 1, Council Offices, Almada Street, Hamilton on 1 May 2019

Chair:

Councillor John Ross (ex officio)

Councillors Present:

Councillor Alex Allison, Councillor John Anderson, Councillor John Bradley, Councillor Walter Brogan, Councillor Robert Brown, Councillor Jackie Burns, Councillor Maureen Chalmers (Depute), Councillor Gerry Convery, Councillor Margaret Cooper, Councillor Peter Craig, Councillor Fiona Dryburgh, Councillor Joe Fagan, Councillor Allan Falconer, Councillor Alistair Fulton, Councillor Lynsey Hamilton, Councillor Eileen Logan, Councillor Katy Loudon, Councillor Joe Lowe, Councillor Kenny McCreary, Councillor Colin McGavigan, Councillor Mark McGeever, Councillor Jim McGuigan, Councillor Gladys Miller, Councillor Lynne Nailon (*substitute for Councillor Ann Le Blond*), Councillor Richard Nelson, Councillor David Shearer, Councillor Josh Wilson

Councillor's Apology:

Councillor Ann Le Blond

Attending:

Chief Executive's Service

L Freeland, Chief Executive

Community and Enterprise Resources

M McGlynn, Executive Director

Education Resources

T McDaid, Executive Director

Finance and Corporate Resources

P Manning, Executive Director; G Bow, Administration Manager; J Burke, Administration Assistant; G McCann, Head of Administration and Legal Services

Housing and Technical Resources

D Lowe, Executive Director; A Finnan, Head of Housing Services

Social Work Resources/Health and Social Care

V de Souza, Director

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the Executive Committee held on 13 March 2019 were submitted for approval as a correct record.

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

3 Capital Budget 2018/2019 Monitoring for Period 13 – 1 April 2018 to 1 March 2019

A report dated 27 March 2019 by the Executive Director (Finance and Corporate Resources) was submitted on the physical and financial progress at 1 March 2019 on the various capital programmes.

The General Fund Capital Programme totalled £66.819 million and the Housing Capital Programme £53.664 million. The General Fund Programme had been revised to reflect a number of proposed adjustments which were detailed in Appendix 2 to the report.

At 1 March 2019, £51.707 million had been spent on the General Fund Capital Programme and £45.462 million on the Housing Capital Programme.

Following a probable outturn exercise, it was forecast that the total spend on the General Fund Capital Programme to 31 March 2019 would be £60.978 million. This was an underspend of £5.841 million, due largely to the timing of spend on projects within Community and Enterprise Resources, Education Resources and Housing and Technical Resources.

The Committee decided:

- (1) that the position on the various Capital Programmes for 2018/2019, as detailed in the report, be noted;
- (2) that the proposed adjustments to the General Fund Programme, as detailed in Appendix 2 to the report, be approved; and
- (3) that the revised programmes be monitored by the Financial Resources Scrutiny Forum.

[Reference: Minutes of 13 March 2019 (Paragraph 4)]

4 Revenue Budget Monitoring for Period 12 – 1 April 2018 to 1 March 2019

A report dated 11 March 2019 by the Executive Director (Finance and Corporate Resources) was submitted comparing actual expenditure against budgeted expenditure for the period ending 1 March 2019.

The figures included an underspend of £12.530 million on the General Fund Revenue Account and a breakeven position on the Housing Revenue Account. Following a transfer to Reserves, there was an underspend of £7.030 million.

The main factors contributing to the underspend on the General Fund Revenue Account were detailed in the report.

Following a probable outturn exercise, it was forecast that there would be an underspend of £13.257 million at the year end, before any transfer to Reserves. Taking into account all transfers to Reserves agreed at the meeting of this Committee on 13 February 2019, the outturn position was an underspend of £7.063 million.

A detailed analysis of each Resource's outturn position was provided in the report.

To meet a number of corporate pressures, it was proposed to allocate £4.000 million to reducing savings requirements and a further £1.305 million to meet the terms of the 2018/2019 pay award. Taking those adjustments into account, a revised underspend of £1.758 million for the General Fund Revenue Account was forecast. A further £1.000 million would be transferred to reduce savings requirements for 2019/2020, reducing the underspend figure to £0.758 million.

The Committee decided:

- (1) that the underspend of £12.530 million on the General Fund Revenue Account before transfers to Reserves at 1 March 2019, as detailed in Appendix 1 to the report, and forecast to 31 March 2019, be noted;

- (2) that the underspend of £7.030 million on the General Fund Revenue Account after transfers to Reserves, as detailed in Appendix 2 to the report, and forecast to 31 March 2019, be noted; and
- (3) that the breakeven position on the Housing Revenue Account at 1 March 2019 and the forecast to 31 March 2019 of a breakeven position be noted.

[Reference: Minutes of 13 March 2019 (Paragraph 5)]

5 Trading Services' Financial Performance for Period 12 – 1 April 2018 to 1 March 2019

A report dated 11 March 2019 by the Executive Director (Finance and Corporate Resources) was submitted on the projected financial results for 2018/2019 for the Council's Trading Services.

The target for Trading Services' surpluses had been set at £11.466 million. In the period to 9 November 2018, the figure had been revised to £11.919 million and there were no further adjustments made in the period to 1 March 2019.

Following a probable outturn exercise, it was forecast that there would be a surplus shortfall of £2.226 million in 2018/2019, reflecting areas where income levels had been affected due to the timing of works carried out, including early years, central heating programmes and growth and capacities in schools.

A transfer to Reserves of £0.040 million, in relation to the Fleet Trading Operation for the replacement of equipment in depots, brought the under-recovery against surplus to £2.266 million.

At 1 March 2019, surpluses of £7.521 million had been achieved, before any transfer to Reserves. Following a transfer to Reserves, the surplus achieved was £7.481 million.

At its meeting on 28 June 2017, the Executive Committee had approved the removal of the Grounds and Facilities Management Trading Operations and their transfer to Community and Enterprise Resources' client budget. It was also decided that the remaining Services would be reviewed with a view to potentially transferring those to Resource budgets.

As a result of that review, it was proposed that the remaining Trading Operations be transferred. Fleet and Roads would transfer to Community and Enterprise Resources' budget and Property Services would transfer to Housing and Technical Resources' budget.

The Committee decided:

- (1) that the Trading Services' outturn position be noted;
- (2) that the surpluses achieved to 1 March 2019 before transfers to Reserves of £7.521 million be noted;
- (3) that the surpluses achieved to 1 March 2019 after transfers to Reserves of £7.481 million be noted; and
- (4) that the transfer of the Fleet and Roads Trading Services to Community and Enterprise Resources' budget and the transfer of the Property Trading Service to Housing and Technical Resources' budget be approved.

[Reference: Minutes of 13 March 2019 (Paragraph 6) and 28 June 2017 (Paragraph 6)]

6 Additional Funding from the Scottish Government and Other External Sources

A report dated 26 March 2019 by the Executive Director (Finance and Corporate Resources) was submitted on additional capital funding totalling £2.506 million made available to Community and Enterprise Resources from the Scottish Government to support the Town Centre Fund.

After discussion, it was confirmed by officers that no proposals had, as yet, been finalised to utilise this funding. A report proposing how the funds would be allocated to Town Centres would be submitted to the Community and Enterprise Resources Committee on 4 June 2019. In addition, following a request by members, further information would be provided on previous spend on town centres, together with an update on the preparation of Town Centre Strategies.

The Committee decided: that the report be noted.

7 Glasgow City Region City Deal – Strathaven Road/Woodfoot Road, Hamilton Transport Corridor Improvements – Full Business Case

A report dated 11 April 2019 by the Executive Director (Community and Enterprise Resources) was submitted on the proposed Final Business Case for the Strathaven Road/Woodfoot Road, Hamilton Transport Corridor Improvements element of the Hamilton Community Growth Area City Deal project.

The proposed Final Business Case, which was attached as an appendix to the report, continued to make the case for the project in terms of :-

- ◆ strategic fit
- ◆ commercial case
- ◆ economic case
- ◆ financial case
- ◆ management case

The production of the Full Business Case was the final milestone for City Deal approval for this element of the Hamilton CGA project and provided details of the delivery and construction of the road junction works.

The project cost was £1.079 million, made up of £0.928 million (86%) City Deal funding and £0.151 million (14%) Council funding.

The approval of the Full Business Case would release funds to meet all of the project costs and allow an expected start date of construction work in June 2019.

Grant funding would now be sought in accordance with the City Deal Grant distribution process outlined in the Assurance Framework in relation to the delivery of the project with the precise arrangements to be agreed by City Deal Chief Executives.

The Committee decided: that the Strathaven Road/Woodfoot Road, Hamilton Transport Corridor Improvements Full Business Case be approved.

[Reference: Minutes of 21 November 2019 (Paragraph 15)]

8 Data Protection Policy – Charges for Access to Information

A report dated 9 April 2019 by the Executive Director (Finance and Corporate Resources) was submitted on:-

- ◆ revisions to the Data Protection Policy to replace the existing Privacy Policy
- ◆ proposed changes to the Council's Charging Policy in respect of requests for information under data protection legislation

In order to meet the safeguards outlined in the Data Protection Act 2018, the Council required to have an appropriate policy in place. The Council's existing Privacy Policy had been updated and had been renamed as the South Lanarkshire Council Data Protection Policy. The updated document, which was attached as an appendix to the report, would meet the terms of the legislation.

In 2011, the Council set the charge for subject access requests at the maximum figure of £10 permitted under the 1998 Act. As updated GDPR legislation stated that such requests must be free of charge, the Council's Charging Policy required to be updated to reflect this position.

There remained a number of limited circumstance where the Council could still levy a fee in terms of GDPR and those were detailed in the report.

In terms of the Charging Policy, the decision to charge/waive a fee was delegated to the Executive Director (Finance and Corporate Resources) and those authorised by him. Given the legislative changes, it was recommended that:-

- ◆ the fee of £10 for subject access requests be removed
- ◆ the discretion to levy a fee or to refuse a request, which met the criteria detailed in the report, be delegated to individual Executive Directors in respect of requests received within their remit. The level of the fee would be subject to any Regulations regarding limits, etc made by the UK Government

The Committee decided:

- (1) that the revised Data Protection Policy, attached as an appendix to the report, be approved;
- (2) that the updated Data Protection Policy replace the existing Privacy Policy; and
- (3) that the proposed changes to the Council's Charging Policy, as detailed in the report, in respect of requests for information under data protection legislation, be approved.

9 Office Closure – Festive Period

A report dated 11 April 2019 by the Executive Director (Finance and Corporate Resources) was submitted on the proposed closure of appropriate offices on Friday 27 December 2019.

The pattern of public holidays this year would mean that Friday 27 December 2019 was preceded by 2 days of closure followed by a closed weekend and then a further 2 days of limited opening. This presented a potential opportunity for the Council to close as many offices as possible to avoid unnecessary energy costs and to allow employees to take a longer break.

It was proposed that the main Council offices would be closed and that Executive Directors would be empowered to take decisions on other premises in consultation with trade unions, following due consideration of service needs.

Consultation had taken place with the Trades Unions and, in terms of the employees affected by the proposal, the suggestion had been welcomed.

The closure of the offices would require employees to retain one day of their annual leave for this purpose.

The Committee decided:

- (1) that the closure of appropriate offices on 27 December 2019 be approved; and
- (2) that the requirement for affected employees to use 1 day's annual leave be approved.

