



Council Offices, Almada Street  
Hamilton, ML3 0AA

Tuesday, 10 March 2020

Dear Councillor

## **Equal Opportunities Forum**

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

**Date:** Wednesday, 18 March 2020

**Time:** 14:00

**Venue:** Committee Room 5, Council Offices, Almada Street, Hamilton, ML3 0AA

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

Yours sincerely

**Cleland Sneddon**  
**Chief Executive**

### **Members**

Bert Thomson (Chair), Janine Calikes, Maureen Devlin, Mary Donnelly, Eric Holford, Ann Le Blond, Martin Lennon, Katy Loudon, Joe Lowe, Jim McGuigan

### **Substitutes**

Maureen Chalmers, Peter Craig, Lynne Nailon, Mo Razzaq, Margaret B Walker, Jared Wark

## BUSINESS

### 1 Declaration of Interests

- 2 **Minutes of Previous Meeting** 3 - 6  
Minutes of the meeting of the Equal Opportunities Forum held on 30 October 2019 submitted for approval as a correct record. (Copy attached)

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### Item(s) for Consideration

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- 3 **Annual Report on Mainstreaming Equalities and Diversity - Social Work Resources** 7 - 14  
Report dated 4 February 2020 by the Director, Health and Social Care. (Copy attached)
- 4 **Equally Safe at Work Pilot** 15 - 20  
Report dated 12 February 2020 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 5 **See Hear Framework**  
Presentation by S McGuigan, Planning and Development Officer, Social Work Resources

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### Urgent Business

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- 6 **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](mailto:gordon.bow@southlanarkshire.gov.uk)

## EQUAL OPPORTUNITIES FORUM

2

Minutes of meeting held in Committee Room 5, Council Offices, Almada Street, Hamilton on 30 October 2019

**Chair:**

Councillor Maureen Devlin

**Councillors Present:**

Councillor Janine Calikes, Councillor Mary Donnelly, Councillor Eric Holford, Councillor Katy Loudon

**Councillors' Apologies:**

Councillor Ann Le Blond, Councillor Martin Lennon, Councillor Joe Lowe, Councillor Jim McGuigan, Councillor Bert Thomson (Chair)

**Attending:**

**Finance and Corporate Resources**

A Bell, Personnel Officer; G Bow, Administration Manager; K McVeigh, Head of Personnel Services

**Housing and Technical Resources**

J Read, Strategy Co-ordinator; A Sinclair, Refugee Resettlement Programme Advisor

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### Appointment of Chair

In terms of Standing Order No 32(b), Councillor Devlin was appointed Chair for this meeting.

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### 1 Declaration of Interests

No interests were declared.

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### 2 Minutes of Previous Meeting

The minutes of the meeting of the Equal Opportunities Forum held on 21 August 2019 were submitted for approval as a correct record.

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

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### 3 Annual Report on Mainstreaming Equalities and Diversity – Housing and Technical Resources

A report dated 16 October 2019 by the Executive Director (Housing and Technical Resources) was submitted on work being undertaken by Housing and Technical Resources to meet the commitments of the "South Lanarkshire Working for You" Mainstreaming Equalities Report 2017 to 2021.

During 2018/2019, the Resource completed a total of 8 Equality Impact Assessments covering the following areas:-

- ◆ Housing Allocation Policy
- ◆ South Lanarkshire Rapid Rehousing Transition Plan
- ◆ Local Letting Initiatives

Details were provided on the strategic and operational work being undertaken or planned by the Resource under the following headings:-

- ◆ Fairer Scotland Duty
- ◆ Home+ New Build Housing Programme
- ◆ adaptations programme
- ◆ wheelchair accessible housing targets
- ◆ South Lanarkshire Strategic Commissioning Plan 2019 to 2022
- ◆ South Lanarkshire Rapid Rehousing Transition Plan
- ◆ Syrian Refugee Resettlement Programme
- ◆ gypsy/travellers
- ◆ translation and interpretation services
- ◆ consultation, engagement and customer feedback
- ◆ employee training and development

**The Forum decided:** that the report be noted.

*[Reference: Minutes of 3 October 2018 (Paragraph 3)]*

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#### **4 Black and Minority Ethnic (BME) Employees and Recruitment**

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A report dated 26 September 2019 by the Executive Director (Finance and Corporate Resources) was submitted on the number of job applications, interviews and selection for employment from candidates who identified as Black and Minority Ethnic (BME).

