

Report

Report to:	Executive Committee
Date of Meeting:	21 June 2023
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 the Council has made in relation to meeting our equality outcomes and mainstreaming equalities into our organisation

2. Recommendation(s)

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

- (1) that the Progress Report for the period 2021 to 2023 be approved.

3. Background

3.1. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (the Regulations) 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 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

3.2. The Regulations require public authorities to prepare and publish a set of Equality Outcomes by 30 April at four-year intervals and a progress report at intervals of not more than two years. These reports should:-

- ♦ be based on equality evidence
- ♦ prioritise tackling the most pressing and significant inequalities relevant to the council's work
- ♦ be realistic about where we can make a real difference over the next four years.
- ♦ be effective in eliminating discrimination, advancing equality and/ or fostering good relations
- ♦ be SMART and clearly set out the change we want to achieve
- ♦ include actions that are ambitious, bold and creative (e.g., make use of the positive action provisions in the Equality Act 2010)
- ♦ include information about how the impact and progress will be evaluated to know what difference is being achieved
- ♦ 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

- ◆ include information on the recruitment, development and retention of employees with respect to the number and relevant protected characteristics of such persons
- ◆ provide 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
- ◆ give an indication of any issues for transsexual staff, based on involvement of transsexual staff or equality organisations
- ◆ detail the progress made in gathering and using that information to enable the Council to better perform the general equality duty
- ◆ include employee 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)

3.3. The Council has produced Mainstreaming Equalities reports in 2013, 2017 and 2021, and progress reports in 2015, 2017, 2019 and 2021.

3.4. This progress report covering the period 2021 to 2023 shows the actions that have been taken since the publication of the mainstreaming equalities reports "South Lanarkshire working for you" in 2013, 2017 and 2021 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 with Resources and will contribute directly towards the achievement of the strategic priorities identified in the Council's objectives.

4.2. The reasons for the outcomes, the difference we wanted 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 attached at Appendix 1.

4.3. The outcomes upon which our work has been focussed are those outlined in the Council Connect Plan for 2017- 2022, these were: -

- ◆ improve later life
- ◆ protect vulnerable children, young people and adults
- ◆ improve the availability, quality, and access 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
- ◆ improve achievement, raise educational attainment and support lifelong learning
- ◆ encourage participation in physical and cultural activities

4.4. The Council Plan Connect for 2022-2027 outcomes detailed are:-

- ◆ Our children and young people thrive
- ◆ Good quality sustainable places to live
- ◆ Thriving business, fair jobs and vibrant town centres
- ◆ Caring connected sustainable communities

- ◆ People live the healthiest lives possible
- ◆ Inspiring learners transforming learning strengthening partnerships

The Equalities outcomes will now be aligned to these.

4.5. Examples of actions which have been taken to progress these outcomes are outlined below:-

Provided support:-

- ◆ Support is provided to assist local communities to develop their own static Men's sheds and ongoing support is provided to those sheds currently up and running in South Lanarkshire; this has now resulted in the establishment of more static sheds with a new total of 15 sheds in South Lanarkshire. Every shed has its own individual membership with an average of 50 men registered at each
- ◆ Supported 1093 people with a learning disability to live in their own communities
- ◆ We have supported 573 people (685 orders) to complete a Community Payback order including the opportunity for personal development and learning opportunities. 420 orders were successfully completed in 2021/22. Community projects are improved by those undertaking CPOs
- ◆ We have provided 12,468 items of specialised equipment for people living with disabilities to allow them to remain independent in their own home
- ◆ Specialist officers from the Refugee Resettlement Team continue to support refugees and contribute to the UK Global Resettlement Programme for refugees
- ◆ Supported local businesses through development and delivery of business support programmes. In 2021/22 2679 businesses were assisted via grants, loans or property advice, generating £22.1m in sales and creating or sustaining 1094.5 jobs. From April 2022 to December 2022 739 businesses were assisted via grants, loans or property advice, generating £11.2m in sales and creating or sustaining 809 jobs
- ◆ Delivered a range of targeted interventions to improve outcomes for individuals and families where this is needed the most. Interventions include debt, welfare and money advice, supporting people to get back into training and work, youth diversion activity and extensive community capacity building support has been undertaken in some of our most deprived neighbourhoods
- ◆ Supported 636 individuals improve their substance misuse behaviours with the support of specialist services
- ◆ Supported young people through ASPIRE, a Youth Employability programme that provides a bespoke programme for young people, in the last 6 months of school to age 19, who are at risk of becoming unemployed (26 if care experienced)
- ◆ Supported the Gypsy Traveller community through engagement with Gypsy Traveller site residents to inform and shape the programme of investment which continues to be delivered at both sites

Engaged with members of the community to get a better understanding of lived experiences that are then used to influence policy and practice across the Council.

This included:-

- ◆ Members of the Integrated Joint board
- ◆ South Lanarkshire Seniors Together
- ◆ South Lanarkshire Disability Partnership
- ◆ Tenants' participation groups
- ◆ Gypsy Traveller site residents
- ◆ South Lanarkshire Citizens Panel

Encouraged participation:-

- ♦ Used a participatory budgeting approach to engage and involve local residents, to promote participatory decision making and allocate elements of public funds
- ♦ Carried out extensive consultation with the public and local interest groups such as the Access Panel, Seniors Together and the Youth Council
- ♦ As outlined in the employee information, section we engage, consult, and encourage participation with employees via the Employee Network

5. Workforce Profile and Gender Pay Gap Information

- 5.1. In line with the specific duties, both the progress report and the draft Outcomes report contain the Council's workforce figures and position on the gender pay gap. We are required to report the pay gap figures as the mean (average) and median (mid-point) pay gaps. This is a change to the reporting requirements where previously we reported the average pay gap figure. The information covers the Duty for the Education Authority and shows teaching staff figures separately where appropriate.
- 5.2. The workforce profile figures presented in the report reflect the makeup of Council employees at 31 March 2022. Some of this information is gathered through the 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 employees from a black and ethnic minority background. At March 2022, the figure was 1.2%, which compares favourably with the last Census assessment of the black and ethnic minority working age population in South Lanarkshire of 0.8%.
- 5.4. The Council's gender pay gap continues to improve, from 5.78% in 2018 to 4.34% in 2020 with a further reduction to 4% in 2022. The Council has achieved this through its commitment to paying 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 was reduced further in April 2019 to a maximum of two points, with the exception of the lowest level where only 1 point exists.
- 5.5. 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. Mainstreaming Equalities Outcomes Report for the Period 2021 to 2025

- 6.1. In addition to producing progress reports there is a duty to publish equality outcomes, – a set of outcomes which the council considers will enable it to better perform the equality duty. Following advice from EHRC, our outcomes for 2021 to 2025 will focus on actions to produce results intended to achieve specific and identifiable improvements in people's life chances. In addition, as in previous years, as part of our ongoing approach to mainstreaming equalities, we will continue to work towards our Council plan "Connect" objectives. The Outcomes set for 2021 to 2025 are shown in section two of the progress report at Appendix 1.
- 6.2. Outcomes that have been set for 2021 to 2025 are:-
- ♦ Increase the number of people from minority ethnic backgrounds employed in the South Lanarkshire Council workforce to reflect the diversity of the South Lanarkshire population

- ♦ Older people, those from vulnerable groups and individuals who live alone are protected from scams and nuisance calls and their wellbeing is improved through increased awareness and preventative action
- ♦ 'Counselling through schools' service is accessible for all children/young people aged 10 and over
- ♦ Prevent homelessness occurring and significantly reduce homelessness.
- ♦ Improve Health, Care and Wellbeing for the most vulnerable in our communities

7. Next Steps

- 7.1. The Outcomes for 2021 to 2025 will continue to be monitored and reported to the Equal Opportunities Forum. In order to comply with legislation, the equalities mainstreaming report was published on the Council's website on 3 May 2023.
- 7.2. The Equality and Human Rights Commission will begin a process of checking compliance after the 30 April 2023.

8. Employee Implications

- 8.1. The progress report will be communicated to employees via core brief and the document, once approved, will be available on the intranet.
- 8.2. We will encourage employees to share their protected characteristics with the Council, as their employer, in order to understand the make-up of our workforce more fully.

9. Financial Implications

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

10. Climate Change, Sustainability and Environmental Implications

- 10.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

11. Other Implications

- 11.1. 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.

12. Equality Impact Assessment and Consultation Arrangements

- 12.1. 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.
- 12.2. 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)

28 April 2023

Link(s) to Council Values/Priorities/Outcomes

- ◆ Focused on people and their needs.
- ◆ Working with and respecting others
- ◆ Accountable, effective, efficient, and transparent
- ◆ Ambitious, self-aware, and improving
- ◆ 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



“South Lanarkshire working for you”.

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

Mainstreaming equalities progress report
2021 – 2023 including Employee Data

Contents

Introduction	3
Progress report.....	4
How We Have Mainstreamed Equality (2021-2023)	5
Outcomes for 2021-2025	7
2021-2025 Outcomes	13
Equality Outcome One.....	13
Equality Outcome Two.....	19
Equality Outcome Three	27
Equality Outcome Four	32
Equality Outcome Five.....	40
Employee information	46
Diversity training	47
Employee Network.....	47
Diversity monitoring	48
Diversity and equality monitoring	60
Employee profile	60
Access to training	64
Recruitment monitoring.....	65
Pay Gap Analysis	67
Pay Gap position at 31 March 2022.....	68
Occupational segregation	77
Other Equality Reporting.....	78

Introduction

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. 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 progress report shows 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, 2017, 2019 and 2021.

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 have 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.

Cleland Sneddon

Chief Executive

Progress report

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 2021.

2021-2025 outcomes

In 2021 we set outcomes aligned with the council plan 'Connect' objectives. Progress towards achieving these outcomes is shown in section two of this report. In this set of outcomes, we focussed on actions to produce results intended to achieve specific and identifiable improvements in people's life chances.

How We Have Mainstreamed Equality (2021-2023)

We last reported progress on achieving the outcomes in the mainstreaming report that was published in 2021, our key achievements since that report include:

Provided support:

- Support is provided to assist local communities to develop their own static Men's sheds and ongoing support is provided to those sheds currently up and running in South Lanarkshire; this has now resulted in the establishment of more static sheds with a new total of 15 sheds in South Lanarkshire. Every shed has its own individual membership with an average of 50 men registered at each.
- Supported 1093 people with a learning disability to live in their own communities.
- We have supported 573 people (685 orders) to complete a Community Payback order including the opportunity for personal development and learning opportunities. 420 orders were successfully completed in 21/22. Community projects are improved by those undertaking CPOs.
- We have provided 12,468 items of specialised equipment for people living with disabilities to allow them to remain independent in their own home.
- Specialist officers from the Refugee Resettlement Team continue to support refugees and contribute to the UK Global Resettlement Programme for refugees.
- Supported local businesses through development and delivery of business support programmes. In 2021-2022 2679 businesses were assisted via grants, loans or property advice, generating £22.1m in sales and creating or sustaining 1094.5 jobs. From April 2022 to December 2022 739 businesses were assisted via grants, loans or property advice, generating £11.2m in sales and creating or sustaining 809 jobs.
- Delivered a range of targeted interventions to improve outcomes for individuals and families where this is needed the most. Interventions include debt, welfare and money advice, supporting people to get back into training and work, youth diversion activity and extensive community capacity building support has been undertaken in some of our most deprived neighbourhoods.
- Supported 636 individuals improve their substance misuse behaviours with the support of specialist services.
- Supported young people through ASPIRE, a Youth Employability programme that provides a bespoke programme for young people in the last 6 months of school to age 19 who are at risk of becoming unemployed (26 if care experienced).
- Supported the Gypsy Traveller community through engagement with Gypsy Traveller site residents to inform and shape the programme of investment which continues to be delivered at both sites.