10 Amendments to Memberships of Committees, Forums and Outside Bodies - Partnerships

A report dated 4 April 2019 by the Executive Director (Finance and Corporate Resources) was submitted on:-

- ♦ action taken in terms of Standing Order No 36(c), because of the timescales involved, by the Executive Director (Finance and Corporate Resources), in consultation with the Chair and an ex officio member, to approve a number of amendments to the membership of Forums and Partnerships
- ♦ proposals to amend the substitute membership of the Community and Enterprise Resources Committee
- ♦ the position of Chair of the Petitions Committee
- ♦ Council representation on the Lanark Business Improvement District (BID) Board

Following a full discussion, the Chair, in terms of Standing Order No 13, adjourned the meeting for a period of 5 minutes to allow political group leaders to clarify the position with their groups.

Following the adjournment, Councillor Fagan, seconded by Councillor Brogan, moved that consideration be given to the appointment to the position of Chair but that a decision on the appointee be continued to a future meeting of either this Committee or the Council. Councillor Anderson, seconded by Councillor Loudon, moved as an amendment, that the decision on the appointee as Chair of the Petitions Committee be made at this Committee. On a vote being taken by a show of hands, 15 members voted for the amendment and 7 for the motion. The amendment was declared carried and nominations were sought for Chair of the Petitions Committee.

Councillor Cooper, seconded by Councillor Lowe, moved that Councillor Burns be appointed as Chair of the Petitions Committee. Councillor Fagan, seconded by Councillor Brogan, moved as an amendment that Councillor Brown be appointed Chair of the Petitions Committee. On a vote being taken by a show of hands, 20 members voted for Councillor Burns and 8 members voted for Councillor Brown. Councillor Burns was declared Chair of the Petitions Committee.

The Committee decided:

- (1) that the action taken in terms of Standing Order No 36(c), by the Executive Director (Finance and Corporate Resources), in consultation with the Chair and an ex officio member, to approve the following amendments to membership of Forums and Partnerships be noted:-
 - ♦ Councillor Nailon to be replaced by Councillor Allison on the Standards and Procedures Advisory Forum
 - ♦ Councillor Harrow to be replaced by Councillor Nelson as a substitute member of the Standards and Procedures Advisory Forum

- ◆ Councillor Le Blond to be replaced by Councillor McGavigan as a member of the Sustainable Development Member/Officer Working Group
 - ◆ Councillor Le Blond to be replaced by Councillor McGavigan as a member of the Sustainability Partnership
 - ◆ Councillor McGavigan to be replaced by Councillor Holford as a substitute member of the Sustainability Partnership
- (2) that Councillor Wark be replaced by Councillor Hose as a substitute member of the Community and Enterprise Resources Committee;
- (3) that Councillor Burns be appointed as Chair of the Petitions Committee; and
- (4) that consideration of nominations for Council representatives on the Lanark Business Improvement District Board be continued to a future meeting of this Committee.

[Reference: Minutes of South Lanarkshire Council of 18 May 2017 (Paragraph 7)]

11 Recommendations Referred by the Housing and Technical Resources Committee

A report dated 6 February 2019 by the Chief Executive was submitted on recommendations referred to this Committee by the Housing and Technical Resources Committee of 20 March 2019.

The recommendations of the Housing and Technical Resource Committee were as follows:-

- ◆ that the amendments to the Housing Allocation Policy arising from the statutory provisions of the Housing (Scotland) Act 2014, as detailed in Section 6 of the report, be approved effective from 1 May 2019
- ◆ that the mainstream housing aspects of the revised Housing Allocation Policy, as detailed in Section 7 of the report, be approved and implemented from 1 May 2019
- ◆ that the sheltered housing aspects of the Housing Allocation Policy, as detailed in Section 8 of the report, be approved and implemented from 1 February 2020

The Committee decided: that the recommendations referred by the Housing and Technical Resources Committee in relation to the Housing Allocation Policy be approved.

[Reference: Minutes of Housing and Technical Resources Committee of 20 March 2019 (Paragraph 16)]

12 Participatory Budgeting

A report dated 23 April 2019 by the Executive Director (Finance and Corporate Resources) was submitted on the updated position in relation to participatory budgeting.

The background to participatory budgeting was provided in the report together with confirmation that local authorities should meet the target of 1% of their overall budgets being subjected to participatory budgeting by the end of financial year 2020/2021 which, for the Council, equated to approximately £5.6 million.

COSLA had recently provided its description of mainstream participatory budgeting as follows:-

- ◆ proactively involving and engaging local people in making decisions on how public money was spent in their community

- ◆ engaging people in the design of policy and strategy that eliminated participation gaps
- ◆ it was a process of deliberative dialogue that allocated resources in a way that delivered shared and individual outcomes using direct community participation in the decision making process
- ◆ there was a clear demonstration of individual and community need in final service delivery that created meaningful life outcomes

As further information was provided through COSLA, it was considered appropriate for the Council to work towards identifying service areas to incorporate participatory budgeting. To take this forward, a members' awareness session would take place week commencing 13 May 2019 and COSLA would be invited to attend. A report would then be submitted to this Committee on any further proposals.

The Committee decided:

- (1) that the background to participatory budgeting and the Council's current position be noted;
- (2) that the intention to provide members with an awareness session on participatory budgeting, during the week commencing 13 May 2019, be noted; and
- (3) that further reports be submitted to this Committee on participatory budgeting activity as appropriate.

[Reference: Minutes of 27 June 2018 (Paragraph 12)]

13 Sanitary Products in Public Buildings

A joint report dated 8 April 2019 by the Executive Directors (Finance and Corporate Resources) and (Community and Enterprise Resources) was submitted on the provision of sanitary products in public buildings.

The Scottish Government had made a commitment to increase the number and range of places where sanitary products were available to those who needed them.

Funding of £0.078 million had been allocated to the Council to cover the initial set up and product costs from 1 January to 31 March 2019. Further whole year funding of £0.188 million had been allocated to the Council for 2019/2020.

Officers had identified 120 premises across South Lanarkshire that would be suitable for the provision of free sanitary products and this figure was likely to increase when voluntary sector facilities were added.

Details on other practical arrangements were provided in the report.

The Committee decided: that the report be noted.

14 Urgent Business

There were no items of urgent business.

Report

3

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

Subject:	Capital Budget Monitoring Final Outturn – 2018/2019
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Advise Committee of the outturn position of the General Services and Housing Capital Programmes for the year ended 31 March 2019

2. Recommendation(s)

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

- (1) that the outturn on the 2018/2019 General Services and Housing Capital Programmes (Section 5.1 and 5.6), be noted; and
- (2) that the carry forward of projects from the 2018/2019 Capital Programme into the 2019/2020 Capital Programme for General Services and Housing (sections 5.5 and 5.8), be approved.

3. Background

- 3.1. The General Services Capital Programme for 2018/2019 totalled £66.819 million. This reflects the programme agreed by Executive Committee on 27 June 2018 and the subsequent amendments made through regular monitoring reports throughout 2018/2019.
- 3.2. The Housing Capital Programme for 2018/2019 totalled £53.664 million. This revised programme was approved by Executive Committee on 27 June 2018.

4. Employee Implications

4.1. None

5. Financial Implications

- 5.1. **General Services:** Appendix 1 shows the total expenditure of £61.321 million on the General Fund Capital Programme for year 2018/2019 along with the funding sources for this spend.
- 5.2. For projects spending less than budget this year, this reflects the timing of spend and is not affecting operational delivery. The budget for this capital spend requires to be carried forward in to next financial year to complete projects, and the main projects which make up the £5.498 million carry forward are detailed in Appendix 2, along with their anticipated completion dates.

- 5.3. **Accounting Adjustments:** Accounting Regulations mean that adjustments are required to report spend correctly as either capital or revenue for the purposes of publishing our Annual Accounts. This includes where spend from the capital programme is on assets that are not owned by the Council (for example Clyde Gateway spend) or where spend must be classed as revenue. There is no physical impact for projects from this adjustment – it is an accounting entry only.
- 5.4. £5.408 million of capital spend is required to be recorded as revenue spend. Conversely, £1.867 million of revenue spend should be recorded as capital. The transfers above mean that for the purpose of publishing our Annual Accounts only, there is capital spend of £57.780 million.
- 5.5. **Carry Forward to 2019/2020:** As detailed at section 5.2, budget of £5.498 million will carry forward into 2019/2020 to conclude projects. The overall base programme for 2019/2020 including this carry forward of £5.498 million is noted in a separate report to this meeting.
- 5.6. **Housing Programme** Appendix 3 summarises actual expenditure of £53.962 million which is £0.298 million higher than budget due to good progress on projects.
- 5.7. Housing and Technical Resources have also received additional one-off income of £5.018 million in 2018/2019 which will be added to the overall programme.
- 5.8. Taking into account the additional funding of £5.018 million and the year end spend position, there is a net £4.720 million of additional budget to carry forward to contribute to future years Housing programmes. To reflect the profile of spend expected on the Housing Investment programme the 2019/2020 programme will be reduced by £0.110 million, and the 2020/2021 allocation increased by £4.830 million. The overall programme for 2019/2020 will be noted in a separate report to this meeting.
- 6. Other Implications**
- 6.1. The main risk associated with the Council's Capital Programme is an overspend. The risk has been assessed as low given the detailed project management plans prepared and monitored for each project. The risk of overspend is managed through four weekly Investment management meetings and the outturn report shows an underspend at financial year end.
- 7. Equality Impact Assessment and Consultation Arrangements**
- 7.1 This report does not introduce a new policy, function or strategy or recommend a change to existing policy, function or strategy and therefore no impact assessment is required.
- 7.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning
Executive Director (Finance and Corporate Resources)

7 May 2019

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, Effective, Efficient and Transparent

Previous References

- ◆ Executive Committee, 27 June 2018
- ◆ Executive Committee, 1 May 2019

List of Background Papers

- ◆ Capital ledger prints for the period 1 April 2018 to 31 March 2019

Contact for Further Information

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

Lorraine O'Hagan, Finance Manager (Strategy)

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SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2018-2019
GENERAL FUND PROGRAMME
FOR PERIOD 1 APRIL 2018 TO 31 MARCH 2019

APPENDIX 1

EXPENDITURE

	2018-19 REVISED BUDGET	2018-19 ACTUAL to 31/03/19
	£m	£m
GENERAL FUND PROGRAMME	66.819	61.321
<u>Accounting Adjustments:</u>		
Less: Transfers to Revenue		(5.408)
Add: Transfers to Capital		<u>1.867</u>
2018/19 Outturn Position (Accounting Basis only)	<u>66.819</u>	<u>57.780</u>

INCOME	Actual to 31/03/19 £m
Prudential Borrowing	22.833
Heritage Lottery/ Sportscotland Grant	0.049
Developers Contributions	0.495
Partners (Including Strathclyde Partnership for Transport, Sustrans and Scottish Environment Protection Agency)	1.534
Scottish Government:	
- Capital Grant	27.607
- Cycling, Walking and Safer Streets	0.432
- Vacant and Derelict Land	0.233
- Early Years 1,140 Hours	0.629
Glasgow City Region City Deal	3.126
Specific Reserves	0.719
Capital Financed from Current Revenue	0.123
TOTAL INCOME	57.780

SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2018-19
GENERAL FUND PROGRAMME
FOR PERIOD 1 APRIL 2018 TO 31 MARCH 2019

APPENDIX 2

Projects with Underspends in 2018/19		
Project Name	Project Type	Completion Date
Community and Enterprise Resources		
Avondale Community Wing (Replaced old Ballgreen Hall)	Fit out	November 2019
Extension / Improvement of Cemeteries	Infrastructure	September 2019
Bin Storage Areas	Infrastructure	May 2019
Demolition Programme	Demolition	August 2019
Upgrades to Community Infrastructure	Infrastructure	July 2019
Vacant and Derelict Land – Milton Brick Works, Carluke	Regeneration	December 2019
Vacant and Derelict Land – Millburn Colliery Site, Larkhall	Regeneration	December 2019
Vacant and Derelict Land – Glen Esk, East Kilbride	Regeneration	December 2019
Roads Investment Programme – Rutherglen and Cambuslang Area	Infrastructure	Through 2019/20
Roads Investment Programme – East Kilbride Area	Infrastructure	Through 2019/20
Roads Investment Programme – Clydesdale Area	Infrastructure	Through 2019/20
Greenhills Road	Infrastructure	June 2020
Lanark Park and Ride	Infrastructure	March 2020
Hamilton Information Technology Park – University Infrastructure work	Infrastructure	June 2019
Education Resources		
St Athanasius' Primary School – Nursery Adaptations	Infrastructure	August 2019
Education Information Communication Technology	ICT	Through 2019/20
Ridgepark School, Lanark – Demolition	Demolition	July 2019
Black Mount Primary School (previously Walston Primary School)	Infrastructure	August 2019
Finance and Corporate Resources		
Mobile Working	ICT	August 2019
Housing and Technical Resources		
Civic Centre Fabric Upgrade – Main Works	Refurbishment	September 2019
Headquarters Fabric Upgrade	Refurbishment	March 2020
Social Work Resources		
Replacement Care Facilities	Infrastructure	March 2021

SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2018-19
HOUSING PROGRAMME
FOR PERIOD 1 APRIL 2018 TO 31 MARCH 2019

EXPENDITURE

2018-19 REVISED BUDGET	2018-19 ACTUAL to 31/03/19
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£m

£m

2018/19 Budget
(including carry forward from 2017/18)

53.664**53.962****INCOME**

**2018-19
Actual
to
31/03/19
£m**

House Sales

0.088

Land Sales

3.193

Capital Funded from Current Revenue

23.730

Prudential Borrowing

17.082

Specific Grant

7.680

Miscellaneous Income

2.189

Total Income**53.962**



Report

4

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

Subject:	Capital Programme 2019/2020 Update
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Consolidate the capital budget monitoring to give a Council-wide summary of the 2019/2020 Capital Programme including 2018/2019 carry forward. It includes information on two programmes: the General Fund Programme and the Housing Investment Programme, which covers all investment in relation to the Councils Housing stock.

2. Recommendation(s)

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

- (1) that the revised budget for the General Fund Programme (Section 7) and Housing Programme (Section 9) for the year 2019/2020 as outlined in this report, be approved;
- (2) that confirmation of General Capital Grant funding for 2019/2020 of £33.029 million (Finance Circular 2/2019) as detailed in section 6 be noted;
- (3) that the additional General Capital Grant funding of £0.087 million be used for Gypsy Traveller Sites, as proposed in section 6.5, be approved;
- (4) that monitoring and reporting arrangements are underway for all of the Council's Capital Programmes for 2019/2020, be noted;
- (5) that the adjustments to the General Fund programme as noted in section 8, and listed at Appendix 4, be approved; and
- (6) that the revised programmes be monitored by the Financial Resources Scrutiny Forum.

3. Background

- 3.1. A three year General Fund Capital Programme covering 2017/2018 to 2019/2020 was approved by Council on 16 February 2017. An update to the General Services Capital Programme for 2019/2020 was approved by the Executive Committee on 21 November 2018. This update report agreed additions to the 2019/2020 programme totalling £19.257 million, resulting in a revised expenditure programme of £72.541 million.
- 3.2. It was noted in this report that this revised programme did not take account of any adjustments from the 2018/2019 Capital Programme.

- 3.3. In addition, the Local Government Finance Circular 2/2019 has revised the Council's General Capital Grant allocation for 2019/2020. Grant funding has also been identified for specific spend programmes.
- 3.4. This report will provide:-
- ◆ An update on the General Fund budget for 2019/2020, taking into account adjustments which have been approved during the course of 2018/2019 (Section 4)
 - ◆ An update to the programme due to expected spend profile of a number of projects (Section 5)
 - ◆ Changes to the funding package as a result of the grant settlement for 2019/2020 and propose how this funding should be utilised (Section 6)
 - ◆ A summary of the overall General Fund programme and funding (Section 7) with proposed adjustments detailed in Section 8
- 3.5. The Executive Committee also approved a total Housing Capital Programme budget for 2019/20 of £61.945million on 20 February 2019. An update to this programme is detailed in Section 9.

4. General Services – 2018/19 Base Budget

- 4.1. As noted in section 3.1 above, the Executive Committee (21 November 2018) approved new projects for 2019/2020 totalling £19.257 million. This resulted in a revised Capital Programme of £72.541 million.
- 4.2. Movements from 2018/2019 (as approved by Executive Committee throughout the year) require to be added to this programme. Taking account of the £34.725 million of adjustments, the base programme for 2019/2020 is £107.266 million. These adjustments are listed in Appendix 1 attached.

5. Update to Programme to Reflect Spend Profiles

- 5.1. **2018/2019 Carry Forward:** As reported in the Final Outturn Report for 2018/2019, a separate report to this meeting, a carry forward total of £5.498 million will ensure sufficient budget is available to conclude ongoing projects within the General Fund Capital Programme.
- 5.2. **Extension / Improvement of Cemeteries:** Reflecting the expected timing of spend, £1.772 million of the approved 2019/2020 £1.952 million budget will be transferred to 2020/21.
- 5.3. **Zero Waste Fund:** The design of two projects is currently underway and it is anticipated that these will complete by September 2019. Of the planned spend of £0.440 million, spend of £0.390 million is now likely to occur in 2020/2021.
- 5.4. **Additional Roads:** At its meeting on the 27 February 2019 (Overall Position of Budget 2019/2020 and Savings Proposals), the Council agreed an additional contribution of £0.720 million for investment in Roads. This will be funded by a contribution from the Council's Reserves.
- 5.5. **Roads – Bridges:** It is anticipated that £0.500 million of the total approved budget of £6.000 million will be required in 2019/2020 to undertake preparatory works for the replacement of Clyde Bridge, Pettinain and Ponfeigh Bridge, Douglas Water. The

main construction phases of both these projects are expected to be undertaken during 2020/2021 and the budget has been profiled accordingly.

- 5.6. **Street Lighting Improvement Programme:** As reported to the Executive Committee (27 June 2018), a financial saving of £3.124 million has been realised from the original programme. £1.500 million of the saving was achieved in 2018/2019, with the remaining £1.624 million reduction being made to the 2019/2020 Capital Programme.
- 5.7. **Glasgow City Region City Deal:** A recent review of project expenditure has been undertaken which has included alignment to the anticipated project approval dates by the City Deal Cabinet. To reflect actual profiling of spend, £16.509 million has been carried forward into future years, to conclude these projects.
- 5.8. **Schools ICT Solutions for Learning:** In order to reflect the revised profile of spend for the ICT refresh programme, £2.030 million of the £3.057million budget will be moved into the 2020/2021 Capital Programme.
- 5.9. **Education Growth and Capacities:** The Executive Committee on 26 September 2018 approved the addition of 2 new projects into the Capital Programme: St Mary's Primary School, Hamilton and St Charles' Primary School, Newton. The spend expected for 2019/2020 of £0.997 million is now added to the capital programme.
- 5.10. In addition, to reflect expected spend profiles, £1.074 million of the Education Growth and Capacities budget of £1.736 million will be moved to the 2020/2021 programme.
- 5.11. **Early Years – 1,140 Hours:** In order to continue planning for implementation in August 2020, approval was given to progress with the Phase 1 projects to the Executive Committee on 15 August 2018 detailing a first phase of a capital programme of works. A second phase of works was approved by the Executive Committee on 13 February 2019.
- 5.12. A further report is being presented to this meeting, requesting approval to progress with a third phase of works. It is estimated that the total cost of delivering the 1,140 Hours programme will be in the region of £32.300 million, in line with the estimated costs already reported in the Council's Capital Strategy.
- 5.13. To reflect the expected timing of spend on projects, £3.365 million of budget will be accelerated from 2020/2021 to 2019/2020.
- 5.14. **Social Work Care Facilities:** Construction works for the Blantyre facility are scheduled to commence later in 2019. Initial estimates by Housing & Technical Resources anticipate that an allocation of £2.700 million will be required in 2019/2020 for these works. Further phases of works are currently under development.
- 5.15. Taking into account the adjustments noted at 5.1. to 5.14. above results in a revised budget for 2019/2020 totalling £74.196 million and this position is summarised in Table 1.

Table 1: Revised General Fund Programme 2019/2020

	2019/2020 £m
Approved Programme – November 2018	72.541
Net Changes Approved During 2018/2019 (Section 4.2) <i>including £21.837m adjustments approved at the start of 2018/2019</i>	34.725
Proposed Changes to the 2019/20 Programme	
2018/19 Carry Forward (Section 5.1)	5.498
Extension / Improvement of Cemeteries (Section 5.2)	(1.772)
Zero Waste Fund (Section 5.3)	(0.390)
Additional Roads (Section 5.4)	0.720
Roads – Bridges (Section 5.5)	(5.500)
Street Lighting Improvement Programme (Sections 5.6)	(1.624)
Glasgow City Region City Deal (Section 5.7)	(16.509)
Schools ICT Solutions for Learning (Section 5.8)	(2.030)
Growth and Capacities – St Mary's / St Charles (Section 5.9)	0.997
Growth and Capacities – Other (Section 5.10)	(1.074)
Early Years – 1,140 Hours (Sections 5.11 – 5.13)	3.365
Social Work Care Facilities (Section 5.14)	(14.751)
Revised General Fund Expenditure Programme	74.196

6. Notification of Grant and Funding

- 6.1. **General Capital Grant:** The General Capital Grant figure included in the programme for 2019/2020 is £24 million. This was a prudent assumption based on the approximate level of the 2016/2017 General Capital Grant allocation, the most recent data available when the three year programme was originally set. £6 million in 2019/20 will be used to contribute towards the Glasgow City Region City Deal Programme, as the Council is required to meet 14% of the estimated costs.
- 6.2. Since the approval of this report, the Council has received confirmation of the Capital funding available in 2019/2020, as part of the Local Government Finance Settlement (FC8/2018) issued on 17 December 2018.
- 6.3. The circular identified General Capital Grant of £27.137 million awarded for financial year 2019/2020. This is an additional £3.137 million compared to the estimated allocation of £24.000 million. Confirmation has also been received that £5.805 million of General Capital Grant not issued to the Council in 2016/2017 will be reinstated in 2019/2020. In total, there will be an additional £8.942 million of General Capital Grant available for use in 2019/2020.
- 6.4. The Executive Committee on 13 February 2019 (Overall Position of Budget 2019/2020 and Savings Proposals) agreed that additional General Capital Grant of £8.942 million be used to contribute towards projects identified in the Council's Capital Strategy, namely Early Learning and Childcare : 1140 Hours Requirements.
- 6.5. Subsequently, Finance Circular (FC 2/2019) issued in March 2019 identified a further £0.087 million of General Capital Grant for the Council, bringing the total General Capital Grant to £33.029 million. This leaves a balance of funding of £0.087 million

and it is proposed that this be allocated to Gypsy Traveller sites to fund planned improvement works.