The Council had a duty under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 No 162 to gather and use this employee information.

To comply with the duty, everyone who applied for employment with the Council were asked to provide information relating to sex (gender), gender identity, marital status, religion or belief, national identity, ethnic group, disability and sexual orientation. Although the legislation required that the monitoring questions were asked, there was no obligation for the applicant to answer them. To take account of this, there was a 'prefer not to say' option available for all equality questions.

The questions asked in relation to Ethnicity and National Background reflected the classifications used by the Scottish Government in the 2011 Census. There was an ongoing review of the questions that would be asked in the 2021 Census and, therefore, the monitoring questions asked would need to be updated to reflect any change introduced by the Scottish Government.

**The Forum decided:** that the report be noted.

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#### **5 Syrian Refugee Resettlement Programme - Presentation**

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A Sinclair, Refugee Resettlement Programme Advisor, Housing and Technical Resources gave a presentation on the Syrian Refugee Resettlement Programme.

The main topics covered were:-

- |                                     |                         |
|-------------------------------------|-------------------------|
| ◆ terminology                       | ◆ the Resettlement Team |
| ◆ international context – worldwide | ◆ pre-arrival           |
| ◆ international context – Syria     | ◆ post-arrival          |
| ◆ national context – United Kingdom | ◆ achievements          |

Having responded to members' questions, the officer was thanked for her informative presentation.

**The Forum decided:** that the presentation be noted.

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## **6 Urgent Business**

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There were no items of urgent business.



# Report

3

Report to:	<b>Equal Opportunities Forum</b>
Date of Meeting:	<b>18 March 2020</b>
Report by:	<b>Director, Health and Social Care</b>

Subject:	<b>Annual Report on Mainstreaming Equalities and Diversity – Social Work Resources 2019</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise the Equal Opportunities Forum of the strategic and operational work being undertaken by Social Work Resources to meet the commitments in the Council's Equal Opportunities Policy and related statutory duties

## 2. Recommendation(s)

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

- (1) that the work being undertaken by Social Work Resources in terms of the Council's Equal Opportunities Policy and related statutory duties be noted.

## 3 Background

3.1. The statutory framework for Social Work services is contained in a raft of different pieces of legislation. Principal among these is the Social Work (Scotland) Act 1968 which places a duty on all local authorities to "promote social welfare". Social workers have a distinctive set of knowledge, skills and values when supporting our most vulnerable people.

3.2. In giving some additional background, many of the services that are delivered to the public are set out in statute and therefore, the majority of direct service delivery has to comply with the respective legislative framework. This legislative framework is both complex and ever changing and requires Social Work Resources to manage and change service delivery in line with new requirements. However, it is this framework that provides the basis of Social Work services, in that the key focus is to promote social welfare and provide effective care to meet the needs of vulnerable people in South Lanarkshire. Therefore, as a targeted service, much of the work centres on the following areas:-

- ◆ Child protection
- ◆ Children with additional support needs
- ◆ Looked after children
- ◆ Adult support and protection
- ◆ Mental Health
- ◆ Alcohol and substance misuse
- ◆ Physical and learning disability
- ◆ Frail older people

- ◆ People who become involved in the justice system
- ◆ Unpaid Carers

3.3. The nature of social work means that much of our core business supports people who are specifically mentioned under legislation and defined within the Equality Act 2010 as nine named protected characteristics groups. The protected characteristic groups of age, disability and gender are the focus of social work activity. The Resource continues to build on previous achievements and remains committed to supporting the Council's Equal Opportunities Policy and related policies, procedures and equality schemes.