Engaged with members of the community to get a better understanding of lived experiences that are then used to influence policy and practice across the council. This included:

- Members of the Integrated Joint board
- South Lanarkshire Seniors Together
- South Lanarkshire Disability Partnership
- Tenants' participation groups

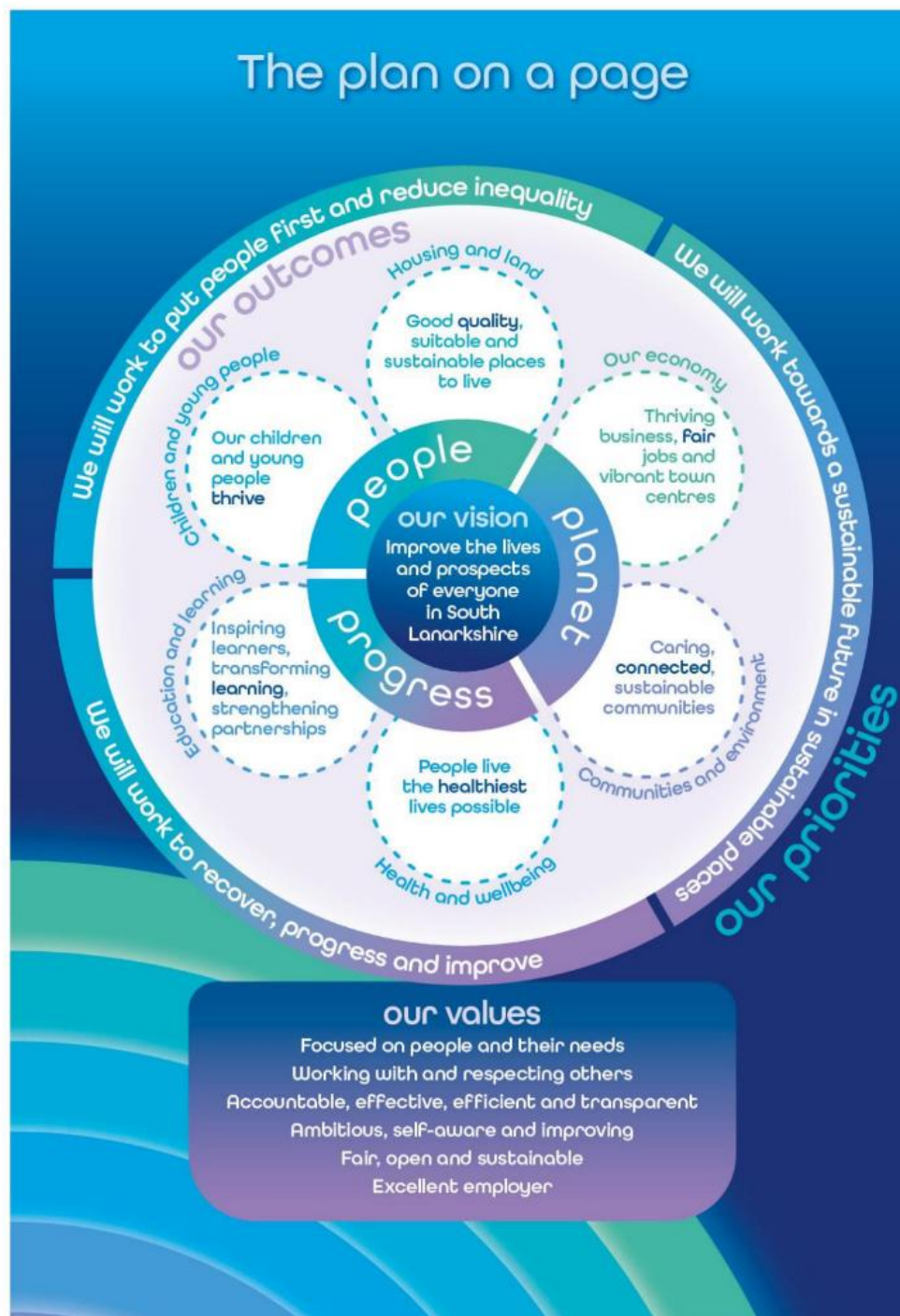
- Gypsy Traveller site residents
- South Lanarkshire Citizens Panel

Encouraged participation:

- Used a participatory budgeting approach to engage and involve local residents, to promote participatory decision making and allocate elements of public funds.
- Carried out extensive consultation with the public and local interest groups such as the Access Panel, Seniors Together and the Youth Council. This informed the 2022-2027 council plan 'Connect'
https://www.southlanarkshire.gov.uk/downloads/file/15715/connect_council_plan_2022-27_pdf and the community planning partnership community plan 2022-2032
https://www.southlanarkshire.gov.uk/cp/info/26/community_plan_and_neighbourhood_plans/80/community_plan_2022-2032
- As outlined in the employee information section we engage, consult, and encourage participation with employees via the Employee Network.

Outcomes for 2021-2025

When we set our Outcomes for 2021 to 2025 we focused on actions to produce results intended to achieve specific and identifiable improvements in people's life chances. In addition, as part of our ongoing approach to mainstreaming equalities we will continue to work towards our Council plan "*Connect*" objectives shown below:



In addition to the specific Outcomes, outlined above, for 2021-2025 we continue to mainstream equalities by working towards the outcomes in our 2022-2027 council plan; some of this work is referenced below.

- ◆ Improve access to information especially for people with sensory impairments by continuing to action our British Sign Language (BSL) Plan. The Plan aims to

Make Lanarkshire a place where people, whose first or preferred language is BSL, have the same opportunities to be active healthy citizens and are able to make informed choices about every aspect of their lives.

- ◆ Take account of poverty and deprivation through the work of our Community Planning Partnership who aims to:

Work with communities to deliver better services targeted at reducing poverty and tackling inequalities and deprivation across South Lanarkshire.

- ◆ Include people and recognise diversity across all aspects of planning. Actions to achieve this are shown below.

The Scottish Government's reform of the planning system in Scotland resulted in the Planning (Scotland) Act 2019. A key outcome for the planning system is an increased emphasis on inclusion and recognition of diversity across all aspects of planning. A position statement published in late 2020 in relation to the direction of national planning policy advises that our future places and spaces need to be considered through the lens of gender, ethnicity age and disability to ensure they are inclusive. It also points out that there will be new policies to encourage more people to get involved in planning to improve equality and eliminate discrimination. The legislation makes provision for communities to develop their own 'local place plans' and also promotes the concept of '20 minute neighbourhoods', where residential and employment opportunities and retail, health and other services will be easily accessible, reducing the need for travel.

These themes will be incorporated in government guidance and will influence planning policy at the local level, through development management procedures and the preparation of future local development plans. There will be increasing emphasis on community involvement and engagement in the planning process. The planning service in South Lanarkshire is already working jointly with the Council's Community Engagement team to explore new ways to ensure meaningful engagement with local residents and groups. Further policy and guidance on these issues, developed through engagement with service users and communities, will be included in the next local development plan and associated supporting planning guidance.

- ◆ Work and support women and girls affected by domestic abuse through the work of our Gender Based Violence Partnership.

Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls sets out a clear vision of: 'a strong and flourishing Scotland, where all individuals are equally safe and respected, and where women and girls live free from all forms of violence and abuse – and the attitudes that help perpetuate it.'

South Lanarkshire's Gender Based Violence Partnership (SLGBVP) is the mechanism to deliver on Equally Safe at a local, strategic level. The partnership is committed to working collaboratively with key partners in the public, private and third sector to prevent and eradicate all forms of violence against women and girls in South Lanarkshire. The partnership recognises that no agency alone has the resources, skills

or reach to achieve the aims of Equally Safe. It is only by working between agencies that we will successfully achieve the vision and aims of Equally Safe.

SLGBVP is responsible for the development and implementation of policy, process and guidance as well as delivering a full suite of learning and development opportunities to support our multi-agency workforce in providing positive outcomes for those affected by GBV. In collaboration with South Lanarkshire Child Protection Committee, SLGBVP has implemented the Safe & Together Model. This child-centred model derives its name from the concept that children are best served when we can work toward keeping them safe and together with the non-offending parent. The Model provides a framework for partnering with domestic abuse survivors and intervening with domestic abuse perpetrators in order to enhance the safety and well-being of children. A Safe & Together Steering Group has been established to oversee the ongoing implementation of the model, coordinating training for the multi-agency workforce, and carrying out an evaluation of the impact on professional practice and improved outcomes for children and young people affected by domestic abuse.

The Partnership oversees the coordination, development, and evaluation of MARAC (Multi-Agency Risk Assessment Conference) which aims to reduce immediate and long-term risk for those affected by Domestic Abuse as well as reducing repeat victimisation. This is achieved by providing a robust multi-agency safety and support plan tailored to individual's needs. South Lanarkshire Social Work's Criminal Justice Services operates the Caledonian System, which consists of a behaviour programme for those convicted of domestic abuse offences, and support, safety planning and advocacy services for their partners and children. The aim of the programme is to reduce reoffending by addressing and challenging offender's problematic behaviour patterns. Monitoring and evaluation of the Caledonian System is reported into the GBVP on a quarterly basis.

SLGBVP has a robust quality assurance framework and action plan which involves monitoring and reporting on progress of the strategy and action plan and statistical information from a national and local perspective to Chief Officer's Group, Safer South Lanarkshire Board and The Improvement Service. Representation from SLGBVP on South Lanarkshire's Equality and Diversity Working Group will ensure that selected measures and outcomes are gender competent taking cognisance of the complexities and nuances associated with a gendered analysis of abuse.

Many equalities groups face inequalities due to a variety of reasons. These became more obvious during the COVID-19 pandemic. Research into the impacts of the pandemic has highlighted that while it affected people who caught the virus and in general everyone because of the lockdown changes, there were specific groups of people who were more affected than others creating inequalities for a number of groups including:

Women

- there are more older women than men.
- caring responsibilities, which have increase during the pandemic, including home schooling.
- are more likely to experience domestic abuse.
- more likely to be in jobs that do not pay well.
- are more likely to work part-time, be in a job that is temporary, earn less money than men, be in a job where they are not paid if they are off sick.
- most lone parents are women.

Men

- are more likely than women to become very ill from coronavirus and more likely as women to have been in intensive care because of coronavirus.

Older people

- are more likely to be shielding or social distancing so it is harder for them to keep in touch with friends and to go out to meet people,
- are less likely to use the internet, this increases their risk of becoming isolated.

People with disabilities

- more likely to be in jobs that do not pay well.
- access to information, especially for people with sensory impairments is difficult.
- were more likely to be lonely and isolated before the coronavirus pandemic, many people with disabilities are more worried about becoming isolated now.
- likely to have been required to shield and 'lost' their social interactions/group activities leading to a feeling of loneliness and isolation. There has also been an adverse impact on mental health issues.

People from ethnic minority backgrounds:

- more likely to be in jobs that do not pay well.
- are younger than the white population on average.
- may be subject to hate crime, there have been more reports of hate crime in the UK against people who are from a Chinese, South Asian or East Asian background since the start of the coronavirus crisis.
- more likely to work in lower paid jobs and in some of the businesses that have had to close such as restaurants and hotels.
- More likely to be affected by COVID-19, especially men.

People in deprived areas

- people who do not have much money are less likely to use the internet and therefore unable to access support.
- are likely to be out of work, or in low paid work.

Younger people

- have had the most problems with mental health because of coronavirus.

- home learning has been most difficult for children and young people from poorer backgrounds.
- missing school or college could affect the choices and chances of some young people in the future.
- schools being closed has been harder for families with a disabled child.
- the attainment gap could get wider for disabled children and young people.

It is important to consider inequalities in an intersectionality way. It is very important that when we make changes to services and/or policies, we look at all types of inequality and how they affect each other.