- 6.6. The Scottish Government previously provided funding for Gypsy Travellers in the form of a specific ring fenced capital grant. However, this was rolled up into the General Capital Grant. This funding will be used to allow the demolition and replacement of the community facility and associated works at Shawlands Crescent, Larkhall. The temporary facility at this site has been well used over the years for community activities and for service provision / engagement but is now considered to be in need of replacement. In addition, works on the site pitch and amenity block at this site will also be undertaken.
- 6.7. **Borrowing:** Borrowing of £23.863 million is included in the funding package for this programme. This reflects the original funding package approved (16 February 2017), the additional borrowing identified in the Capital Strategy report (November 2018) and also the adjustments to the programme identified in Sections 4 and 5 above.
- 6.8. **Specific Capital Grant:** Finance Circular 2/2019 also confirmed specific Capital Grant funding for Cycling, Walking and Safer Streets (£0.520 million), Vacant and Derelict Land (£1.120 million of which £0.800 million is allocated to Clyde Gateway), Early Years 1,140 Hours (£6.900 million) and Town Centre Regeneration Fund (£2.506 million). The allocation for Early Years has already been reflected in the 2019/2020 requirement (see section 5.11- 5.13) and no further adjustments to the programme are necessary. A separate report will be presented to the Community and Enterprise Resource Committee, detailing the proposals for allocating the Town Centre Regeneration Fund to projects.
- 6.9. Taking into account the funding changes noted in 6.1. to 6.8. above, results in a revised General Services Capital Programme for 2019/2020 totalling £78.429 million. This is summarised in Table 2 below and a detailed breakdown is included in Appendix 2.

Table 2: Summary of 2019/2020 General Fund Capital Programme Funding

	2019/2020 £m
Revised General Fund Programme (Section 5.15.)	74.196
Additional General Capital Grant (Section 6.5.)	0.087
Specific Capital Grants – excluding Early Years 1,140 Hours (Section 6.8.)	4.146
Revised General Fund Programme	78.429

7. Summary – General Fund Capital Programme and Funding 2019/2020

- 7.1. A revised Capital Programme for 2019/2020 of £78.429 million is proposed in this report, which reflects the current spend profile of a number of multi-year projects.
- 7.2. A funding package of £78.429 million is also proposed and this is detailed in Appendix 3 attached. The funding package reflects the revised General Capital Grant allocation and specific grant awards for 2019/2020 as advised in Local Government Finance Circular 2/2019.

8. Amendments to the 2019/2020 Programme

- 8.1. Section 7.1. above shows the base budget for the financial year as £78.429 million. The detail of this across Resources is shown in Appendix 2 to the report.
- 8.2. In the first month of financial year 2019/2020, amendments to the Capital Programme have been proposed by Resources totalling a net increase of £2.530 million. These have been included in this report in Appendix 4 for approval. If these proposals are approved, the total capital spending programme for the year will be £80.959 million

9. Housing – Update to 2019/2020 Programme

- 9.1. As noted in section 3.5., the Executive Committee approved a total Housing Capital Programme budget for 2019/2020 of £61.945 million on 20 February 2019.
- 9.2. As per a separate report to this meeting, there is a net negative carry forward of £0.110 million from 2018/2019, which will reduce the 2019/20 Programme.
- 9.3. The base budget for 2019/2020 therefore totals £61.835 million and this is the base budget for the year. This is detailed along with the funding sources at Appendix 5 to this report.

10. Financial Implications

- 10.1. **General Fund Programme:** Section 8.2. above shows the revised budget for the year is £80.959 million. The programme spend and funding for the General Fund is summarised in Appendix 3.
- 10.2. Total funding of £80.959 million is available in year.
- 10.3. **Housing Programme:** Section 9.3. above shows the base budget for the financial year as £61.835 million. No further adjustments are proposed in this report.
- 10.4. Total funding of £61.835 million is available in year.
- 10.5. Regular monitoring of both the General Fund Programme and the Housing Programme is carried out in detail by the Financial Resources Scrutiny Forum and reported on a regular basis to this Committee.

11. Other Implications

- 11.1. The main risk associated with the Council's Capital Programme is an overspend. The risk has been assessed as low given the detailed project management plans prepared and monitored for each project. The risk of overspend is managed through four weekly Investment management meetings.

12. Equality Impact Assessment and Consultation Arrangements

- 12.1. This report does not introduce a new policy, function or strategy or recommend a change to existing policy, function or strategy and therefore no impact assessment is required.
- 12.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning
Executive Director (Finance and Corporate Resources)

1 May 2019

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, Effective, Efficient and Transparent

Previous References

- ◆ Executive Committee, 16 February 2017
- ◆ Executive Committee, 21 November 2018
- ◆ Executive Committee, 13 February 2019
- ◆ Executive Committee, 20 February 2019

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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E-mail: lorraine.o'hagan@southlanarkshire.gov.uk

Changes Approved by Executive Committee during 2018/2019

Project Name	Amount £m
Extension / Improvement of Cemeteries	1.500
Existing Synthetic and Grass Pitches	0.300
Springhall Regeneration Project	0.850
Zero Waste Fund	0.400
Bin Storage	0.100
Ballgreen Hall – demolition	0.130
Tom Craig Centre Hall, Sports Pavilion and Pitches, Law	0.136
Crematorium Shelter	0.050
Cashless System	0.175
Flare System	0.052
Rural Development Centre	0.800
Vacant and Derelict Land	0.750
Flood Prevention	0.075
Sustainable Transport Improvements – Clydesdale Area	0.025
Total City Deal / Developer Contributions – Community Growth Areas	3.070
Total Glasgow City Region City Deal – Roads Projects (Greenhills, Cathkin, Stewartfield Way)	10.211
Schools ICT Solutions for Learning	1.226
Primary Schools Modernisation Programme	2.690
Early Years – 1,140hrs	6.235
Electronic Document Records Management System (EDRMS) – Phase 2	0.100
Springhall Regeneration Project	0.300
Prioritised Urgent Investment in Property	0.250
Headquarters Fabric Upgrade	0.300
Social Work Residential Facilities	5.000
Total	34.725

SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2019/20
GENERAL FUND PROGRAMME
FOR PERIOD 1 APRIL 2019 TO 31 MARCH 2020

APPENDIX 2

	£m	£m
Original 2019/20 Base Budget including Carry Forward		78.429
Proposed Adjustments – Period 1		2.530
Total Revised Budget including Carry Forward		80.959

<u>Resource</u>	<u>Base 2019/20 Budget</u>	<u>Period 1 Proposed Adjustments</u>	<u>Revised 2019/20 Budget</u>
	<u>£m</u>	<u>£m</u>	<u>£m</u>
Community & Enterprise	39.457	2.171	41.628
Education	24.934	0.000	24.934
Finance & Corporate	0.929	0.300	1.229
Housing & Technical	10.380	0.059	10.439
Social Work	2.729	0.000	2.729
Total	78.429	2.530	80.959

SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2019/20
GENERAL FUND PROGRAMME
FOR PERIOD 1 APRIL 2019 TO 31 MARCH 2020

APPENDIX 3

	<u>2019/20</u> <u>Original</u> <u>Estimate inc</u> <u>C/F</u> £m	<u>2019/20</u> <u>Revised</u> <u>Budget</u> £m
Expenditure		
General Fund Programme	78.429	80.959

	<u>2019/20</u> <u>Budget</u> £m	<u>2019/20</u> <u>Revised</u> <u>Budget</u> £m
Income		
Prudential Borrowing	23.863	23.863
Developers Contributions	3.124	3.162
Partners (Including SPT, Forestry Commission, Transport Scotland, Timber Income, and Renewable Energy Fund)	1.331	3.534
Scottish Government:		
- Capital Grant	33.029	33.029
- Cycling, Walking and Safer Streets	0.520	0.520
- Vacant and Derelict Land	2.023	2.023
- Early Years 1,140 Hours	5.344	5.344
- Regeneration Capital Grant	1.100	1.100
- Town Centre Regeneration Fund	2.506	2.506
Glasgow City Region City Deal	1.940	1.940
Specific Reserves	2.149	2.138
Capital Receipts	1.500	1.800
TOTAL FUNDING	78.429	80.959

Proposed Adjustments**Community and Enterprise Resources****Craighead Pavilion and Stadium Upgrade**

Approval is sought to increase the 2019/20 Capital Programme by £0.068m to complete an upgrade of the Stadium at Craighead Park, Lesmahagow. These works will be funded by contributions from the Renewable Energy Fund (£0.030m) and developer's contributions from the Lesmahagow area (£0.038m). £0.068m

Strathclyde Partnership for Transport (SPT)

Strathclyde Partnership for Transport have awarded this Council £2.455m to progress a number of schemes during 2019/20, £0.450m of which has been carried forward from financial year 2018/19, mainly for Lanark Station Park and Ride (£0.300m). Approval is therefore sought to increase the 2019/20 Capital Programme by the net increase of £2.005m. Projects to be carried out are shown in the table below: £2.005m

Route Action Plans	£0.300m
Extension of Cambuslang Station Park and Ride – Land Purchase	£0.800m
Extension of Carstairs Station Park and Ride	£0.240m
Congestion Reduction Measures	£0.410m
National Strategic Cycle Routes	£0.216m
Bus Infrastructure Improvements	<u>£0.039m</u>
Total	£2.005m

Electric Vehicle Charging

Transport Scotland has awarded this Council £0.181m to continue the expansion of the electric vehicle charging infrastructure across South Lanarkshire, £0.083m of which has been carried forward from financial year 2018/19. Approval is therefore sought to increase the 2019/20 Capital Programme by the net increase of £0.098m. £0.098m

Finance and Corporate Resources**Computer Room Upgrades**

The Future Capital Investment Strategy identified a requirement to fund the migration of the Council's server and storage infrastructure from the Caird Data Centre. The funding included £0.300 million for upgrading works at Council Headquarters in Hamilton and the Civic Centre in East Kilbride. IT Services have now requested that this element of the works be accelerated into 2019/20 to allow essential works to be carried out. Approval is sought to increase the 2019/20 Capital Programme by £0.300 million to allow these advance works to progress. This will be funded by capital receipts received in advance of the approval of the 2020/2021 programme. £0.300m

Minor Adjustments £0.059m

Total Adjustments £2.530m

SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2019/20
HOUSING PROGRAMME
FOR PERIOD 1 APRIL 2019 TO 31 MARCH 2020

APPENDIX 5

	<u>2018/19</u> <u>Annual</u> <u>Budget</u> <u>£m</u>
EXPENDITURE	
2019/20 Budget	
incl carry forward from 2018/19	<u>61.835</u>

	<u>2019/20</u> <u>Annual</u> <u>Budget</u> <u>£m</u>
INCOME	
Capital Receipts – House Sales	0.000
Capital Receipts – Land Sales	0.000
Capital Funded from Current Revenue	20.589
Prudential Borrowing	28.715
Specific Grant	
- Scottish Government – New Council Houses	10.611
- Scottish Government – Buy Backs	1.800
- Scottish Government – Mortgage to Rent	0.120
	<u>61.835</u>

Report

5

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

Subject: **Local Child Poverty Action Report**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ outline the draft South Lanarkshire Child Poverty Action Report and further consultation and approvals process

2. Recommendation(s)

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

- (1) that the content of the draft Local Child Poverty Action Report be approved; and
- (2) that the Council, NHS Lanarkshire and wider Community Planning approval process and timescales be noted.