3.4. Social Work Resources has worked with other Resources to develop equality outcomes to meet the following general duties as set out in the Equality Act 2010:-

- ◆ to eliminate discrimination, harassment and victimisation
- ◆ advance equality of opportunity
- ◆ foster good relations in all the work we do

This has been published in the Mainstreaming Equalities Report 2013 to 2017, and updated with a progress report and outcomes report 2017 to 2021. [Mainstreaming Equalities progress report 2013-2017 and Outcomes report 2017-2021](#)

3.5. This Annual Report on Mainstreaming Equalities and Diversity 2018/2019 report does not detail all activities carried out by Social Work Resources that relate to the equalities agenda. Rather we have selected some highlights from our core business that illustrates the way in which the equalities agenda is embedded into our work and our approach to continuous improvement.

3.6. This report has been aligned to the Mainstreaming Equality Outcomes for 2017 to 2021 which has been revised to reflect the refreshed Council Plan. There are a total of nine Equality Outcomes. This report relates to the outcomes appropriate to social work of: (1) Outcome 1 - Improve services for older people, (2) Outcome 2 - Protect vulnerable children, young people and adults, (3) Outcome 5 - Tackle disadvantage and deprivation and support aspiration, (4) Outcome 8 – Encourage participation in physical and cultural activities and (5) Outcome 9 - Provide vision and strategic direction. A range of activity is listed in Appendix 1. The outcomes above will be aligned to the new outcomes within the Council Plan Connect 2017 to 2022.

3.7. Within the Resource, the Equalities Officer Group has refocused and now links with the Service Performance and Continuous Improvement Group (PCIGs) and the Social Work Resources (SWR) Governance Group, to ensure equality issues are tabled and discussed when appropriate. PCIGs and the SWR Governance Group have a role in overseeing the implementation of the Council's statutory duties within the Resource.

3.8. Social Work Resources participates in the Council's Equality and Diversity Working Group to facilitate full participation in the Council's wider equality initiatives.



- 3.9. Social Work Resources plays a leading role in a number of partnership agendas including Integration of Health and Social Care, Public Protection Arrangements (Child Protection, Adult Support and Protection, MAPPA (Multi-Agency Public Protection Arrangements), Getting it Right For Every Child, Carers Strategy, Lanarkshire Advocacy Plan, Gender Based Violence Strategy, Child Protection Committee, Adult Support and Protection Committee and the Community Justice Partnership. Tackling inequality is a central theme within all these partnership agendas.

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

- 4.1. Social Work Resources continues to build upon previous work undertaken in relation to equality and diversity impact assessments resulting in the completion of impact assessments and the identification of new policies, functions and procedures for inclusion in the Relevance Schedule.
- 4.2. Over the course of 2018/2019 the Resource carried out Equality Impact Assessments, which included three related to the Council's proposed efficiencies and three assessments in relation to policies and plans:-
- ◆ Financial Savings 2019/2020: In House Care and Support Services
  - ◆ Financial Savings 2019/2020: Meals on Wheels Provision – Production of Meals
  - ◆ Financial Savings 2019/2020: Redesign of Day Opportunities and Older People Weekend Services
  - ◆ Re-designation of Lockhart Hospital
  - ◆ Kinship Care Policy and Procedure
  - ◆ SLHSCP Strategic Commissioning Plan 2019 to 2022
- 4.3. The Resource follows corporate guidance for carrying out Equality Impact Assessments. A summary sheet is prepared for each assessment and this allows staff involved in the assessment to note other risks that have been identified as part of the Equality Impact Assessment process. This helps to inform the Resource's approach to risk assessment

#### **5. Employee Implications**

- 5.1. Mainstreaming equalities are met from within existing employee resources and that of our partner agencies.

#### **6. Financial Implications**

- 6.1. There are no additional financial implications associated with this report.

#### **7. Climate Change, Sustainability and Environmental Implications**

- 7.1. There are no new climate change, sustainability and environmental implications associated with this report.