Sources: <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2020/09/the-impacts-of-covid-19-on-equality-in-scotland/documents/full-report/full-report/govscot%3Adocument/Covid%2Band%2BInequalities%2BFinal%2BReport%2BFor%2BPublication%2B-%2BPDF.pdf>
https://www.improvementservice.org.uk/data/assets/pdf_file/0013/16402/Poverty-inequality-and-COVID19-briefing.pdf

This report provides information on how South Lanarkshire Council including South Lanarkshire Licensing Board will address inequalities by integrating equality into the day-to-day working of the council and the licensing board. 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 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

Reporting on the achievements of our council plan is reported on the council website in various publications and in reports to elected members and committees.

Much of the work we do to tackle inequalities and deprivation can be found in our:

- 2022-2027 council plan 'Connect'
https://www.southlanarkshire.gov.uk/downloads/file/15715/connect_council_plan_2022-27_pdf
- community planning partnership community plan 2022-2032
https://www.southlanarkshire.gov.uk/cp/info/26/community_plan_and_neighbourhood_plans/80/community_plan_2022-2032

2021-2025 Outcomes

Equality Outcome One

Increase the number of people from ethnic minority backgrounds employed in the South Lanarkshire Council workforce to reflect the diversity of the South Lanarkshire population.

General Duty:

- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Protected Characteristic:

Race - people from black, Asian and ethnic minority communities and different racial backgrounds

Socio-economic Disadvantage:

Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing

- ♦ Increasing the numbers of people in work will help to alleviate income poverty, particularly as SLC pays the living wage.

Low and/or no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future

- ♦ For some people they may be applying to the council from lower paid employment.

Evidence:

Data from the Annual Population Survey¹, collected by ONS, and the Scottish Government's Race Equality Framework for Scotland 2016 to 2030² shows that the proportion of ethnic minority workers is lower in Scotland's public sector than in the wider economy. There is a risk that this will worsen across the labour market due to the impact on the economy of the coronavirus pandemic.

The Framework highlights that in order to achieve a representative workforce, the majority of Scotland's public bodies will need to invest additional effort – including tackling discrimination and looking at opportunities to take positive action.

An analysis of South Lanarkshire Council's employee recruitment data shows that the number of applicants who identify as being from an ethnic minority group has increased from 2.8% in 2018-19 to 3.1% in 2019-20 and 3.8% in 2021-22. Of those interviewed, 2.7% declared they identified as having an ethnic minority background.

There have been increased applications from people who identify as having an ethnic minority background to South Lanarkshire Council.

¹ [Annual Population Survey](#)

² [Race Equality Framework for Scotland 2016-2030](#)

<p>Actions to achieve (1): recruitment process</p> <p>Review recruitment policies and processes that may lead to unintentional biases of recruiting managers which can result in disproportionately lower success rates.</p>
<p>Measures</p> <p>Analysis of success rates shows increase in number of successful ethnic minority candidates.</p>
<p>Actions to achieve (2): - learning for employees involved in the process</p> <p>Make sure that everyone involved in the recruitment process is trained to current standards in recruitment best practice.</p> <p>This should include understanding and recognising all relevant forms of discrimination, including bias.</p> <p>Anyone involved in the selection process to have undertaken learning in the following areas:</p> <ul style="list-style-type: none"> • Recruitment techniques, including sifting and interviewing. • Unconscious bias • Diversity/race equality awareness <p>Within the 12 months prior to being a member of any recruitment panel.</p>
<p>Measures</p> <p>The number of people involved in the recruitment process who have undertaken the required learning activities.</p>
<p>Actions to achieve (3): - panel composition</p> <p>Where practical ensure that interview panel members are from diverse backgrounds to show commitment to different points of view and opinions and that SLC values diversity.</p>
<p>Measures</p> <p>Increase in the number of 'ethnic minority employees being part of recruitment panels.</p> <p>Increase in the development opportunities for employees to be part of the recruitment process.</p> <p>Increase in numbers of people from ethnic minorities backgrounds employed by SLC</p>

Actions to achieve (4): - Social media/publicity

Advertise more widely to attract candidates with diverse backgrounds.
 Include additional wording in vacancy adverts stating that South Lanarkshire Council welcomes applications from people from an ethnic minority background to encourage applications from ethnic minority communities.
 Testimonials from ethnic minority people at all levels within the organisation sharing their experiences of working for the organisation.
 Use positive images of ethnic minority employees of the workforce in any marketing and advertising campaigns.

Measures:

Analysis of the workforce data relating to job applicants shows an increased number of applications from ethnic minority people.
 Monitor the number of jobs advertised using ethnic minority specific publications/websites/organisations.
 Increase in numbers of people from ethnic minority backgrounds applying for reemployment in SLC.

Actions to achieve (5): - work with external organisations

Work with ethnic minority community organisations, particularly those who have an employability remit, to engage with local ethnic minority communities.
 Work with ethnic minority communities to help them better understand the recruitment process, including improving their ability to undertake competency based tests.
 With the support of external organisations whose aims are to build the capacity and sustainability of the ethnic minority voluntary sector and its communities:

- Inform ethnic minority young people of Modern Apprenticeships opportunities available within South Lanarkshire Council.
- Inform ethnic minority people of work experience opportunities available within South Lanarkshire Council.

Inform ethnic minority people of opportunities to join South Lanarkshire Council Citizens Panel.

Measures:

An increase in the number of ethnic minority young people applying for and being successful for Modern Apprenticeships.
 The number of ethnic minority people applying for and being successful for work experience opportunities increases.
 The number of ethnic minority people joining the South Lanarkshire Council Citizens Panel increase.

Actions to achieve (6): - raise awareness amongst workforce

Promote equality, diversity, and inclusion in the workplace.

Communicate with staff to raise awareness of race equality within the workplace.

Review and refresh the information relating to race equality within the Equality Policy and in the Equalities section of the staff intranet.

Measures:

Analyse the number of employees attending equality learning events, including online learning.

Evaluate the effectiveness of the equality training.

Analyse the number of staff who have raised a grievance reported by race.

Analyse the number of staff who have raised a dignity at work issue reported by race.

Progress since 2021.

All employees are required to undertake on-line mandatory equalities training, previously this was not a mandatory requirement. This is in the form of on-line learning. Modules include all protected characteristics and were reviewed during 2022. Specific modules relating to recruitment include Unconscious bias and Diversity/race equality awareness.

There has been a slight increase in the number of applicants who identify as being from an ethnic minority group. This has increased from 2.8% in 2018-19 to 3.1% in 2019-20 and 3.8% in 2021-22. Of those interviewed, 2.7% declared they identified as having an ethnic minority background.

We have increased the use of social media to advertise job vacancies, this includes Facebook and Twitter.

This wording is included in advertisements for the Modern Apprenticeship programme and is ongoing for all other recruitment.

We have worked with the Amira group to gain a greater understanding of the support available for ethnic minority applicants and discussed how the Council could work with the organisation to improve the recruitment of ethnic minority applicants.

Any vacancies for the Modern apprenticeship programme are notified to the Employee Network members for wider distribution.

The figures for people who identify as having an ethnic minority background applying for the modern apprenticeship programme has decreased and we had no-one on the modern apprenticeship programme for the year ending 31st March 2022. The team are reviewing the recruitment process and will continue to target this group.

All employees are required to undertake mandatory online learning including equality and diversity awareness, race discrimination and unconscious bias. The figures for completion of the online learning is shown below:

E&D Awareness = 6223

Unconscious Bias = 2229

Race Discrimination = 3616

Equality Outcome Two

<p>Older people, those from vulnerable groups and individuals who live alone are protected from scams and nuisance calls and their wellbeing is improved through increased awareness and preventative action.</p>
<p>General Duty:</p> <p>Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</p>
<p>Protected Characteristic:</p> <p>Age – particularly older people, however it could also have an impact on other vulnerable groups such as disability; people with mental health issues, cognitive abilities impaired or learning disabilities.</p> <p>Disability - people with disabilities/long standing conditions</p>
<p>Evidence:</p> <p>Scams of all kinds are a real and constant threat to our communities. They are operated by criminals with the sole purpose of identifying and exploiting victims, who are often vulnerable, elderly, or disabled. Although anyone can fall prey to a scam, regardless of age, gender, education or economic background, older people are often targeted by particular scams, such as mail or investment scams, and may be especially at risk because of their circumstances – being isolated or lonely, particularly in our rural communities, or living with dementia or cognitive decline.</p> <p>In 2018-19 alone the council’s Trading Standards team dealt with 350 scam complaints, with an average value of £450 lost to each consumer. However, given that only 5% of scams are ever reported this could be just the tip of the iceberg.</p> <p>UK wide figures³ report an average loss of as much as £1000 per victim. Applying that to the South Lanarkshire population, there could in fact be loss of up to £7m a year to our citizens.</p> <p>In some cases, financial loss is the smallest impact on a scam victim. Feelings of isolation, vulnerability, and fear lead to loss of confidence and withdrawal from family, friends and community. Research by UK National Trading Standards Team has shown that elderly scam victims are 2.5 times more likely to die prematurely or require residential care than those who have not been scammed.</p> <p>While Trading Standards is the local authority Service statutorily tasked to deal with scams, it is clear that scams can also have a substantial impact on many other Services e.g. Housing, Social Work, Police, NHS.</p> <p>Providing people with the knowledge and information they need to recognise and avoid scams is key to reducing the financial, physical and mental detriment suffered by victims with the added benefit of minimising the impact scams can have on other Services.</p>

³ National Trading Standards (NTS)

Actions to achieve (1): Scams Alert Network

Review impact of 'Scams Alert Network' (launched in 2019 to give people knowledge and information to recognise and avoid scams).

It is hoped that by working alongside colleagues in Police Scotland, NHS, Community Engagement teams and Adult Protection Committee, Trading Standards can make a big difference by disseminating up-to-date scam information via a single point of contact.

Measures

Output/Contextual Measures

- Number of scams identified and disseminated amongst partners
- Number of talks delivered to community groups
- Number of social media posts alerting the public
- Number of 'Scam Marshalls' (members of the public who have been targeted by a scam and now want to volunteer to fight back and take a stand against scams).
- Number of scam complaints dealt with by Trading Standards (target to decrease)

Outcome Measures

Case studies demonstrating the impact that becoming a Scam Marshall has had on the lives of our older and vulnerable residents.

Actions to achieve (2): - Support for Vulnerable Groups

Support vulnerable adults by providing truCall units (to monitor and stop scam calls) and video doorbell units (for doorstep crime) free of charge to vulnerable residents.

These units will be installed, usually for 6 months, to give consumers an idea if the units provide the quality of life improvement hoped for. At this point the unit is retrieved and given to someone else on the list. If the unit is due to be retrieved but it is felt the improvement has been valuable and there is an affordability issue for the consumer to purchase their own unit, a case specific decision would be taken on leaving the unit in situ.

Measures

Output/Contextual Measures

- Number of truCall units installed to protect vulnerable residents from nuisance and scam phone calls
- Total number of nuisance calls received through the truCall units
- Average number of nuisance calls received per user
- % of above nuisance calls which were blocked by the truCall units
- Estimated number of scams prevented, and associated savings
- Number of video doorbell units installed
- Percentage of doorstep crime reports receiving an initial response from Trading Standards by the end of the next working day

Outcome Measures

Impact 3-6 months after installation of truCall unit:

- % of users reporting a positive impact on their wellbeing
- % of the users who previously felt threatened or scared by scam or nuisance calls who no longer felt this way
- % of users surveyed at three months (who originally felt unsafe in their own home) who feel safer due to having a call blocker installed
- % of applicants who were previously worried about losing money to scam and nuisance calls in the future who no longer feel this way
- % of applicants who feel more confident in answering the phone knowing it will not be a scam or nuisance call.
- Case studies demonstrating the impact that the truCall units have had on the lives of our older and vulnerable residents.