3. Background

3.1. The Child Poverty (Scotland) Act 2017 introduced a new requirement for local authorities and each relevant Health Board to prepare **Local Child Poverty Action Reports**, as soon as reasonably practicable after the end of each reporting year. The first report should be published by the 30 June 2019.

3.2. The report should describe any measures taken in the area of the local authority during the reporting year and planned measures for the year ahead. These should contribute to the four national income based child poverty reduction targets to be achieved by 2030:-

- (1) Less than 10% of children are in relative poverty
- (2) Less than 5% of children are in absolute poverty
- (3) Less than 5% of children are in combined low income and material deprivation
- (4) Less than 5% of children are in persistent poverty.

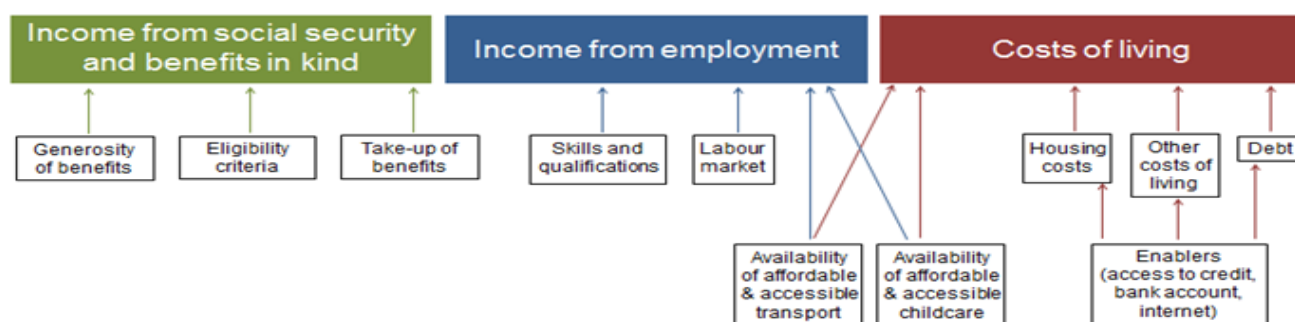
3.3. These are national targets and absolute poverty and persistent poverty levels are only reported at a Scottish level. The proportion of children in South Lanarkshire in relative poverty - currently sitting at 22% is slightly below the Scottish level (23%). 18.2% of South Lanarkshire's children are in combined low income and material deprivation again lower than the Scottish level (20.7%).

- 3.4. The Scottish Government has made it clear that the introduction of the requirement to produce Local Child Poverty Action Reports signals an imperative to undertake new activity and a new approach to tackling Child Poverty; effectively a step-change in tackling child poverty. Where local partners are continuing with existing activity, they should be clear about the supporting evidence base indicating its effectiveness.
- 3.5. The new Poverty and Inequality Commission has been tasked by the Scottish Government to provide feedback on all the local action reports. Bearing in mind that 32 reports are to be produced, it is likely that feedback to local partners will be staged over the 2019/2020 financial year.
- 3.6. South Lanarkshire Council, NHS Lanarkshire and other South Lanarkshire Partnership members agreed at the Community Planning Partnership Board meeting of the 6 June 2018 to produce a single Local Child Poverty Action Report recognising a collective effort would be more effective.
- 3.7. A Local Child Poverty Leads group was established to produce the plan. All SLC Resources; NHS Lanarkshire and Skills Development Scotland are represented on the group. The Voluntary sector is represented by VASlan, South Lanarkshire CABs and the Machan Trust.
- 3.8. The LCPAR will be presented for approval to the NHS Lanarkshire Board on the 29 May and the Community Planning Partnership Board on the 19 June.

4. **Scope of the Plan**

- 4.1. Child poverty is caused by a complex blend of structural issues relating to macro-economic and political factors governing the labour market, employment and social security. Social factors make particular groups especially vulnerable to poverty, e.g. children, lone parents, disabled people and Black and Minority Ethnic (BME) groups. The following diagram from the Scottish Government provides an overview of what its research indicates are the main drivers of child poverty.

Drivers of child poverty targets



- 4.2. The Local Child Poverty Action Report (LCPAR) is expected to provide background/contextual information; governance and reporting arrangements and a progress and action plan which is organised around the three child poverty drivers above.
- 4.3. The process of gathering and analysing data to inform our actions has identified that there is scope to improve local data collection and analysis including service data to get a clearer profile of service users and the circumstances that drive use. This will improve our understanding of the extent to which child poverty impacts on South Lanarkshire families; how our services are engaging with families and in particular

low income families and identify potential gaps/areas for improvement. This issue will need to be addressed by improving our information management systems to ensure appropriate data is collected and can be extracted and reported on including the child poverty target groups. Training and Development sessions will be offered to appropriate SLC and partner services in 2019/2020 to support this improvement work.

5. Meeting the Scottish Government Expectations

- 5.1. The Local Child Poverty Leads group has been working closely with the National Coordinator for LCPARs within the Improvement Service and shared an early draft of the report. Feedback was generally positive and helped to further shape the LCPAR.
- 5.2. The Scottish Government is very clear about their desire to see step change at a local level. However this is challenging for a number of reasons not least the financial climate. The agreement by the South Lanarkshire Community Planning Partnership to focus on a single Overarching Objective in the adopted Community Plan to tackle poverty, deprivation and Inequality in advance of the new requirement to produce the LCPAR has been very helpful. Partners are already committed to this and an additional focus on child poverty has been well received.
- 5.3. Whilst some of the improvement actions reflect a step change, there is scope to build on what is presented within this initial report. Engaging with low income families and our communities where outcomes are poorer will help us to get a better understanding of the needs of low income families and how these can best be addressed. Neighbourhood Planning and other planned engagement activity will help to provide more evidence to inform service design, planning and delivery.

6. The Report

- 6.1. The report includes a foreword from the Leader of the Council and the Chair of the NHS Lanarkshire Board affirming our commitment across the Community Planning Partnership to tackle Child Poverty in South Lanarkshire.
- 6.2. It describes the scale of the challenge locally and nationally. In South Lanarkshire just under 14,000 children are living in poverty equating to 22% of all children however this figure varies significantly between and within the four localities and between different groups with lone parents being more likely than other groups to experience poverty.
- 6.3. The governance and reporting arrangements are outlined, the South Lanarkshire Community Planning Partnership being accountable for the report, providing strategic leadership and overseeing delivery of the improvement actions.
- 6.4. The main body of the report is organised around the three child poverty drivers (detailed at 4.1). In addition to providing a progress report for 2018/2019 it sets out our actions for 2019/2020 for each of the drivers.

Driver	Themes
Increasing income from benefits	Actions to maximise awareness and uptake of welfare benefits and entitlements.
	Actions to support financial wellbeing
Reducing Living Costs	Actions to reduce homelessness and support affordable housing.
	Fuel Poverty actions.
	Cost of the school day activity.
	Digital Inclusion activity.
	Actions to tackle food insecurity.
	Promoting affordable credit.
	Supporting access to affordable leisure.
Increasing income from employment	Supporting low income parents and young people into work and supporting progression to maximise income.
	Living Wage/fair work promotion and support.
	Inclusive growth activity
	Tackling under employment.

6.5. Finally a list of links to relevant local plans and reports is provided.

6.6. A PDF of the draft plan is available via this intranet link –
<http://intranet.southlanarkshire.gov.uk/childpovertyactionreport>

7. Employee Implications

7.1 No immediate employee implications

8. Financial Implications

8.1. The Council has already identified some additional funding to enable measures to tackle Child Poverty (increasing the school clothing grant).

9. Other Implications

9.1. The Poverty and Inequality Commission will be scrutinising all LCPARs following publication as will others locally and nationally given the focus. This could have positive and/or negative impacts on perceptions of the Council and its partners and proactive PR approach will be required.

10. Equality Impact Assessment and Consultation Arrangements

10.1. There is a requirement to carry out an equality impact assessment and an initial assessment has been undertaken. Indications are this will have a positive impact on the protected characteristics of age; disability; race and sex.

Paul Manning
Executive Director (Finance and Corporate Resources)

Michael McGlynn
Executive Director (Community and Enterprise Resources)

8 May 2019

Link(s) to Council Values/Ambitions/Objectives

- ◆ Improve the Quality of life for everyone in South Lanarkshire
- ◆ Focussed on people and their needs
- ◆ Working with and respecting others
- ◆ Fair, open and sustainable
- ◆ Excellent Employer
- ◆ Support our communities by tackling disadvantage and deprivation and supporting aspiration
- ◆ Support the local economy by providing the right conditions for inclusive growth

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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E-mail: kay.mcintosh@southlanarkshire.gov.uk

Report

6

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

Subject: **Early Learning and Childcare 1140 Hours:
Accommodation Requirements**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide a further update on the remaining accommodation projects required in the provision of 1140 hours of Early Learning and Childcare from August 2020;
- ◆ request approval for this final tranche of capital projects in order to meet the shortfall in provision

2. Recommendation(s)

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

- (1) that the next tranche of accommodation requirements, as detailed in Table 1 of the report, be approved.

3. Background

- 3.1. An update on the accommodation expansion of Early Learning and Childcare was brought to Executive Committee on 15 August 2018.
- 3.2. Given the implementation date of August 2020, the Executive Committee agreed to the commencement of a first tranche of projects while there was further work on reviewing options and identifying projects across other areas.
- 3.3. Since the Executive Committee of 15 August 2018, further consultation with partner providers has taken place in relation to the availability of partner places. This did not impact significantly on the requirement for further accommodation in identified areas.
- 3.4. As previously reported, in considering the 1140 hours expansion requirements, including both the capacity of partner providers (less a capacity delivery risk tolerance) and estimated community growth of 950 between now and 2021, we have projected a shortfall of 2,064 nursery places scattered across South Lanarkshire.
- 3.5. A further report was brought to Executive Committee on 13 February 2019 requesting approval to move forward with a second tranche of capital projects. The total projects identified at that time accounted for approximately 1,800 of the 2,064 nursery places required (approximately 87%).

- 3.6. Further projects to address the remainder shortfall of places were to be brought to a future meeting of this committee.

4. Further Update on Accommodation Requirements – 3rd Tranche of Capital Works

- 4.1. Beyond the projects previously approved in August 2018 and February 2019 work has continued to confirm suitable accommodation, the main areas being Cathkin/Rutherglen, Rural/Biggar and the Hamilton area.
- 4.2. In order that the Council can meet its statutory requirement to provide 1140 hours places for August 2020 and cope with estimated population growth to 2021, further capital projects identified are now listed in the table below:

Table 1: 3rd Tranche of Capital Programme of Works

Area	Type of Works	Nursery
Cathkin/Rutherglen	New Build	Springhall
Rural/Biggar	Adaptation	Carstairs Junction Primary School
East Kilbride	Adaptation	Mount Cameron Primary School
Ham A – Larkhall	Adaptation	Glengowan Primary School
Ham A – Larkhall	Adaptation	Newfield Primary School
Ham B - Hamilton	Adaptation	Chatelherault Primary School
Ham B – Hamilton	Adaptation	St Paul's Primary School
Ham C – Whitehill/Burnbank	Adaptation	Glenlee Primary School

- 4.3. Within the overall programme, there are around 30 projects, 7 of which are new builds with 3 of them being delivered through the HubSW.