#### **8. Other Implications**

- 8.1. There are no additional risk implications associated with this report.
- 8.2. There are no sustainable development issues associated with this report.
- 8.3. There are no other issues associated with this report.

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

- 9.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy, therefore, no impact assessment is required.

- 9.2 As part of the development of care facilities for the future, a range of consultation and engagement activities have been undertaken within local communities.

**Val de Souza**  
**Director, Health and Social Care**

4 February 2020

**Link(s) to Council Values/Ambitions/Objectives**

- ◆ Improve later life
- ◆ protecting vulnerable children, young people and adults
- ◆ deliver better health and social care outcomes for all
- ◆ support our communities by tackling disadvantage and deprivation and supporting aspiration
- ◆ get it right for children and young people

**Previous References**

- ◆ Equal Opportunities Forum, 12 December 2018

**List of Background Papers**

- ◆ Mainstreaming Equalities (Progress report 2013-2017) (Outcomes report 2017-2021)

**Contact for Further Information**

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

Colette Brown, Planning and Performance Manager

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E-mail: [Colette.Brown@southlanarkshire.gov.uk](mailto:Colette.Brown@southlanarkshire.gov.uk)

## Appendix 1 – Mainstreaming Equality Outcomes

<b>Social Work Resources Mainstreaming Equality 2018-2019</b>		
<b>1</b>	<b>Outcome 1 – Improve services for Older People</b>	
	<b>What we have done so far</b>	<b>What difference it has made</b>
<sup>1</sup>	Provided home care support to 2,087 older people as part of the Supporting Your Independence approach.	Older people are able to remain in their own homes, and supported to continue to be as independent as part of the Supporting Your Independence approach.
<sup>2</sup>	Provided 1,316 day care places across 13 centres South Lanarkshire wide.	Older people are able to engage in small group settings, participate in a range of stimulating activities, make new friends, and feel less lonely.
<sup>3</sup>	Provided 252 of our own care home placements and a further 1,569 within the private/voluntary sector care homes.	Older people in need of 24 hour personal care and support are cared for in purpose built homely environments.
<sup>4</sup>	Undertook 1,151 Inquiries for the 65+ age group in Adult Support and Protection resulting in 167 investigations.	Older people are protected from Harm defined to include any conduct which harms or exploits an individual including behaviour towards an adult which causes fear, alarm or distress and may include neglect or self neglect, or physical, psychological, sexual, financial or other abuse.
<sup>5</sup>	Continue to provide assistance along with partners to a range of lunch clubs South Lanarkshire wide.	Older people are supported to run these clubs themselves, maintaining their independence, and social contacts.
<sup>6</sup>	Health and Social Care Integration is now established and the Integrated Joint Board (IJB) has representation from carers, service users, and voluntary sector and trade unions. Locality Planning Groups are also in place.	The IJB has developed its Commissioning Plan ensuring resources are targeted effectively to those most in need. Locality Profiles have been developed for each area to ensure resources are targeted effectively.
<b>2</b>	<b>Outcome 2 – Protect vulnerable children, young people, and adults</b>	
	<b>What we have done so far</b>	<b>What difference it has made</b>
<sup>1</sup>	We undertook 814 enquiries for adults under 65 which lead to 41 Adult Support and Protection investigations.	Vulnerable adults are protected from harm.
<sup>2</sup>	Continue to support 998 people with a learning disability to live on their own communities.	Supported living arrangements are available to people with learning disabilities, they continue to participate in their communities.
<sup>3</sup>	Continue to review models of day care support to adults and older people.	Adults and Older People access more flexible services that reflect their choices around engaging in their community in a meaningful and enjoyable way.
<sup>4</sup>	We undertook 781 Child Protection Investigations.	Children and young people are protected from harm.