Actions to achieve (3): - Work in partnership to protect consumers and safeguard our communities

Continue to work with Financial Institutions and the Police

- Banks will notify Trading Standards if they have an elderly, vulnerable adult withdrawing large sums of money, or regular unusual withdrawals
- Action taken will differ depending on the circumstances. For example, there is an existing project which provides short term support for victims to help them avoid becoming repeat victims and to give them the confidence to remain at home; we may contact social services or action may be taken to trace the perpetrator.

Implementation of Operation Doric

- Joint Lanarkshire initiative (SLC Trading Standards, NLC Trading Standards and Police Scotland) focusing on bogus callers.

Targeted promotion of 'Buy With Confidence' - the Trusted Trader Scheme with local tradesmen/businesses

Identify potential new members via Facebook, Scam Alert Network, Neighbourhood Watch, SLC Twitter, Seniors Together and community talks

Measures:

Output/Contextual Measures

- Number of referrals received from Banks and the Police
- Number of members on the Trusted Trader Scheme

Outcome Measures

Annual case study demonstrating impact one or more of these initiatives have had on the lives of our older and vulnerable residents.

Progress since 2021

Elderly and vulnerable adults are often the victims of scams, cold calling and bogus workmen. To prevent these individuals being victims Trading Standards Officers have continued to work with Police Scotland, South Lanarkshire Council's Social Work and Housing Services to provide talks and educational literature within sheltered housing complexes.

The latest scams notified to us by the Trading Standards National Scam Team are published on the South Lanarkshire Council website.

Talks were delivered by Trading Standards to Police Scotland and consumers at local shopping centres. These talks help prevent elderly and vulnerable adults becoming the victims of scams by raising the awareness of the areas where scammers target.

The impact of Scams Alert Network has been a great success.

Analysis of success shows:

- A decrease in the number of scams identified.
- Regular talks delivered to community groups.
- Regular social media posts alerting the public.
- Continued use of 'Scam Marshalls'.
- Case study evidence that becoming a 'Scam Marshall' improves people's lives.

Excellent levels of community engagement commenting on and sharing posts, growing awareness, and ability to avoid, common scam types.

April 2021 – December 2022

19 talks delivered.

62 alerts on the (Scams Alert Network) SAN.

108 alerts on (Consumer and Trading Standards) CATS Facebook.

'No Cold Calling' stickers were distributed to vulnerable consumers and 'Buy with Confidence' literature was distributed to local businesses. During 2021-2022 60 stickers were issued, 100 have been issued so far during 2022-2023.

Trading Standards officers undertook several initiatives to improve the confidence and engagement of vulnerable adults and the elderly who are targeted by scammers.

It is estimated that over the lifetime of these two initiatives, scams saved vulnerable households £348,621 and led to a reduction of £323,821 in public service costs (NHS, social care and police). There will be wellbeing benefits of £115,980 across all users, and for those who would have been scam victims there are quality of life benefits of £198,166. This gives total initiative benefits of £986,588 of which £672,442 are direct financial benefits.

Installed units have blocked 100% of nuisance or scam calls this year. In cases 3 in 4 calls being received were nuisance calls.

Analysis of success shows:

- truCall units continue to be installed to protect vulnerable residents from nuisance and scam phone calls.
- Trading Standards respond to all doorstep crime reports within target timescales.
- Case study evidence that the installation of truCall units improves the user's quality of life.

100% of doorstep crime reports received an initial response from Trading Standards on the same day.

April 2021 – September 2022

79 truCall units fitted.

12 video doorbells.

11 call outs attended.

October 2022 – December 2022

Ongoing patrols to areas where bogus crime has previously been reported.

Working in partnership to protect consumers and safeguard our communities has been a success.

Analysis of success shows:

- Continued work with Banks and the Police to protect vulnerable adults.
- Implementation of Operation Doric targeting doorstep builders.
- Continued promotion of 'Buy With Confidence' scheme.

Case study evidence that these initiatives have made a difference to people's lives and provided information on a wider choice of reputable companies and business types.

Working relationships set up and regular joint visits with Police across a range of subject areas.

July – September 2021

4 Joint visits with Police took place.

Continued promotion on Facebook and by Housing colleagues in Home Improve, resulting in 4 new applications.

October – December 2021

Police Officers now introducing new members to SAN. 4 joint visits made with discussions ongoing around expanding scope of cooperation to include underage sales.

No new BWC applicants but one new member admitted.

January – March 2022

Continued joint working with Police Scotland on a variety of areas including Scams. 2 visits to bogus caller complaints and 1 joint talk.
1 new BWC applicant and 2 new members admitted.

April – September 2022

Continued working with Police Scotland attending 4 events at shopping centres and supermarkets.
Joint visits made to potential scam victims.
BWC reaudit of existing members continues.

October – December 2022

1 talk (joint with Police Scotland).
2 informal advisory presentations to Police on bogus callers.
3 visits with Police to bogus caller complaints.

Equality Outcome Three

‘Counselling through schools’ service is accessible for all children/young people aged 10 and over.

General Duty:

- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Protected Characteristic:

Age - Older people, young people and children

Disability - people with disabilities/long standing conditions

Sexual Orientation – lesbian, gay, bisexual, heterosexual/straight

Socio-economic Disadvantage:

Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing

- The Counselling through Schools service is available to all children/young people aged 10 years plus, with no cost to any family.

Area Deprivation – where you live (rural areas), where you work (accessibility of transport)

- Counselling through Schools has a number of counselling providers who can support children and young people in our educational establishments throughout the four localities in South Lanarkshire.

Evidence:

In response to recommendations published by the Children and Young People's Mental Health Task Force and funding through the Scottish Governments Mental Health Strategy, we aim to improve access to mental health services for all our children and young people, aged ten plus, through our Counselling through Schools programme. It is vitally important that our young people receive the right help at the right time wherever they are.

Actions to achieve (1): Counselling through Schools service set up in schools

School staff are informed and supported to set up a Counselling through Schools service within their establishments.

Measures

All schools and counselling providers are issued with the SLC Framework for the Delivery of Counselling through Schools.

Schools are provided with further practical guidance, templates, flowcharts.

PEP and Quality Link Officer (QLO) support school requests for guidance/support.

Actions to achieve (2): access to experienced counselling providers

All schools have access to a variety of experienced counselling providers who operate safely and effectively Recruitment techniques, including sifting and interviewing.

Measures

Robust assessment of all applications for post of counselling providers.

Approved counselling providers agreed for all schools throughout South Lanarkshire.

Schools have access to, and information regarding, a variety of experienced qualified counsellors.

Ongoing monitoring of counselling providers.

Actions to achieve (3): awareness of the Counselling through Schools service

All children/young people aged 10 + in primary, secondary and ASN establishments are aware of, and know how to access, the Counselling through Schools service.

Staff and parents/carers are aware of the service and know how to refer a child/young person.

Measures

Information about the counselling service is visible in school , on school website/social media outlets.

There is a clear referral system in place and young people in secondary schools know how they can self-refer.

Counselling service is discussed and highlighted during PSHE classes and assemblies.

Educational Psychologists promote the service through their social media outlet, meetings with young people/school staff/parents.

Information regarding the counselling service is on SLC website.

Actions to achieve (4): Children and young people are supported

Children and young people are supported by the counselling service and feel that it has had a positive impact on their wellbeing.

Measures:

An increase in the number of young people who report a positive impact on their wellbeing from attending counselling.

Staff and parent/carers report a positive impact regarding the wellbeing of the child/young person after attending counselling.

Actions to achieve (5): Partnership working

Work in partnership to further develop the service to ensure accessibility for all young people, with a particular focus on protected groups.

Measures:

Adaptations are made, as required, to ensure the service is accessible for all our young people, with a particular focus on identified groups who are not accessing the support.

Quality Assurance visits/calls are undertaken with schools.

The number of young people aware of the service is increasing.

Parents/Carers/Staff awareness of the service is increasing.

Progress since 2021

All secondary schools have a Counselling through Schools service. Primary Schools, working in their Learning Community, have access to counselling services, when required.

Schools are supported by Inclusion Officer/Educational Psychologist for any queries and support that is required.

Schools can access counsellors from ten counselling providers, who have been rigorously assessed and evaluated by Inclusion Officer and Educational Psychologists.

All schools were issued with guidance and encouraged to raise awareness of the counselling support.

Information is shared on school websites/social media, within PSHE classes, parent meetings, pupil meetings, Educational Psychologist social media, school events, HT conferences.

Multi-agency guidance was created regarding counselling supports for children and young people and shared with colleagues across education, health, social work, police.

Feedback from children and young people, school staff, counsellors and parents indicate that the support is having a positive impact. Feedback from pupils highlights how they feel 'safe' and 'listened to'.

Recent data highlights that the majority of pupils feel that counselling has improved their general mental health & wellbeing and that they feel better/happier.

Secondary ASN schools and supported bases have a budget to access counselling.

Young people attending Aspire have a route to refer to counselling. Referral information shared with Social Work and Health colleagues. Psychological Services and Education resources have established the counselling through school's service for children and young people aged 10 and over providing a 1-1 counselling support. There are termly multi-agency meetings with Education, Educational Psychologist, CAMHS and the Social Work Trauma Recovery Service staff focusing on counselling support for children and young people. A mental health guidance for schools has been developed which is shared with Education, Social Work and Police Scotland. In order to support pupils regarding mental health which for many has been made more challenging by the Covid-19 pandemic, a Counselling through Schools service has been established for children and young people 10 years of age and over. As part of this strategy 10 counselling providers are available to schools.

Education Resources recently hosted an Inclusion Conference which highlighted for all staff the importance of working to embed the UN Convention on the Rights of the Child into practice. Along with that, staff have received in-service training on the key aspects of the national "Promise" for care experienced children and young people. Education Resources, in partnership with Social Work Resources, have placed specialist teachers in each geographic area to work as teachers supporting the most vulnerable care experienced children to enable them to be present at school, participate, be supported and achieve.

For the period January to June 2022, 929 children and young people accessed counselling from 19 secondary schools and 53 primary schools. Head teachers were provided updates about how to access counselling providers, to enable them to plan their budget for the

start of the school session 2022/23. School managers have been provided information about Kooth, an online service procured by South Lanarkshire Council which offers children and young people aged 10 up with on-line counselling services and other supports.

Social Work offer therapeutic support to young people from South Lanarkshire, aged 0-26, who have experienced trauma. The Trauma Recovery Service (SW) is delivered by a team of therapists specialising in working with children and families, helping those who have experienced physical, emotional, or sexual abuse or sustained exposure to traumatic events, to understand their feelings and make changes in their life.

We commissioned [Kooth](#) to provide the service for all 10 to 18-year-olds, and those aged up to 26 who are care experienced. The Kooth website is accessible 24 hours a day, 7 days per week, 365 days a year - and there are no waiting lists or thresholds to meet to qualify for support.

Kooth was selected by South Lanarkshire Council following a Community Mental Health consultation undertaken by the Senior Educational Psychologist, involving more than 3,000 young people. Young people provided views about what additional mental health and wellbeing supports would be helpful.

It will work alongside existing supports and services within South Lanarkshire and will help ensure that children and young adults have easy access to support if they need it.

Equality Outcome Four

Prevent homelessness occurring and significantly reduce homelessness
<p>General Duty:</p> <ul style="list-style-type: none"> • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, and • Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
<p>Protected characteristics</p> <p>Age - Older people, young people and children</p> <p>Disability - people with disabilities/long standing conditions</p> <p>Gender reassignment - Trans/Transgender Identity – anybody whose gender identity or gender expression is different to the sex assigned to them at birth</p> <p>Sex - Gender Identity - women and men (girls and boys) and those who self-identify their gender</p> <p>Sexual Orientation – lesbian, gay, bisexual, heterosexual/straight</p>
<p>Socio-economic Disadvantage:</p> <p>Low and/or no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future</p> <p>Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies</p>

Evidence:

Homelessness is an everyday crisis for thousands of adults and children living in Scotland. Households in crisis often struggle to access the accommodation and housing, health and social care support they need during difficult and vulnerable points in their lives. People from across the full range of protected characteristics may find themselves homeless, or at risk of becoming homeless.