5. Financial Implications

- 5.1. The total cost of the 3rd tranche of projects outlined in table 1 above has been estimated at £3.700 million and this expenditure is part of the previously reported high level indicative net costs of £32.3m. This estimated spend is in line with that indicated in the Council's capital strategy which was approved by Executive Committee in November 2018. Funding these costs from government grant and borrowing was approved in the Executive Committee paper of 13 February 2019.
- 5.2. The annual revenue costs associated with this capital programme will require to be funded from the revenue grant for 1140 hours allocated by the Scottish Government.

6. Employee Implications

- 6.1. A paper on the revenue and staffing implications for the delivery of 1140 hours in 2019/2020 was presented to Executive Committee on 13 February 2019 and reflected the requirements for the coming academic year August 2019. Further requirements for additional staffing in preparation for August 2020 will be reported to a future Executive Committee.

7. Other Implications

- 7.1. The provision of sufficient 1140 places to enable the Council to meet its statutory duty in 2020 is recognised as a high risk within the Council's risk register, and is dependent on the timely completion of the capital programme. Any delay to the programme will increase the associated risk to the Council.

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

8. Equality Impact Assessment and Consultation Arrangements

8.1. An initial equality assessment has been carried out, however this will be updated as more specific information becomes available. As per the Scottish Government expansion guidance, the expansion plan will ensure consideration of the accessibility requirements of Early Learning and Childcare.

8.2. Cross resource discussion, meetings and planning has been taking taken place given the wide ranging nature of the early learning and childcare requirements.

8.3. Consultation and engagement has taken place with a range of stakeholders, and this approach will be on going, as required, until the 1140 hours initiative is implemented.

Tony McDaid

Executive Director (Education Resources)

Paul Manning

Executive Director (Finance and Corporate Resources)

Daniel Lowe

Executive Director (Housing and Technical Resources)

8 May 2019

Link(s) to Council Values/Ambitions/Objectives

- ◆ Improve achievement, raise educational attainment and support lifelong learning
- ◆ Ensure schools and other places of learning are inspirational

Previous References

- ◆ Executive Committee, 15 August 2018, Early Learning and Childcare 1140 Hours Update – Accommodation Requirements
- ◆ Executive Committee, 13 February 2019, Early Learning and Childcare 1140 Hours Accommodation Requirements

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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Report

7

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

Subject:	Cross Party Working Group and Business Plan - South Lanarkshire Leisure and Culture
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ request approval on the terms of reference, programme of work and membership of the Cross Party Working Group on South Lanarkshire Leisure and Culture (SLLC)
- ◆ request approval of the SLLC Business Plan for 2019/2020

2. Recommendation(s)

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

- (1) that the terms of reference, work plan and frequency of meetings of the Cross Party Working Group on Leisure and Culture be approved;
- (2) that the membership of the Working Group be finalised reflecting the current arrangements for Council Forums with 10 members on the Group based on the political composition of the Council;
- (3) that the Chief Executive be authorised to finalise the membership of the Working Group, in liaison with political Group Leaders, as set out in Paragraph 5.1 of the report, with a report on the finalised membership being submitted to this Committee for noting;
- (4) that EKOS Research and Consultancy Services providing support and advice to the Cross Party Working Group throughout this process be agreed; and
- (5) that the South Lanarkshire Leisure and Culture Limited Business Plan for 2019/2020 be approved.

3. Background

- 3.1. The establishment of a Cross Party Working Group on Leisure and Culture was agreed at the Full Council meeting of 27 February 2019 and the Executive Committee of 13 March 2019.
- 3.2. Following nominations from each party leader, an initial meeting of the Cross Party Working Group was held on 15 April 2019 where EKOS presented the findings contained within their report 'Leisure and Culture in South Lanarkshire', dated March 2019.
- 3.3. At that meeting it was agreed that proposals for a terms of reference, a programme of work and membership of the Group would be developed and presented to the next available Executive Committee for its consideration.

4. Terms of Reference and Work Plan

- 4.1. The EKOS review proposed a significant shift in the delivery of leisure and cultural services in South Lanarkshire with the aim of improving efficiency and having a greater alignment and contribution to the objectives of the Council and the Community Planning Partnership.
- 4.2. At the initial Cross Party Working Group meeting, members recognised the need for a change in service delivery and that this will take time and effort, requiring commitment from all stakeholders to affect change. The primary purpose of the working group is, therefore, to develop and agree a detailed transformation plan for leisure and cultural services. To reflect this purpose, the following terms of reference are proposed.
- 4.3. Terms of Reference
- ◆ to consider SLLC and leisure and cultural services by activity, providing guidance on which activities require to be expanded, reduced, introduced or discontinued and determining what delivery model is required to achieve this
 - ◆ to consider the leisure and culture asset base, taking account of the current condition of buildings and equipment and of future asset management plans
 - ◆ to consider proposals for the future SLC/SLLC relationship including its management, governance and monitoring arrangements
 - ◆ to consider the need for future investment, and the extent to which SLLC can be expected to contribute to the Council's future efficiency requirements
 - ◆ to consider a communication and stakeholder engagement plan to develop and include the wider partnerships that will contribute to and support the transformation process
- 4.4. This will build on the approach recommended within the EKOS review of March 2019 and will be progressed through the following specific work streams which are a reflection of the proposed terms of reference:-
- 4.4.1. Work Stream 1 – Operational Review
A detailed operational review of SLLC and leisure and cultural services by activity, including guidance on which activities require to be expanded, reduced, introduced or discontinued, and identifying opportunities for more efficient delivery models including workforce planning, low cost delivery models, use of new technology etc.
- 4.4.2. Work Stream 2 – Asset Review
A review of the leisure and culture asset base, including the current condition of buildings and equipment and consideration of future asset management plans.
- 4.4.3. Work Stream 3 – Governance, Management and Monitoring
Examination of, and proposals for, the future SLC/SLLC relationship including consideration of management, governance and monitoring arrangements.
- 4.4.4. Work Stream 4 – Investment and Efficiencies
Determination of the need for future investment, and the extent to which SLLC can be expected to contribute to the Council's future efficiency proposals.

4.4.5. Work Stream 5 – Communication and Engagement

Production of a communication and stakeholder engagement plan to develop and include the wider partnerships that will contribute to and support the transformation process.

- 4.5. It is anticipated that this transformation plan will take approximately eight months to complete based on the programme of work proposed by EKOS in Appendix 1.
- 4.6. At that point the completed transformation plan will be presented to the Council for its consideration and, if approved, will be followed by the implementation phase of a new strategic framework for leisure and cultural services.

5. Membership and Frequency of Meetings

- 5.1. It is proposed that the membership of the Cross Party Working Group is finalised in line with the current arrangements in place for the operation of Council Forums in that the Group would comprise 10 members with a political balance reflecting the political composition of the Council (4 SNP, 3 Labour, 2 Conservatives and 1 from Independent Group). It is also proposed that membership be restricted to Councillors not currently serving on the Board of SLLC as those members will be fully involved in the process through their work on the Board. In order to take the arrangements for membership of the Group forward, it is proposed that the Chief Executive be authorised to finalise the membership of the Working Group in liaison with political group leaders, and that a further report on the finalised membership be submitted to a future meeting of this Committee for noting.

It is recommended that the group will meet on an approximately four weekly basis for the estimated eight month period required to develop and agree the detailed transformation plan.

- 5.2. The Executive Director and Operations Manager of Community and Enterprise Resources, with supporting officers, will coordinate and inform the work of the Cross Party Working Group, lead on the delivery of the work streams and liaise with EKOS throughout the life of the working group.
- 5.3. As part of this work the Group will also propose an appropriate governance and management structure for the subsequent implementation phase of the transformation programme.
- 5.4. It is proposed that EKOS provide support and advice to the Cross Party Working Group throughout the period of the production of the transformation plan.

6. SLLC Business Plan 2019/2020

- 6.1. Members may recall that there is a requirement for the Council to consider and approve the SLLC business plan each year. The reporting of the 2019/2020 business plan to Committee has been delayed to allow the EKOS review to be progressed and reported to Committee.
- 6.2. Now that the EKOS review has been reported to Committee and a way forward has been established it is appropriate to report the business plan to Committee.

- 6.3. The Executive Directors (Community and Enterprise Resources) and (Finance and Corporate Resources) have reviewed the draft SLLC business plan for 2019/2020 and consider that the objectives are consistent with the strategic policies of the Council, whilst recognising that the work of the Cross Party Working Group will result in changes to future business plans. A copy of the draft plan has been made available in the Members' areas for inspection prior to the committee. Therefore, it is recommended that the business plan be approved.

7. Employee Implications

- 7.1. Employee implications at this stage are not yet defined, however, this will be an integral consideration as the new strategic framework develops.

8. Financial Implications

- 8.1. Financial implications at this stage are not yet defined, however, this will be an integral consideration as the new strategic framework develops.
- 8.2. The cost of services provided by EKOS in support of this process will be met from existing resources.

9. Other Implications

- 9.1. None at this stage.

10. Equality Impact Assessment and Consultation Arrangements

- 10.1. Consultation with Elected Members, SLLC's Board, SLLC's management team and employees and other stakeholders is ongoing and will continue throughout this process.

Michael McGlynn

Executive Director (Community and Enterprise Resources)

8 May 2019

Link(s) to Council Values/Ambitions/Objectives

- ◆ Encourage participation in physical and cultural activities
- ◆ Deliver better health and social care outcomes for all
- ◆ Support our communities by tackling disadvantage and deprivation and supporting aspiration;
- ◆ Improve health, care and wellbeing

Previous References

- ◆ South Lanarkshire Council, 27 February 2019
- ◆ Executive Committee, 13 March 2019

List of Background Papers

- ◆ Report to Executive Committee of 13 March 2019 - 'Review of South Lanarkshire Leisure and Culture Ltd – Update'
- ◆ EKOS report 'Leisure and Culture in South Lanarkshire', dated March 2019
- ◆ South Lanarkshire Leisure and Culture Limited Draft Business Plan 2019/20

Contact for Further Information

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

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ID	Task Name	Start	May	June	July	August	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May
1	1 Workstreams	Mon 17/06/19													
2	1.1 Board Secretarial Support	Mon 17/06/19													
3	1.1.1 Working Group Monthly Meeting #1	Mon 17/06/19													
4	1.1.2 Working Group Monthly Meeting #2	Mon 15/07/19													
5	1.1.3 Working Group Monthly Meeting #3	Mon 12/08/19													
6	1.1.4 Working Group Monthly Meeting #4	Mon 09/09/19													
7	1.1.5 Working Group Monthly Meeting #5	Mon 14/10/19													
8	1.1.6 Working Group Monthly Meeting #6	Mon 11/11/19													
9	1.1.7 Working Group Monthly Meeting #7	Mon 09/12/19													
10	1.1.8 Working Group Monthly Meeting #8	Mon 06/01/20													
11	1.2 WS1-Operational Review	Mon 13/05/19													
12	1.3 WS2-Asset Review	Mon 13/05/19													
13	1.4 WS3-Governance, Management & Monitoring	Mon 13/05/19													
14	1.5 WS4-Investment and Efficiencies	Mon 26/08/19													
15	1.6 WS5-Communication and Engagement	Mon 13/05/19													
16	1.7 Completion of Transformation Plan	Tue 07/01/20													

Report

8

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

Subject:	Recommendations Referred from Resource Committees
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ request approval of the following recommendations referred to this Committee by the:-
 - ◆ Education Resources Committee of 7 May 2019
 - ◆ Social Work Resources Committee of 8 May 2019

2. Recommendation(s)

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

- (1) that the recommendations of the Education Resources Committee in relation to the expansion of the pilot rollout of Breakfast Clubs and the amendment to the Paid Privilege Transport Scheme Policy be approved.
- (2) that the recommendations of the Social Work Resources Committee in relation to the Kinship Care Policy be approved.