5	We placed 152 children on the Child Protection Register	Children and young people are protected from harm.
6	We undertook 561 reports for the children through the Children's Hearing System.	Children and young people's wellbeing is addressed as we work to ensure they are safe, healthy, achieving, nurtured, active, respected, responsible and included.
7	We supported 214 children and young people in full time foster care placements.	Children are cared for in homely environments, and their wellbeing supported by foster parents.
8	The Resource looked after 549 children:- 49% were looked after at home. 39% were looked after by foster/carers/prospective adopters. 12% 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.
9	Self Directed Support (SDS) continues to be implemented, allowing service users choice and control over their care and support arrangements.	Service users are exercising choose with SDS options: Direct Payments– 380 Individual Service Fund – 64  Self-directed Support comprises of four funding options. 1) Direct Payment 2) Individual Service Fund 3) Council arranged services 4) Mixture of funding options  Option 3 remains the preferred option for service- users in South Lanarkshire and reflects the national position.
10	We have provided 13,369 items of equipment	Vulnerable adults with physical disabilities are able to remain in their own homes, and supported to continue to be as independent as possible
<b>5</b>	<b>Outcome 5 – Tackle disadvantage and deprivation and support aspiration</b>	
	<b>What we have done so far</b>	<b>What difference it has made</b>
1	Money Matters Advice Service has helped residents of South Lanarkshire to claim over £23.6 million in benefits and over £4.4 million in backdated payments.	Continue to support individuals understand and maximise their DWP (Department of Work and Pensions) benefit entitlement.
2	Continue 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	Supports and Services to unpaid carers continue to develop and evolve with our third sector organisations. Unpaid Carers will be better supported on a more consistent basis so that they can continue to care if they so

	Carers (Scotland) Act 2016.	wish, in good health and have a life alongside caring.
3	Continue to provide funding to Lanarkshire Links with other partner organisations in support of service users and carers with mental health concerns.	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.
4	Continue to implement the Mental Health Strategy	The resource continues to monitor and increase the number of mental health officers in support of this specific protected characteristic.
5	Continue to Implement the Advocacy Plan in relation to the Mental Health Care and Treatment Act (2003) and deliver a refreshed Advocacy Plan for 2020-2023.	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. Service users are given a voice.
6	Worked with 5,407 people with a physical or sensory impairment.	The Resource continues to support individuals with the protected characteristic of disability remain safe in their own home or homely environment.
7	We have supported 580 people complete a Community Payback order including the opportunity for personal development and learning opportunities. Community projects are improved by those undertaking CPO's	Our Criminal Justice activity seeks to avoid unnecessary short prison sentences of three months or less and continue to support individuals through Community Payback Orders by way of an alternative to custody.
8	We have prepared 1,528 reports for the Courts.	Reports assist courts in determining the most appropriate disposal to impose on the offender.
9	We have supported 650 individuals improve their substance misuse behaviours with the support of specialist services.	We support, sign post and direct service users with substance misuse problems to our alcohol and drug partnership working arrangements.
<b>8</b>	<b>Outcome 8 – Encourage participation in physical and cultural activities</b>	
	<b>What we have done so far</b>	<b>What difference it has made</b>
1	We continue in partnership with NHS Lanarkshire to support the development and implementation of integration arrangements for adult health and social care services.	South Lanarkshire Health and Care Partnership have established integrated Joint Board, Performance and Audit Sub Committee and Locality Planning Groups.
2	Getting it Right for South Lanarkshire Children's Governance Structure has been refreshed 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.
3	Facilitate a tender for Carers Support and Services to streamline support for adult carers and young carers.	From April 2020, all Carers will no longer be confused as to who to approach for the information and advice, engagement and participation, direct supports and services such as short breaks.