The risk of homelessness is not equally distributed in society. There are many sources which confirm that children living in poverty are much more likely to experience homelessness in adulthood. Another powerful predictor of homelessness is substance misuse with the predictability of homelessness being greater in higher housing pressure areas.

For some systematically disadvantaged groups, the probability of homelessness is very high. In some cases, it becomes a normality due to the lack of key intermediary protections such as support from family and friends which make homelessness less likely.

It is important then that using Scottish Government guidelines and the recommendations of the Homelessness and Rough Sleeping Action Group (HARSAG), Housing and Technical Resources progress the design of effective long-term interventions which recognise that if homelessness is predictable, it is also preventable.

Preventing homelessness is about more than just finding somewhere else to live. Housing and Technical Resources has co-produced its Rapid Rehousing Transition Plan (RRTP) 2019-24 in conjunction with third sector and other public and private sector partners. The plan aims to ensure that households affected by homelessness, have access to the housing and support they need to sustain a secure, warm home and break the cycle of repeat homelessness.

The RRTP aims to address inequality and improve opportunity for disadvantaged households across the spectrum of protected characteristics.

Actions to achieve (1): Increase the number of affordable homes for rent
<p>Measures</p> <ul style="list-style-type: none"> • Number of affordable homes added to the housing supply is increased in line with the Strategic Housing Investment Plan (SHIP) • Number of new supply affordable housing suitable to meet particular needs (amenity and wheelchair accessible, in line with the SHIP targets • Number of additional homes purchased through the council's Open Market Purchase Scheme, in line with SHIP targets <p>Case studies: to demonstrate the positive impact of a permanent home</p>
Actions to achieve (2): Develop and implement a Housing Options Framework for young people
<p>Measures</p> <ul style="list-style-type: none"> • Number of people accessing Housing Options services which prevent homelessness. • Percentage of homeless households provided with Housing Support Officer assistance to reduce risk of repeat homelessness. • Increase access to housing and tenancy sustainment services for care experienced young people. • No. of homeless presentations is reduced in line with the RRTP • Level of homeless households is reduced in line with the RRTP <p>Case studies: to demonstrate positive outcomes achieved for young people accessing Home Options and Housing Support services</p>
Actions to achieve (3): Work with Scottish Prison Service to implement SHORE standards for people entering and leaving prison, specifically ensuring suitable and sustainable accommodation
<p>Measures</p> <ul style="list-style-type: none"> • No of people housed and provided with support on leaving prison <p>Case studies: to demonstrate positive outcomes achieved for those supported on release from prison</p>
Actions to achieve (4): Expansion of Rent Deposit Scheme to assist in meeting housing needs in the private rented sector and support prevention of homelessness from the private sector

Measures:

- No of people supported to access a tenancy in the private rented sector
- No of people supported to sustain their tenancy in the private rented sector

Case studies: to demonstrate positive outcomes achieved for those provided with support to access and/or sustain a tenancy within the private rented sector

Progress since 2021

During 2021/22, a total of 657 additional affordable homes for social rent were delivered across South Lanarkshire. This included 468 additional homes delivered by the council and 189 new build homes built by Registered Social Landlords (RSLs). In delivering the new build housing programme, the Resource exceeded the 8% target identified for the delivery of fully wheelchair accessible homes during 2021/22.

During 2021/22, a total of 1,514 homes were adapted to support people with health conditions or disabilities to continue to live independently within their own homes, without the need for rehousing or moving to a care setting. The Resource completed 993 adaptations to council properties and a further 521 adaptations were completed in private homes through grant funding provided through the Scheme of Assistance.

In 2021/22, 53 additional homes were purchased through the Open Market Purchase Scheme with 59 additional homes projected to 31 March 2023.

Working together, the council and its partners have again made significant progress in preventing and reducing homelessness and in supporting those affected. This has been achieved through delivering on the priorities set out within the South Lanarkshire Rapid Rehousing Transition Plan (RRTP) 2019-2024.

A review of year three (2021-22) of the RRTP, was completed and reported to both the Scottish Government and Housing and Technical Resources Committee. The review highlighted a number of key achievements including:

- An improved position in long-term homelessness, with 25% fewer households living in temporary accommodation for more than 12 months and a 22% reduction in time spent in temporary accommodation by households with children.
- A positive impact on levels of homelessness with a 21% reduction in the number of households who were homeless (from 969 households in March 2021 to 765 at the end of March 2022)
- A 4% reduction in the number of homeless presentations to the council from 2,225 in 2020-21 to 2,134 in 2021-22
- An increase in the supply of affordable housing in South Lanarkshire with additional affordable homes delivered by the council and its housing association partners during the year.

In addition, during 2021-22 there was a continued growth in the Housing First approach, with a further nine households with multiple and complex needs supported during the year. A total of 33 households have been included within the programme.

The Housing First programme aims to provide people who are homeless and have ongoing support needs with a secure home quickly and support to live in their home.

In delivering Housing First, Housing Services work closely with a range of partner agencies to ensure that appropriate housing and intensive support can be provided. The support provided is flexible, tailored to the needs and circumstances of the household and includes advice on budgeting, benefit entitlements, managing utility bills as well as support to integrate into the community.

Homelessness is made harder by additional experiences of trauma, mental ill health and addictions, partnership working, and sustainable solutions are required to end their experience of homelessness. South Lanarkshire continues to maintain a well-trained workforce and is implementing Trauma Informed Practice across services. The Housing First approach combines settled housing options with person-centred, strength based, flexible, and open-ended support and is the best evidenced solution for ending homelessness for people experiencing this range of challenges. Housing First is central to South Lanarkshire's Rapid Rehousing Transition Plan and, to date, 33 households have moved into their own secure tenancy with the support they need to sustain it. The LHS will continue to ensure housing and homelessness services can effectively deliver a housing first approach and other trauma informed intensive support services within South Lanarkshire.

The Council are committed to ensuring that young people in receipt of continuing aftercare will benefit from suitable housing and support that is provided to a quality and in a manner that reflects the values of a responsible parent. Also committed to working with partners to prevent homelessness for care experienced young people.

In 2021/22, the number of approaches for advice and assistance to the council's Housing Options services increased by 25%, from 912 to 1137, the increase in approaches can be attributed at least in part, to increased awareness of the services provided by the Integrated Housing Options Team. Positively, the increase in the number of housing option cases has also been accompanied by an increase in the proportion of cases where homelessness has been prevented. This underlines the positive difference the Housing Options approach continues to have on preventing homelessness in South Lanarkshire.

Prevention of homelessness is a key priority for all services and partners involved. The LHS will continue to ensure the strong partnership approach to preventing homelessness is maintained across all housing tenures. Housing Options provides an important pathway for people seeking advice and information to make informed choices about their housing circumstances. Anyone who is at risk of homelessness is made fully aware of their rights and is supported to make a homeless presentation if they choose to do so. Housing Options is a person-centred approach which can be extended and tailored to provide support to a wide range of people seeking advice and assistance. In addition, the LHS will ensure, tailored services and support to victims of domestic abuse, care experienced young people, and people leaving prison, with the aim of preventing homelessness.

The Resettlement team acts as a conduit for all prisoners from South Lanarkshire by working closely with Scottish Prison Service and Social Work Resources to provide links to the appropriate area housing office for long term prisoners.

The Sustainable Housing on Release for Everyone (SHORE) Housing Officer post has been an effective intervention, meeting with people 8 weeks prior to liberation has allowed for a person centred and planned approach to their return to the community. We have evidenced real positive outcomes with settled and secure accommodation being identified on release, access into the private rented sector and where

anyone has had to present as homeless, planned access into a temporary furnished flat has been organised. There has been no use of B&B or unsuitable accommodation.

In 2021/22, 337 prisoners were provided with support and 2 were provided with permanent tenancy on liberation.

In 2022/23, 350 prisoners were provided with support and 8 were provided with permanent tenancy on liberation.

SHORE – Case Study

In August 2022, the Justice Throughcare Team (JTT) contacted the SHORE service and advised that prisoner (Mr A) was due for a parole hearing in December 2022. Mr A, who was 72, had been in prison for around 30 years, had many health issues and was institutionalised.

JTT had been working with Mr A for a few years and Social Workers had built up a reasonable relationship with him. Licence conditions would be put in place which the JTT would manage. JTT were also considering his health requirements and a support package to assist him upon his release.

Given the challenges the prisoner would potentially face upon his release, the SHORE Lead Officer set up a case discussion meeting with all relevant partner services to create and progress an action plan. A priority for the SHORE Service was to secure permanent accommodation which would require to be risk assessed. There were pressures with the lack of available housing stock in a high demand area, which proved challenging. Mr A required to reside in an area which was close to his limited support network (family) and have a tenancy that was suitable for his health needs. As the case had been high profile in the wider area due to the reason for Mr A's incarceration, there were concerns about where he could be accommodated.

An appointment with Mr A was set up by the SHORE Housing Officer who discussed housing options and completed relevant paperwork to list him for housing in South Lanarkshire. To ensure that his housing needs could be met in line with SHORE processes, Mr A's housing application was placed in the 'Other Category' list.

Following a further case meeting with partner services, a discussion was held with Mr A and a suitable tenancy identified. Working closely with the partner agencies, there was a requirement to have the tenancy completely set up and ready for move in upon Mr A's release. Regular update meetings with partners were held and joint working meant that all support areas for Mr A were considered and progressed.

The SHORE Officer completed a Scottish Welfare Fund application and offered assistance with a furniture starter pack. The JTT provided additional furniture and other equipment to support Mr A's daily living requirements. Mr A's parole hearing took place on a Friday and it was agreed that Mr A would be released the following Monday. Although the short timescale was challenging, all partner services responded promptly and commenced with getting the tenancy set up.

Mr A was liberated and moved straight into the tenancy. SHORE processes were followed and the additional partnership working with the JTT ensured a successful outcome for Mr A. He began his transition back into the community with continued support from the JTT.

The SHORE Lead Officer had a follow up discussion with the JTT, who advised that they were continuing to engage daily with Mr A, that he had settled well into his tenancy and was grateful for all supports provided to him.

Private sector housing is a key option for meeting housing needs, particularly in areas where there is less availability of other affordable housing tenures. An important priority for the LHS is to promote suitable and sustainable housing and the council and its partners will work with private landlords to further improve standards across the sector. In addition, the LHS will consider how services can continue to support both private landlords and their tenants, whilst implementing any national actions locally. Consideration will also be given to the development of a social lettings agency to support tenants and improve standards.

Number of Rent Deposit Guarantee Scheme (RDGS) properties identified and brought into scheme were 30 properties in 2021/22 and 11 YTD 2022/23.

Psass service is available Mon- Fri 9am - 5pm, there are 4 staff members in total. They offer a drop in service, visits within the community or at home as well as a telephone service. They have been meeting with landlords/letting agents to promote and market the service, as well as homes for Ukraine and have worked with them to have information leaflets translated. They have a regular newsletter style email sent to landlords and letting agents. Also hosted 1 open day this year to invite landlords/letting agents to attend.

59 households have approached the service who have been threatened with homelessness and or who have required advice and assistance since April 2022 with an additional 36 who were supported by Local Authority Covid Economic Recovery (LACeR).