3. Background

3.1. **Proposal to Expand the Pilot Rollout of Breakfast Clubs (August 2019) – Extract of Minute**

A joint report dated 16 April 2019 by the Executive Directors (Education Resources), (Community and Enterprise Resources) and (Finance and Corporate Resources) was submitted on:-

- ◆ progress achieved with the implementation of the initiative to pilot free breakfast clubs in a number of primary schools during 2018/2019
- ◆ proposals to expand the pilot rollout to all primary schools from August 2019
- ◆ proposals to increase the staffing establishments within Education Resources and Community and Enterprise Resources to meet the requirements of existing breakfast clubs and the expansion of the pilot rollout
- ◆ anticipated costs required to meet the requirements of existing breakfast clubs and the expansion of the pilot rollout

On 24 April 2018, the Education Resources Committee approved the initial rollout of breakfast clubs to 5 primary schools during April to June 2018 (phase 1) before upscaling to 40 schools from August 2018 (phase 2). The pilot would also explore the

option of supporting a local charitable organisation to deliver breakfast clubs in identified schools.

On 27 November 2018, the Education Resources Committee considered an update on the initiative which included detailed information on the evaluation undertaken and also next steps in taking forward breakfast club provision from August 2019. Following that update, the average daily uptake rate had increased from 26 to 35 pupils and the number of breakfasts served daily had increased from 1,050 to 1,450. Discussions had also continued with voluntary sector organisations, such as the Machan Trust, Larkhall, to look at different models of delivery.

Information was provided on actions taken in terms of planning for the expansion of the pilot for breakfast clubs to all primary schools from August 2019. Details of the average daily breakfast clubs uptake rates, in each of the primary schools involved in phases 1 and 2, was provided in Appendix 1 to the report. In view of the increased number of pupils attending some schools, it was proposed that the staffing levels in Education Resources and Community and Enterprise Resources be increased, on a temporary basis initially, as follows:-

Post	Number of Posts (FTE)	Grade/Level	Spinal Column Points	Salary	Total Gross Costs (inc on costs 30.3%)
School Support Assistant	193 x 45 minutes per day	Grade 1, Level 1 to 3	20 to 27	£1,550 to £1,718	£389,833 to £432,079
Facilities Assistant (Cook in Charge)	6 x 1 hour per day	Grade 1, Level 1 to 4	20 to 31	£2,065 to £2,429	£16,146 to £18,987
Facilities Assistant – (Catering)	61 x 1 hour per day	Grade 1, Level 1	20	£2,065	£164,154

It was anticipated that the associated level of funding required to continue with existing breakfast clubs and the extension of the pilot to all primary schools from August 2019 would be £680,000. This would be funded during 2019/2020 by utilising the cumulative projected underspends from the pilot summer holiday lunch clubs and free breakfast clubs programmes, since the introduction of both initiatives in 2018/2019.

The Committee recommended to the Executive Committee:

- (1) that the expansion of the pilot rollout of breakfast clubs within all primary schools from August 2019 be approved; and
- (2) that the proposed increases in the staffing establishments of Education Resources and Community and Enterprise Resources, required as part of the expansion programme, as detailed above, be approved.

[Reference: Minutes of 24 April 2018 (Paragraph 6) and 27 November 2018 (Paragraph 8)]

Councillor Dryburgh, having declared an interest in this matter, withdrew from the meeting during its consideration

[Reference: Minutes of 27 November 2018 (Paragraph 8)]

3.2. **Paid Privilege Transport Scheme – Amendment to Policy – Extract of Minute**

A report dated 10 April 2019 by the Executive Director (Education Resources) was submitted on a proposal to amend the policy of 'paid privilege transport' to allow free provision of privilege transport for pupils with free school meal entitlement.

A paid privilege place was provided where there was spare capacity on an existing dedicated school contract. The privilege scheme had been refined to take account of priority situations and, on 16 May 2018, the Executive Committee approved a recommendation from the Education Resources Committee of 24 April 2018, for the introduction of a new priority for the allocation of paid privilege transport places as follows:-

- ♦ pupils who were entitled to free school meals. Places would be issued to pupils who lived further from the school until all the places had been allocated

The new priority increased the number of priorities for the allocation of places from 4 to 5. It was agreed that, with effect from August 2018, pupils entitled to free school meals would be considered as Priority 3.

In school session 2018/2019, allocated privilege transport places had been available to 36 pupils within the new Priority 3. Only 17 pupils had taken up places which had generated income of £3,230. As part of the Council's commitment to tackling poverty, and in preparation for school session 2019/2020, it was proposed to waive the charge for a privilege transport place within Priority 3 which would be amended to read as follows:-

- ♦ Priority 3 - pupils who were entitled to free school meals. Places would be issued to pupils who lived further from the school until all the places had been allocated. Any privilege transport allocation made under Priority 3 would be free of charge

There were no changes to Priorities 1, 2, 4 and 5 for the allocation of paid privilege places.

The Committee recommended to the Executive Committee: that revised Priority 3, to allow free provision for pupils with free school meals, be approved, with effect from August 2019.

[Reference: Minutes of 24 April 2018 (Paragraph 8) and Executive Committee 16 May 2018 (Paragraph 16)]

3.3. **Kinship Care Policy and Guidance – Extract of Minute**

A report dated 10 April 2019 by the Director, Health and Social Care was submitted on the proposed updated South Lanarkshire Council Kinship Care Policy and Guidance.

The Looked After Children (Scotland) Regulations 2009 defined a Kinship Carer as a person who was related to the child through blood, marriage or civil partnership, or a person with whom the child had a pre-existing relationship.

Information was provided on the eligibility criteria for receiving Kinship Care payments which included a child accommodated by the local authority under Section 25 of the

Children (Scotland) Act 1995. Prior to October 2015, Kinship Care payments were set at £50 per week. On 5 October 2015, the Scottish Government advised local authorities that Kinship Care payments should be paid, at a minimum, at the same rate as Foster Care Allowance, minus child tax credits and child benefit, effective from 1 October 2015.

Following challenges to the interpretation of whether a child had been placed with carers by the local authority, making them eligible to receive Kinship Care payments and determinations on this by the Scottish Public Services Ombudsman (SPSO), it had been accepted that the absence of Kinship Carers would have resulted in those children becoming 'looked after'. In other decisions by the SPSO, it had been identified that the Council was making payments to Kinship Carers under Section 22 of the Children (Scotland) Act 1995, when a Section 25 Order should have been used.

In order to be compliant with relevant legislation and statutory guidance, and in response to the changing landscape of eligibility for Kinship Care payments, a revised Kinship Care Policy and Guidance, attached as Appendix A to the report, had been drawn up by Social Work Resources.

It was also proposed that:-

- ◆ Kinship Care placements, made under Section 22 of the Children (Scotland) Act 1995, be reclassified and formalised under Section 25 of the Act
- ◆ those Kinship Carers reclassified under Section 25 of the Act, following a financial assessment, be provided with financial support, backdated to the date of this Committee, in accordance with age related Foster Care Allowance, minus benefit entitlement

The Committee decided:

- (1) that Kinship Carers currently receiving support under Section 22 of the Children (Scotland) Act 1995 be reclassified under Section 25 of the Act;
- (2) that those Kinship Carers reclassified under Section 25 of the Act, following a financial assessment, be provided with financial support, backdated to the date of this Committee, in accordance with age related Foster Care Allowance, minus benefit entitlement; and
- (3) that the revised Kinship Care Policy and Guidance, attached at Appendix A to the report, be endorsed and referred to the Executive Committee for approval.

[Reference: Minutes of 3 February 2016 (Paragraph 6)]

4. Employee Implications

- 4.1. Employee implications arising from this report have been fully considered by the Resource Committee

5. Financial Implications

- 5.1. All financial implications arising from this report have been fully considered by the Resource Committee.

6. Other Implications

- 6.1. There are no implications in terms of sustainability or risk arising from this report.

7. Equality Impact Assessment and Consultation Arrangements

- 7.1. There was no requirement to carry out an Equality Impact Assessment or consultation process in terms of this report.

Paul Manning

Executive Director (Finance and Corporate Committee Resources)

24 May 2019

Link(s) to Council Values/Ambitions/Objectives

Accountable, Efficient and Effective

Previous References

Education Resources Committee of 7 May 2019 (Paragraphs 7 and 8)

Social Work resources of 8 May 2019

List of Background Papers

Reports to Resource Committees

Contact for Further Information

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

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Report

9

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

Subject: **Amendments to Committee/Forum Memberships**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ allow members to consider a number of proposed changes to Committee memberships proposed by the Labour Group
- ◆ allow members to consider changes proposed by the SNP Group in relation to the Chair and Depute Chair positions on the Planning Committee

2. Recommendation(s)

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

- (1) that Councillor Brogan be replaced by Councillor Logan as one of the 15 members who do not serve on the Education Resources Committee but who can serve on the Education Appeals Committee;
- (2) that the amendments to Committee/Forum memberships proposed by the Labour Group Business Manager as detailed in paragraph 3.2 of the report be approved; and
- (3) that Councillor Fulton be replaced by Councillor Dorman as Chair of the Planning Committee and that Councillor Dorman's position as Depute Chair of the Planning Committee be filled by Councillor Horsham.

3. Background

3.1. An approach has been received from the Business Manager of the Labour Group that Councillor Brogan be replaced by Councillor Logan as one of the 15 members not serving on the Education Resources Committee that can serve as a member of the Education Appeals Committee.

3.2. A further approach has been made by the Business Group Manager of the Labour Group that the following amendments to Committee/Forum memberships be approved and implemented:-

- ◆ that Councillor Brogan be replaced by Councillor McLachlan on the Planning Committee
- ◆ that Councillor Lennon be replaced by Councillor McLachlan on the Community and Enterprise Resources Committee
- ◆ that Councillor Dryburgh be replaced by Councillor McLachlan on the PLRB

- ◆ that Councillor Brogan be replaced by Councillor McLachlan on the Road Safety Forum
- ◆ that Councillor Cowie be replaced by Councillor McLachlan as a substitute member of the Finance and Corporate Resources Committee
- ◆ that Councillor Thomson be replaced by Councillor Devlin as a member of the Social Work Resources Committee
- ◆ that Councillor Convery be replaced by Councillor Razzaq as a member of the Executive Committee and that Councillor Razzaq's position as a substitute member be filled by Councillor McAdams

3.3 An approach has been made by the Business Manager of the SNP Group proposing that Councillor Fulton be replaced as Chair of the Planning Committee by Councillor Dorman and that Councillor Dorman's place as Deputy Chair of the Planning Committee be filled by Councillor Horsham.