4	The South Lanarkshire Local Autism Action Plan 2018-2023 has now been developed. The plan was launched at the Positive About Autism event in August 2018 which brought together stakeholders from throughout the Autism community.	The Autism Resources Co-ordination Hub (ARCH) is based within the Hamilton Locality. The South Lanarkshire Local Autism Plan identifies 15 key priorities for action and will provide the focus for improvement over the next 5 years. Work groups including service users and carers have already begun to take these actions forward.
5	See Hear Strategy and Action Plan is now well embedded. All information has been made more accessible.	Service users with a sensory impairment can benefit from a wider range of supports and services.
9	<b>Outcome 9 – Provide vision and strategic direction</b>	
	<b>What we have done so far</b>	<b>What difference it has made</b>
1	The last Social Work equality profile validation exercise records: 2.49% staff declaring they have a disability, 83.35% no disability, 13.12% not declared, 1.03% not entered.	The Resource offers employment opportunity and continues to monitor the workforce.
2	The last Social Work equality profile validation exercise records a gender split of 84.81% female and 15.19% male.	The balance of gender profile across Council Resources differs. Social Work Resources and the care services it provides predominately attract a larger number of female staff.
3	<p>The Corporate Parenting Group continues to drive forward the Strategy and Action Plan. A new plan for 2019/2021 is currently being developed and being aligned to the Care Leavers Charter.</p> <p>A South Lanarkshire Corporate Parenting Conference took place on the 2 November 2018 with over 200 participants from a range of agencies and including young people.</p>	<p>The core commitments identified within the Corporate Parenting Strategy target our most vulnerable children and young people.</p> <p>Care experience young people will have a voice alongside decision makers as a “Champions” Board is established.</p>
4	A Whole System Approach South Lanarkshire Youth Justice Strategy and Action Plan 2017-2020 has been developed to ensure the needs of young people involved in the Justice system are met.	South Lanarkshire has been working in partnership with the Court Service to reduce reoffending and the use of custody for young people aged 16-21 years
5	A Joint Inspection of Children’s Services commenced in August 2019, the final report will be published in April 2020.	Participation and engagement of staff, parents, carers, children and young people was very positive. All participants in a range of focus groups, surveys, one to one meetings to share their experience of Children’s Services in South Lanarkshire.

*N.B: Social Work Resources relates to 5 of the 9 Equality outcomes themes. Across these 5 Equality Outcomes 35 example areas of practice are recorded.*

# Report

**4**

Report to: **Equal Opportunities Forum**  
 Date of Meeting: **18 March 2020**  
 Report by: **Executive Director (Finance and Corporate Resources)**

Subject: **Equally Safe at Work Pilot**

## **1. Purpose of Report**

1.1. The purpose of the report is to:-

- ◆ update the Forum on the Equally Safe at Work Pilot

## **2. Recommendation(s)**

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

- (1) that the content of the report be noted.

## **3. Background**

3.1. Stemming from the Scottish Government and COSLA's Equally Safe Strategy, Equally Safe at Work is an employer accreditation programme piloted by Close the Gap in Scottish Local Authorities.

3.2. Equally Safe recognises that Violence Against Women (VAW) is a cause and consequence of gender inequality. Addressing inequality in the workplace is therefore a fundamental step in preventing violence against women.

3.3. From research conducted by Close the Gap, it was established that there are no employer accreditation programmes focusing on gender equality at work and violence against women at work in Scotland or the UK, revealing a clear gap in provision.

3.4. The main aims and outcomes of the programme are:-

- ◆ workplaces better understand gender equality and violence against women
- ◆ workplaces better understand their role in preventing VAW and advancing gender equality
- ◆ employers have improved employment policies and practice that are gender sensitive
- ◆ tolerance of VAW is reduced in the workplace

## **4. The Pilot**

4.1. The Pilot started in January 2019 and was initially expected to last for one year, this has recently been extended to June 2020. The focus of the pilot was on areas core to addressing women's inequality in the labour market, preventing violence against women in the workplace and supporting survivors at work.

4.2. South Lanarkshire Council was one of seven councils selected to be part of the pilot.

Along with:-

- ◆ Aberdeen City Council
- ◆ Highland Council
- ◆ Midlothian Council
- ◆ North Lanarkshire Council
- ◆ Perth and Kinross Council
- ◆ Shetland Council

**5. Action undertaken as part of the pilot**

5.1. Being part of the pilot provided an opportunity to review policies, the domestic abuse training and to consider how information is communicated. The pilot also resulted in closer partnership working with the Lanarkshire Gender Based Violence (GBV) Partnership, in relation to distributing information about GBV and also when reviewing the content of the online training available.