Equality Outcome Five

Improve Health, Care and Wellbeing for the most vulnerable in our communities
<p>General Duty:</p> <ul style="list-style-type: none"> • Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, and • Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
<p>Protected characteristics</p> <p>Age - Older people, young people and children</p> <p>Disability - people with disabilities/long standing conditions</p> <p>Gender reassignment - Trans/Transgender Identity – anybody whose gender identity or gender expression is different to the sex assigned to them at birth</p> <p>Sex - Gender Identity - women and men (girls and boys) and those who self-identify their gender</p> <p>Sexual Orientation – lesbian, gay, bisexual, heterosexual/straight</p>
<p>Socio-economic Disadvantage:</p> <p>Low and/or no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future (Charging Policy for some care services)</p> <p>Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies</p> <p>Health inequality – cognitive, physical ability to influence and direct daily routine, personal care needs</p>

Evidence:

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.

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 service, 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

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.

Actions to achieve (1): Advance the Care facilities programme
<p>Measures:</p> <ul style="list-style-type: none"> • Complete phase one of the Care Facilities Programme in the Blantyre area. • Monitor occupancy of the in house care home population • Monitor occupancy of the external care home population <p>Case studies: to demonstrate the positive impact of a supported living environment/home</p>
Actions to achieve (2): Redesign community support services for adults and older people.
<p>Measures:</p> <ul style="list-style-type: none"> • Implement the review of day care services • Monitor occupancy in SLC day care /lifestyles facilities • Review the use of externally provided day support services (e.g. Sense Scotland, Scottish Autism) <p>Case studies: to demonstrate the positive impact of a support service</p>
Actions to achieve (3): Review operations of the in house home care services
<p>Measures:</p> <ul style="list-style-type: none"> • Review current locality model of 4 registered care at home services (Hamilton, East Kilbride, Camglen, Clydesdale) • Care Inspectorate improvement plans complete • National Care Standards checklists complete and regularly reviewed for locality services • Monitor the number and use of externally provided care at homes services. <p>Case studies: to demonstrate positive outcomes achieved for those supported care at home services, annual surveys also undertaken</p>
Actions to achieve (4): Continue to support carers, continue to care in good health and wellbeing

Measures:

- Adult carer support plan further enhanced
- Commissioned Carers Services regularly monitored
- Carers Partnership Group has oversight of all initiatives directed at carers.

Case studies: to demonstrate positive outcomes achieved for those carers who continue to care

Actions to achieve (5): Protect front line staff and carers with access to Personal Protective Equipment
Measures:

- PPE Hub established
- Staffing to support PPE Hub recruitment underway
- Regular stock control managed and distributed effectively
- Monitor COVID implications for staff groups across care services.

Case studies: to demonstrate range of individuals accessing PPE in both SLC and externally commissioned services.

Progress since 2021

Blantyre Care Facility - Planning permission was granted in 2019 to develop a range of care facilities on a site in Blantyre. The programme has four distinct areas of development, which include 20 technology enabled properties designed and equipped with technology to support older people to live independently in a family home rather than moving to residential care. The final 12 properties were allocated to service users at the end of July 2022. Feedback from service users to date is very favourable. Other services on the site, available from November 2022, are transitional care facilities offering short term support to individuals before returning home following a period of ill health or crisis, or to prevent hospital admission. A Centre of Excellence specialising in training and development of health and social care staff will be created to support all localities across South Lanarkshire. Finally, a TEC zone, designed in collaboration with Glasgow Science Centre, will showcase how technology enabled care can be used to support people to live well, safely, and independently at home. This model of care will enhance our ability to meet changing care needs offering individuals more choice and options to remain at home and in the community.

Care and Support Service - offers support to adults with a learning disability to live safely within their own home in the community. The service, established in 2004 had seen little change since its inception and needed to embed policy directives such as Self-Directed Support (SDS), South Lanarkshire's Eligibility Criteria and the Carers (Scotland) Act 2016. Alongside this there was a recognition that the staffing model needed to reflect the diminishing number of ageing service users, but with increased levels of dependency.

On conclusion of the review, service users have greater choice and control over their care through the SDS assessment process. This is enabling individuals to achieve outcomes that matter to them, whilst ensuring there remains sufficient capacity within the service to continue to meet individuals' changing needs and identified outcomes going forward.

Technology Enabled Care (TEC) - provides health and care services to people in their own homes, or near to home, helping people to live independently, safely and well at home for longer. Our key services include assistive technology (usually linked to community alert alarms), Connect Me remote health monitoring service, and Near Me video consultations. Demand for assistive technology continues to increase with 2,287 items installed during 2021-22, a 62% increase from 1,414 during 2020-21. Our telecare installer carried out 2,046 assistive technology visits to community alarm service users' during 2021-22, up 37% from 1,407 in 2020-21. Key safe installations also increased with 900 installation visits being completed during 2021-22, up 39% from 649 in 2020-21.

Review operations of the inhouse care at home service - The service has continued to focus on a far-reaching modernisation agenda. The implementation of a sector leading IT system called Total Mobile commenced and is now operational in all localities. This is transforming the way the service schedules, allocates work and communicates with staff and service users. The system is already bringing efficiencies to the scheduling process and is facilitating wider organisational change throughout 2022-23.

Continue to support carers, continue to care in good health and wellbeing - The Carers Partnership Group is tasked to drive forward the work of the Carers Strategy and ensure funding is directed to support the Carers agenda, staff have been recruited to at both strategic and operational level to maintain oversight of the whole system of support for adult carers and young carers. There is a

Lanarkshire Carers worker successfully linked with each of the four localities. Positive relationships between the SLHSCP and Lanarkshire Carers provide a strong base to build further improvement activity

Protect front line staff and carers with access to Personal Protective Equipment - A PPE Hub was established immediately in direct response to the Covid pandemic to provide items of PPE to care providers, including care homes, paid carers, unpaid carers and charitable organisations. As procurement arrangements have normalised organisations are now sourcing their supplies directly and the HUB ceased on 31 October 2022.

Services have also consistently adapted to the enhanced requirements for infection prevention and control measures (IPC). A Scottish Infection Prevention and Control Education Pathway (SIPCEP) has been developed by NHS Education for Scotland (NES) to provide a staged pathway of IPC education. It aims to enable all staff to continuously improve their knowledge and skills around IPC as part of their role. Work is underway within the Resource to identify trainers to deliver the programme to over 2,000 social care employees.

Inclusion As Prevention - IAP is currently focusing on Rutherglen and Cambuslang. This five-year project is funded by the [National Lottery Community Fund](#). The approach involves shifting from the acute and crisis driven intervention taken when a young person becomes involved in offending. IAP seek to provide early and inclusive support to young people who are at risk of offending as a means of intervening before negative patterns of behaviour begin. IAP is also tackling – and aiming to understand - the root causes of offending.

To ensure the voices of the children and the unique needs of their community drive the re-design of early-stage services, IAP combine community engagement with co-production, co-design, and improvement methodologies. IAP are taking an iterative and collaborative approach, placing those with lived experience and expertise at the centre of everything they do.

IAP's core partners are [South Lanarkshire Council](#), [Action for Children](#), [The Children and Young People's Centre for Justice \(CYCJ\)](#) and [Dartington Service Design Lab](#).

Employee information

South Lanarkshire Council Employees Information at 31st March 2022 Background

As outlined in our mainstreaming equality and equality outcomes progress reports published in April 2021, South Lanarkshire Council is committed to achieving equality outcomes and taking action to advance equality.

To do this, The Council will undertake a number of employee-focussed initiatives including:

- Treating employees with fairness, to help ensure they feel valued
- Asking for, and acting on employee feedback to support diversity and equality in how we do things
- Ensuring employees feel that their wellbeing is a priority
- Operating a flexible approach to working practices
- Undertaking regular pay reviews to ensure that the reward system is fair - the gender pay gap, pay review activities and results are used to confirm this
- Encouraging employees to disclose personal information to improve equality data collection
- Encouraging job applications from people in under-represented groups to increase the diversity of job applicants
- Improving recruitment and selection processes in response to feedback
- Undertaking Equality Impact Assessments (EqIAs) when new policies are introduced, or existing policies are updated

To help meet these commitments, we collect, monitor, and publish information about the diversity of our employees. This helps us check that we are supporting a culture of diversity and inclusion and identify areas for continuous improvement. We aim to ensure that our workforce reflects our community. In October 2012, the council began an employee verification exercise to capture relevant monitoring information across all protected characteristics.

Publication of this information complies with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. In particular:

- the duty to gather and use employee information
- the duty to publish gender pay gap information.

In addition to the legislative requirements to publish gender pay gap information, as good practice, we also publish pay gap information in relation to disability and ethnicity in our reports.

The published employee information looks at equality data through different stages of the employment journey, starting with the recruitment stage through to exit interviews.

Gathering and using employee data helps the council progress towards meeting the requirement of having due regard to the general equality duty, as outlined in the Equality Act 2010. This requires public authorities to have due regard to the need to eliminate discrimination; advance equality of opportunity; and foster good relations, when making decisions and setting policies. We are committed to using data to understand whether our efforts to promote diversity and equality across our workforce are delivering results.

Diversity training

Equality and diversity training is available to all South Lanarkshire Council employees and elected members.

There are several online training courses including:

- Age Discrimination awareness
- Autism Spectrum Disorder awareness
- Children (Equal Protection from Assault) (Scotland) Act 2019
- Communicating with people who are D/deaf
- Deaf awareness
- Disability awareness
- Equality and diversity awareness
- Forced Marriage
- Gaelic and Scotland
- Gender Reassignment awareness
- LGBT people and public services
- Marriage and Civil Partnerships awareness
- Mental health and well-being an introduction
- Mental health and well-being for employees
- Mental health and well-being for managers
- Positive thinking module
- Race discrimination
- Raising awareness of *Prevent*
- Religion or belief awareness
- Sex discrimination awareness
- Sexual orientation awareness
- Sight loss awareness
- Transgender awareness
- Unconscious bias

In addition to the online training there are also opportunities to participate in face to face equality training.

The training was reviewed and updated during 2022. A mandatory requirement was introduced to ensure that all council employees and elected members undertake the awareness modules for all the protected requirements within the first 6 months of taking up their appointments and there is also a requirement to undertake refresher training on a regular basis.

Employee Network

South Lanarkshire Council believes that speaking with and listening to our employees is the best way to ensure we can understand and meet their needs.

Employees are encouraged to take part in regular forums, based around the protected characteristics, and this is intended to be supportive, and a forum for sharing good practice and raising concerns confidentially.

The Network has four strands, Ethnicity Matters; Disability Matters; LGBT (Lesbian, Gay, Bisexual, and Transgender) Matters; and Caring Matters.

Diversity monitoring

All job applicants are given the opportunity to complete an equality monitoring questionnaire. This is voluntary, confidential, and forms no part of the recruitment and selection process. The information requested includes age, sex, transgender status, sexual orientation, disability, national identity, ethnic group, religion or belief, marital status, and caring responsibilities.

Periodically, current employees are asked to take part in a verification exercise in which they are asked to check and update their data as necessary. The last exercise of this type was undertaken in July 2018.

Although we have a duty to request equality information there is no requirement for people to provide this. Employees and job applicants provide their information in relation to the protected characteristics on a voluntary basis. There are inevitable gaps in the information provided as a result.

Legislation requires us to state how we use employee equality data to better meet the equality duty. 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 to promotion opportunities, as well as, ensuring that, as far as possible the workforce is reflective of the South Lanarkshire community. The information is also used to look at opportunities for continuous improvement. Workforce monitoring data is reported to the senior management team and to elected members on a regular basis.

On 31st March 2022, South Lanarkshire Council employed 16,862 people. Information relating to the workforce is shown in the following paragraphs. The information below represents the Council workforce including Education teaching staff as at 31st March 2022.

Where the number of employees with a protected characteristic is fewer than five, and the information is sensitive or personal, we have not specified the number in order to avoid individuals being identified.

Full detail on 31st March 2022 about each protected characteristic and recruitment information is provided below.