4. Current Position

- 4.1. Councillor Logan has completed the necessary training to serve on the Education Appeals Committee and it is recommended that the amendment to the membership as outlined in paragraph 2.1 above be approved.
- 4.2 It is recommended that the proposed changes detailed in paragraphs 3.2 and 3.3 above be approved.

5. Employee Implications

- 5.1. There are no employee implications arising from this report.

6. Financial Implications

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

7. Other Implications

- 7.1. There are no issues in terms of risk or sustainability arising from this report.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. There was no requirement to carry out an Equality Impact Assessment or undertake any consultation process in terms of this report.

Paul Manning

Executive Director (Finance and Corporate Resources Resources)

14 May 2019

Link(s) to Council Values/Objectives

Accountable, Effective and Efficient

Previous References

South Lanarkshire Council in June 2017

List of Background Papers

None

Contact for Further Information

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

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Report

10

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

Subject:	Strategic Environmental Assessment Progress Report
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ inform the Committee of the progress in carrying out Strategic Environmental Assessments (SEA) on the Council's policies, plans, programmes and strategies

2. Recommendations

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

- (1) that the statutory requirement for SEA to inform the development of Council led policies, plans, programmes and strategies be noted; and
- (2) that progress in conducting SEAs within the Council be noted.

3. Background

- 3.1. The Environmental Assessment (Scotland) Act 2005 requires the Council as a 'Responsible Authority' to carry out a Strategic Environmental Assessment of all its policies, plans, programmes and strategies (plans).
- 3.2. The SEA process helps to integrate environmental considerations into the preparation and adoption of plans. The SEA is carried out in a staged process alongside the preparation of the proposed plan. Throughout the process, the plan can be adjusted to mitigate negative, or enhance beneficial, environmental effects.
- 3.3. SEAs help to promote the Council's commitment to sustainability and are a key priority within the Sustainable Development and Climate Change Strategy. The Corporate SEA Working Group continues to meet regularly to oversee the progression of SEAs across the Council. Its remit also includes development and mainstreaming of employee knowledge and understanding of the SEA process and development of the skills needed to undertake assessments. The Group is chaired by the Planning Officer (SEA).
- 3.4. The SEA process is further supported by the publication of the biennial South Lanarkshire State of the Environment Report which provides the baseline environmental data. The 2017 edition of this report was approved by the Executive Committee in May 2018. Work on the 2019 edition is in progress.

- 3.5. As part of the SEA process, the Council is also required to formally consult with the statutory Consultation Authorities (Historic Environment Scotland, Scotland Environment Protection Agency and Scottish Natural Heritage). This is facilitated by the Scottish Government's SEA Gateway.
- 3.6. In March 2009, the Executive Committee delegated authority to the Chief Executive to make determinations on whether a Council led plan is exempt from SEA or if a full SEA would be carried out. These determinations are collated by the SEA Gateway and issued to the statutory Consultation Authorities for consultation and agreement. This process is facilitated within the Council by the Planning Officer (SEA).

4. Progress in carrying out SEAs

- 4.1. The Council has a statutory duty to consider and carry out an SEA for all its policies, plans, programmes and strategies as they are being developed or refreshed. During 2018/2019, a wide range of Council led plans were subject to SEA.
- 4.2. The SEA Act requires the Council to assess whether plans are within the scope of the legislation and whether SEA is required. This can be considered through either Pre-screening or Screening.
- 4.3. Twelve assessments of plans were completed at the Pre-screening stage. At this stage, the Council informed the Scottish Government's SEA Gateway of their opinion that these plans were exempt from SEA as their implementation would have no or minimal effect on the environment. These are detailed in Table 1.

Table 1: Pre-screening completions 2018/2019

Lead Resource	Plans
Community and Enterprise	Park and Ride Strategy
	New Lanark World Heritage Site Management Plan
	Food Growing Strategy
	Ayrshire and South Lanarkshire Timber Transport Strategy
Finance and Corporate	British Sign Language Plan
	Gaelic Language Plan
Housing and Technical	Housing Repairs Policy
	Customer Involvement Strategy
	Rapid Rehousing Transition Plan for Homelessness
	Housing Allocation Policy
Social Work	Carers Strategy
	Strategic Commissioning Plan

- 4.4. No plans were subject to Screening during 2017/2018.
- 4.5. Four plans are currently subject to full SEA and Environmental Reports are being progressed for them. Details of these plans are set out in Table 2.

Table 2: Plans at Environmental Report Stage, March 2019

Lead Resource	Plans
Community and Enterprise	Air Quality Strategy
	Contaminated Land Strategy
	Invasive Species Strategy
	Local Development Plan 2

- 4.6. The final stage of the SEA process is the preparation and submission of a Post Adoption Statement to the SEA Gateway. In 2018/2019, both the South Lanarkshire Biodiversity Strategy and the Council's Biodiversity Duty Implementation Plan were approved by the Executive Committee and a Post Adoption Statement was prepared and submitted to the SEA Gateway in December 2018.
- 4.7. During 2018/2019, work on translating the State of the Environment Report to Glow, the digital learning platform, was progressed. This initiative, the first of its kind in Scotland, is now available as a teaching resource in our schools. The Glow site will assist teachers in planning relevant classroom lessons, and also contains a useful 'who's who' element which will facilitate improved collaboration between schools and officers with regards to environmental matters.
- 4.8. The Strategic Environmental Assessment work continues to promote the protection and enhancement of the South Lanarkshire environment for our people and communities.
- 5. Employee Implications**
- 5.1. None.
- 6. Financial Implications**
- 6.1. None.
- 7. Other Implications**
- 7.1. Failure to make a formal determination in relation to a plan could result in the SEA process having to be restarted leading to a delay in the development of the plan. Council actions in relation to SEA are also open to legal challenge and it is, therefore, important to ensure compliance with the legislation.
- 8. Equality Impact Assessment and Consultation Arrangements**
- 8.1. This report does not introduce a new policy, function or strategy or recommend a significant change to an existing policy, function or strategy and, therefore, no impact assessment is required. The report is for information only and consultation on its contents is not required.

Michael McGlynn
Executive Director (Community and Enterprise Resources)

1 April 2019

Link(s) to Council Values/Ambitions/Objectives

- ◆ Fair, open and sustainable
- ◆ Make communities safer, stronger and sustainable

Previous References

- ◆ Executive Committee, 25 March 2009
- ◆ Executive Committee, 16 May 2018

List of Background Papers

- ◆ South Lanarkshire Council Sustainable Development Strategy 2017 – 2022 (approved by Executive Committee, December 2017)
- ◆ South Lanarkshire State of the Environment Report 2017 (approved by Executive Committee, May 2018)

Contact for Further Information

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

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Report

11

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

Subject: **Equalities Mainstreaming - Progress Report**

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

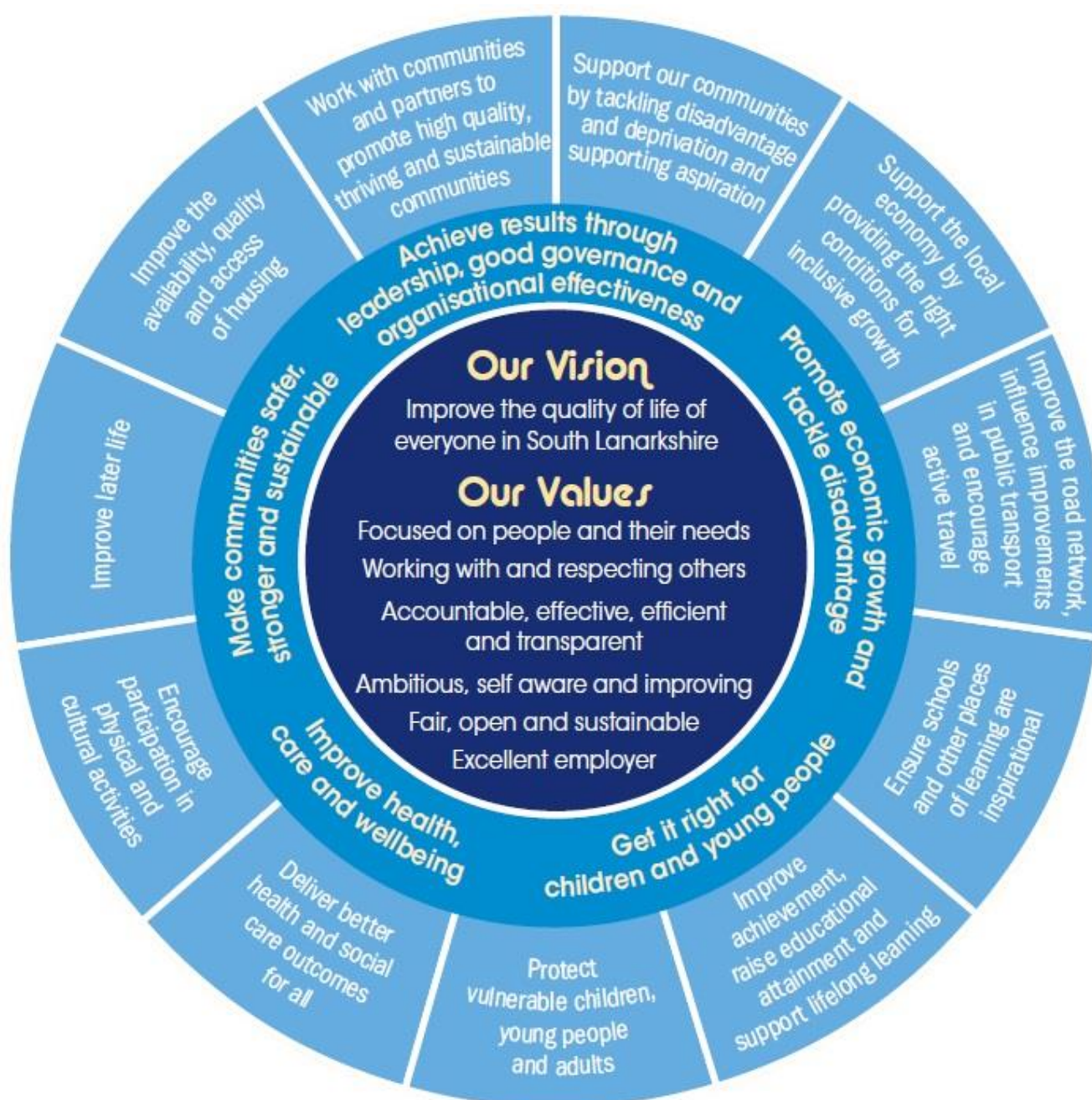
Mainstreaming equality means integrating equality into the day-to-day working of the council. This means taking account of equality in everything we do.

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. 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)

Grade	Male	Female	Total Count	M/F Ratio	Basic Salary		
					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)

Grade	Male	Female	Total Count	M/F Ratio	Basic Salary		
					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)

	Male	Female	Total Count	M/F Ratio	Basic Salary		
					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.