5.2. The outcome of the review has highlighted the need to update the content of the policies and the training information to ensure that it is inclusive, gender sensitive and reflects the current legislation. There is also a need to consider different methods of cascading information to employees. Specific action undertaken is shown in Appendix 1.

**6. Employee Implications**

6.1. Improving communication and information in relation to gender equality and preventing gender based violence in the workplace can assist employees to manage and feel supported.

**7. Financial Implications**

7.1. All financial implications are met within existing budgets.

**8. Climate Change, Sustainability and Environmental Implications**

8.1. There are no implications climate change, sustainability or environmental implications in terms of the information contained within this report.

**9. Other Implications**

9.1. There are no other implications in terms of the information contained within this report.

**10. Equality Impact Assessment and Consultation Arrangements**

10.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.

**Paul Manning**

**Executive Director (Finance and Corporate Resources)**

12 February 2020



**Link(s) to Council Values/Ambitions/Objectives**

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

Gill Bhatti, Employee Development and Diversity Manager

Ext: 5604 (Tel: 01698 455604)

E-mail: [gill.bhatti@southlanarkshire.gov.uk](mailto:gill.bhatti@southlanarkshire.gov.uk)

### Action undertaken as part of the pilot

The Council already had policies, guidance, and learning available in relation to the six programme standards:-

- ◆ Leadership
- ◆ Data
- ◆ Flexible working
- ◆ Workplace culture
- ◆ Occupational segregation
- ◆ Violence against women

### Reviews undertaken

The following policies and information were reviewed:-

- ◆ Domestic abuse policy
- ◆ Equal opportunities policy
- ◆ Training resources
- ◆ Gender pay gap information
- ◆ Communication

The review of the policies highlighted areas that need to be updated to reflect current legislation and to extend the information/language in the policies.

### Training

The online learning was reviewed and the general awareness module required to be updated reflecting current legislation and practice.

Two half day learning sessions were designed and delivered by Close the Gap in October 2019. The sessions were specifically for line managers covering the topics:-

- ◆ violence against women in the workplace
- ◆ flexible working

The sessions were attended by 15 managers from across the Council, feedback from Close the Gap is awaited.

### Communication

A focus group was held at the start of the pilot with female employees who work within facilities, home care and school support. Feedback from these sessions highlighted a lack of awareness of the policies and procedures. There will be a further follow-up focus group with the same participants to establish whether their awareness has changed.

In an effort to raise awareness of the topic, as a member of the South Lanarkshire GBV Partnership, over the '16 days of action' period in December, the council used social media including tweets about GBV and shared information both on the internet and intranet. Information included:-

- ◆ background to the campaign
- ◆ levels of domestic abuse Scotland
- ◆ different types of gender based violence
- ◆ information about training available
- ◆ details of support available

Information on the council website covers all aspects of gender based violence including:-

- ◆ commercial sexual exploitation
- ◆ harmful cultural practices
- ◆ harassment and stalking
- ◆ domestic abuse (definitions and supports)
- ◆ rape/sexual assault

### **Gender pay gap/Equal pay review**

The standard requires gender pay gap information to be disaggregated wider than is required under the current Public Sector Equality Duty. There is also a requirement to undertake an Equal Pay review. The review started in December 2019 and it is anticipated this will be completed by March 2020.

### **Next steps - actions required/in progress:-**

- ◆ the domestic abuse and the equality and diversity policies are updated and re-launched by April 2020
- ◆ the online training programme updated and re-launched in line with the policy re-launch
- ◆ Equal Pay Review completed, this is in progress with results anticipated by March 2020
- ◆ Gender pay gap information will be expanded and published as part of the Mainstreaming Equalities report (April 2021)
- ◆ different methods of communication are developed to improve awareness and access to information relating to gender based violence including sources of support, the GBV partnership has already started looking at ways of achieving this