Sex (Gender)

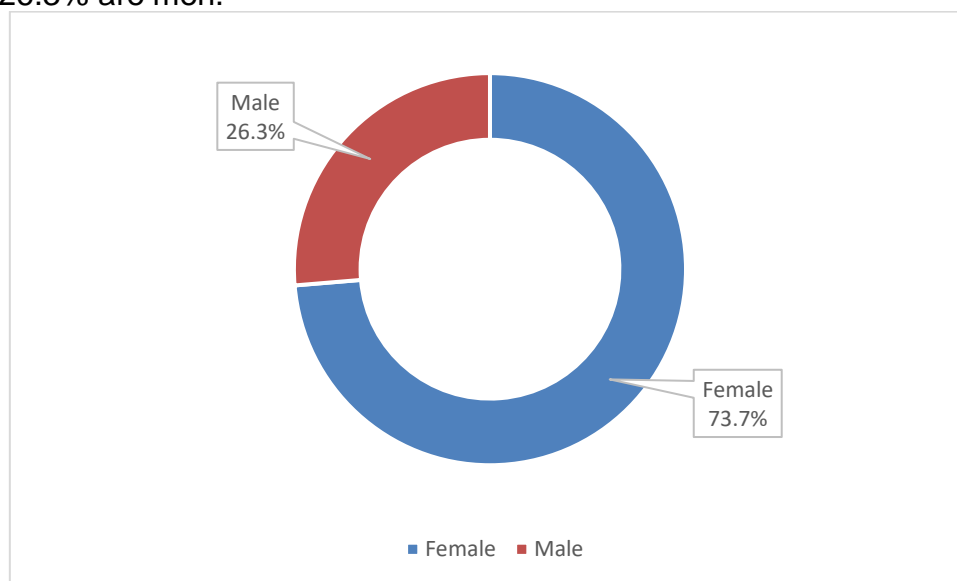
Recent national population data shows 51% of the Scottish population are women and 49% are men.

Source: Scotland's population structure, mid-2019 <https://scotland.shinyapps.io/sg-equality-evidence-finder/>

The gender split across the council reflects the national trends within the public sector where data shows that the majority of the workforce is female 73.8%.

Source: [Public sector employment in Scotland: web tables](#)

Women make up 73.7% of South Lanarkshire Council employees, a 1.3% increase from 2020, and 26.3% are men.



The corporate management team is currently 100% male.

South Lanarkshire Council is an accredited 'Carer Positive Employer'. We have an ongoing commitment to supporting and encouraging flexible working, taking account of caring responsibilities and working to ensure that employees are supported to have a good work/life balance.

Government research shows that women were more likely to provide informal care than men, in all age groups up to 75-84. The Office for National Statistics also estimated that in 2016/17, women made up more than 60% of 'sandwich carers', defined as those who care for both sick, disabled or older relatives and dependent children.

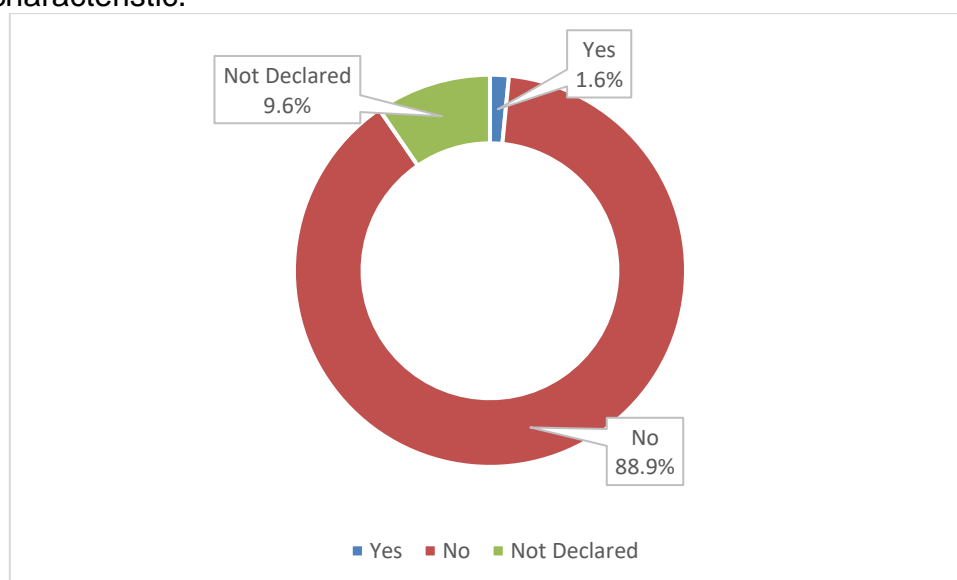
Source: [Gender Equality Monitor published by Government Equalities Office](#)

Disability

The disability profile continues to reduce, with the percentage of employees who have declared that they consider that they have a disability decreasing to 1.55% at March 2022 reducing from 1.65% at March 2020. 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 has increased slightly to 9.6%. 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 is a Disability Confident employer and continues to emphasise the supports that are available to employees through its Employee Assistance Programme.

All new and existing employees are asked to confirm whether they consider themselves to have a disability. This allows for any required reasonable adjustments to be put in place. Disclosing this information is voluntary. Figures for March 2022 show that 90.5% of all employees who completed the equalities monitoring form had disclosed information on this protected characteristic.



Each Resource within the council has a Diversity Liaison Officer who is there to provide advice and support to managers and employees with regards to recruitment and ongoing in-work support such as Access to Work. They help by sourcing and arranging reasonable adjustments. These are often required to eliminate or reduce barriers faced by an individual in accessing or remaining in employment, for example, at the interview stage by providing specialist equipment, translation or interpreting services. The Diversity Liaison Officers ensure that we are promoting best practice in this area. They receive regular training in this area. Support is also available via the Employee Network.

We will continue to encourage employees to disclose information about disability through promotion of our Disability Confident status.

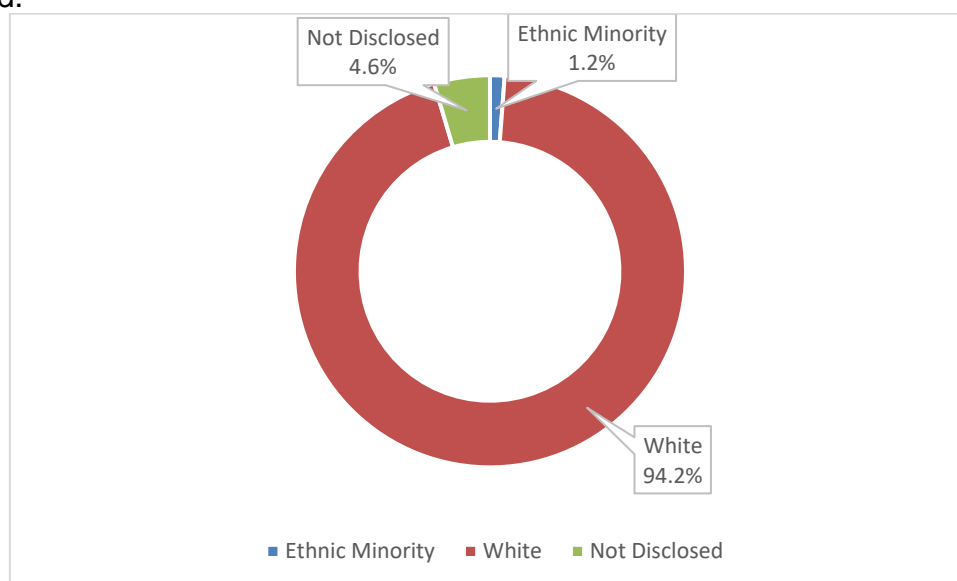
Ethnicity

Scottish population figures show that 95.4% of people report their ethnicity as 'White', while 4.6% of the population are from a Black, Asian, Ethnic Minority background, with the Asian population being the largest ethnic minority group (2.8%).

Source: [Scottish Government equality evidence finder \(Scotland's population structure, mid-2018\)](#)

South Lanarkshire Council employee data shows that 98.8% of employees have chosen to declare their ethnic origin this is a 1.9% increase on the 2020 figures. The percentage of Black, Asian, ethnic minority employees as of 31st March 2022 was 1.2% an increase of

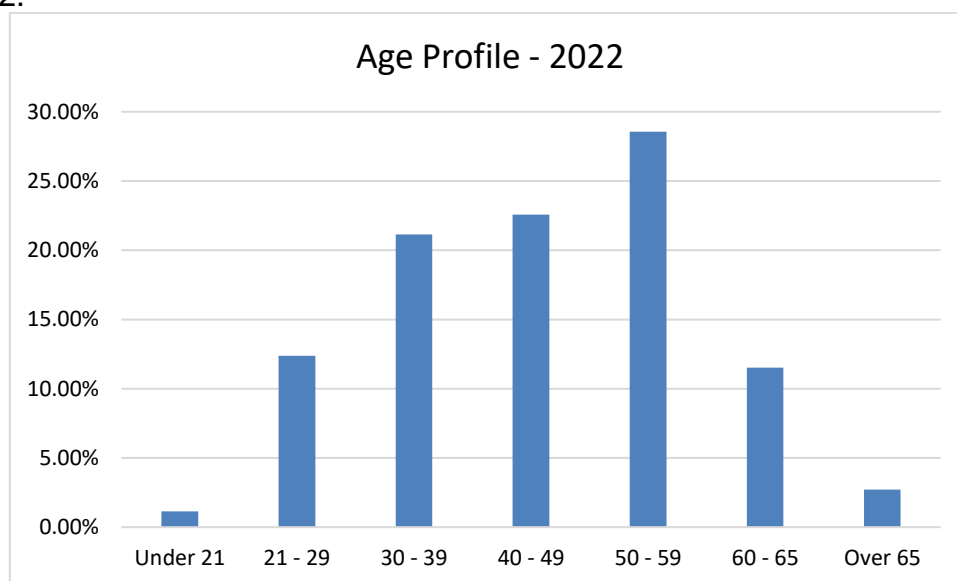
0.12% on the declared figures in 2020. This compares to the census figure of 0.8% of the working age population in South Lanarkshire who identify as having an ethnic minority background.



Analysis of our overall workforce position shows a gradual increase in the percentage of ethnic minority employees. Employee information show the numbers continuing to rise, from 0.85% at 31st March 2014, to 1.08% at 31st March 2020 and to 1.2% at 31st March 2022. The largest ethnic minority employee group in South Lanarkshire Council is Asian. The work started during 2020 to analyse job applications to get a better understanding of the numbers of people from ethnic minority backgrounds applying for jobs in the council is continuing. This work explores practical steps we can take to increase the diversity of our workforce. Support for ethnic minority employees is available via the Diversity Liaison Officers and the employee Network.

Age

The table below shows the age profile of South Lanarkshire Council workforce at 31st March 2022.

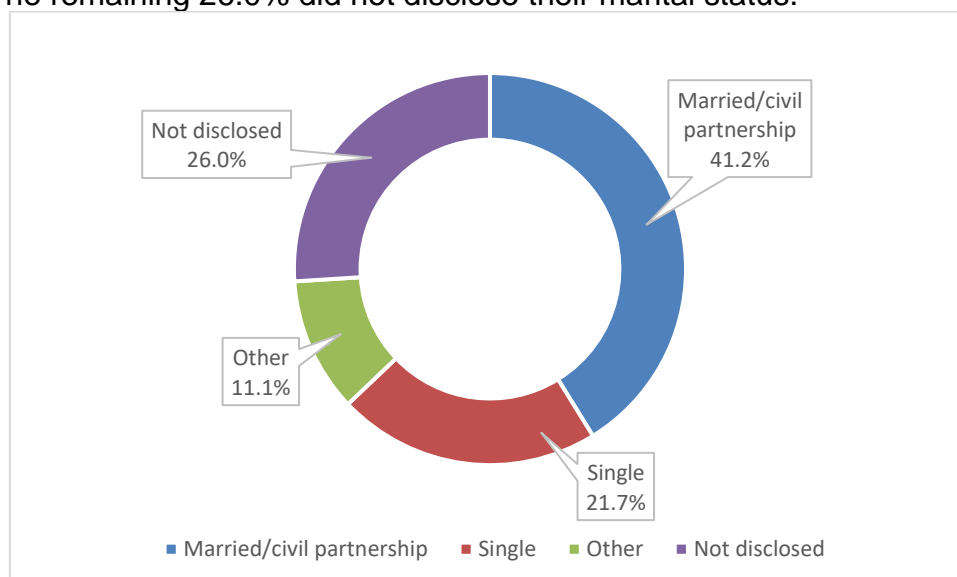


The average age of a South Lanarkshire Council employee is 45.0 years, this is a slight decrease in the average age at 31st March 2020 which was 45.6.

There has been an increase in the number of employees who are in the age ranges under 21, 21-29, 30-39 and 60-65 years. The other age ranges 40-49 and 50-59 continue to show decreases in numbers.

Marital status

The majority of employees who declared their marital status are married or in a civil partnership 41.2%, 21.7% are single, 11.1% are either living together, widowed, or divorced. The remaining 26.0% did not disclose their marital status.



Pregnancy and Maternity

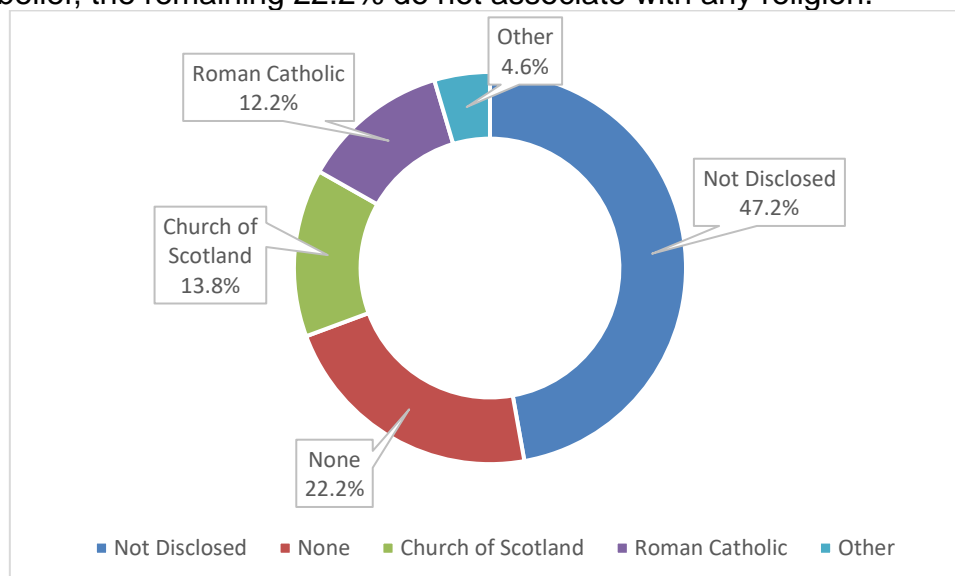
During the year ending 31st March 2022, 325 women took maternity leave. The average length of the maternity leave was 43 weeks.

South Lanarkshire Council has a Maternity, Adoption, Paternity Leave, Additional Paternity Leave, Shared Parental Leave and Pay Policy. This policy outlines the 2 maternity schemes that are available to South Lanarkshire Council employees.

Everyone who is pregnant, irrespective of length of service and hours worked are entitled to a 52 week maternity leave.

Religion or belief

52.8% of employees have declared their religion or belief, 47.2% preferred not to share their religion or belief. Of those who declared their religion or belief 13.8% associate with the Church of Scotland, 12.2% with the Roman Catholic Church, 4.6% declared another religion or belief, the remaining 22.2% do not associate with any religion.



The Council recognises that we have a diverse workforce which includes a number of employees whose faith requires prayer at specific times. A small room is available to all employees and provides a tranquil space that allows for quiet reflection or religious observance.

There is flexibility in the way that people can book their annual leave, this allows colleagues who observe key dates in their religious calendar to engage in such events and occasions.

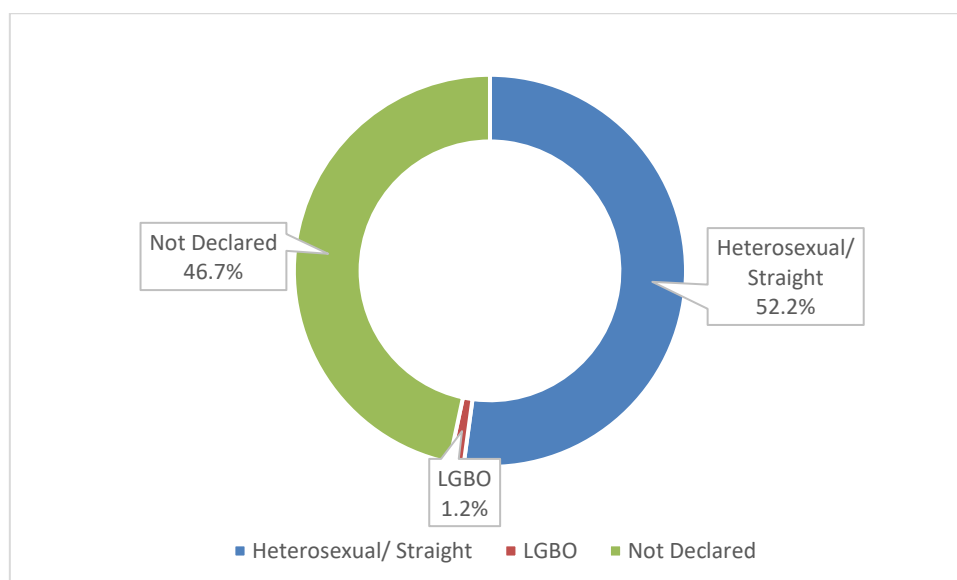
Sexual orientation

According to the most recent Scottish Government data, around 3% of the Scottish population identify as lesbian, gay, bisexual, or other (LGB) and 95% identified as straight or heterosexual. The Scottish Government note that it is likely that this data undercounts the number of adults self-identifying as LGB.

Source: [Scottish Government equality evidence finder \(Scotland's population structure, mid-2019\)](#)

The workforce profile figures show that 53.4% of South Lanarkshire Council employees disclosed their sexual orientation. While this percentage remains low it is an increase of 9.9% on the previous figures reported in March 2020.

Of those who declared their sexuality 52.2% identify as heterosexual/straight and 1.2% identify as LGB. The remaining employees have chosen not to record their sexual orientation.



South Lanarkshire Council supports all employees and works to ensure that all LGBO employees are accepted without exception and that our policies and processes remain inclusive and considerate. Sexual orientation is one of the strands of the employee Network.

Recruitment

South Lanarkshire Council are committed to providing the best possible recruitment service and are working to remove any barriers to equality of opportunity at all stages of the recruitment process.

All job applicants are given the opportunity to complete an equality monitoring questionnaire. This is voluntary, confidential, and forms no part of the recruitment and selection process. The information requested includes age, gender, transgender status, sexual orientation, disability, national identity, ethnic background, religion or belief, marital status, and caring responsibilities.

Guaranteed interviews are available to people with disabilities who meet the essential criteria requirements for the post, they will be invited to a selection event. This also applies to Veterans whose previous employer has been the armed forces.

Adjustments due to a disability will be made to enable people with disabilities to apply for a post or to attend the selection event. Examples of adjustments may be a large print or audio application form, location with ramp access, a sign language interpreter or information in large print.

South Lanarkshire Council has a [recruitment charter](#) that outlines our commitments to job applicants. Currently all applications are made online through [My Job Scotland](#). However, a recent focus on equality issues from the Scottish Government with regard to the national Modern Apprenticeship programme, led the Council to examine recruitment practices for this group. It has always been difficult to attract applicants from an ethnic minority background to any of our Modern and Craft Apprenticeships. Measures are in place to try to increase applications for these opportunities from people from an ethnic minority background as well as those who are care experienced (people who have previously been looked after by the local authority).

These measures included:

- additional wording to encourage applications from people from an ethnic minority background as well as those who are care experienced
- sharing adverts with the Council's Diversity Officer – who in turn shares with the Employee Network and the local Syrian Re-settlement Officer
- increased use of social media when advertising and closer direct links with schools regarding Modern Apprenticeship careers

The data in relation to Modern Apprentice appointments for the last year, indicate that these measures have improved South Lanarkshire's recruitment profile in relation to the current Scottish figures. The figures for are collected and collated nationally by Skills Development Scotland.

At 31st March 2020 27.7% of people who took part in the Modern Apprentice programme declared a disability/health impairment, health condition or learning disability this was above the national figure of 15.4%. at 31st March 2022 the figure was 14.3% again above the national figure of 13.3%.

Ethnicity figures for the Modern Apprentice programme at 31st March 2020 show that South Lanarkshire Council was 5.9% above the national figure of 2.4%, however at 31st March 2022 we had no recruits to the Modern Apprentice programme who identified as having an ethnic minority background the national figure was 3.1%.

To improve Modern Apprentice applications in terms of people identifying as having an ethnic minority background we have taken positive action by including text in vacancies to encourage applications and share the opportunities with various equality groups. Recruitment processes are regularly reviewed, in particular to identify opportunities to increase the diversity of our workforce by recruiting more people from ethnic minority

backgrounds. To help us to make the most of our recruitment opportunities we will take account of the recent Scottish Government publication Ethnic minority Recruitment Toolkit. Recruitment and selection is based purely on the ability to complete the job. In line with the Council's policy on flexible working, all posts are suitable for flexible working unless advertised to the contrary, and an applicant user guide to the on-line application process is available and can be downloaded from the on-line recruitment platform.

The employee 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.

Full details about recruitment and protected characteristics are provided as an Appendix. A summary analysis is detailed below.

During the year, 2021-22, the council recruited for 2,788 posts, this resulted in 2,199 appointments being made. A total of 13,071 applications were received for these posts. 98.7% of applicants completed an equal opportunities form.

Using the information provided in the equal opportunities forms, the majority of applications were made by women (63.5%). Of the candidates interviewed, 67.5% were women.

The number of applicants who identify as being from an ethnic minority group has increased from 2.8% in 2018-19 to 3.1% in 2019-20 and 3.8% in 2021-22. Of those interviewed, 2.7% declared they identified as having a ethnic minority background.

The number of applicants who have declared a disability decreased 5.2% in 2019-20 to 3.5% in 2021-22. Of those interviewed 4.1% had declared a disability. South Lanarkshire Council is a Disability Confident employer and promotes this in vacancy information and in our recruitment charter.

Looking at applicants by age, the highest number of applicants were under 50, 82.6%. The over 50 age group made up 16.0% of applications. There were 1.4% of applicants who chose not to disclose their age.

Training

All employees are given access to learning and development opportunities. All applications for internal and external training are monitored.

During 2021-22, South Lanarkshire Council delivered 1,312 learning events. The total number of attendees at these sessions was 19328. Recorded equalities information shows that 55.9% of attendees were women and 44.1% were men.

Training places taken up by those who declared a disability is 1.1%, sitting slightly lower than the percentage of the workforce who declared a disability, 1.55%, 8.1% of those who attended training events did not disclose their disability status.

The age range with the majority of attendees is in the 50-59 year range, this is slightly higher than the average age of the council employee.

The majority of people attending training identified as White 89.6%.

We continue to schedule training flexibly to allow those who work have a flexible working pattern to attend training. The growing use of eLearning approaches has helped to allow employees to access learning and development at a time which suits them.

Leavers

Over the course of 2021-22, there was a total of 943 leavers. All employees are invited to take part in an exit survey and provide the reasons for leaving. This data shows that the top three reasons given for leaving were:-

- career development 31.6%,
- personal reasons 29.5%.
- other teaching elsewhere 8.3%

Of those who provided information on resignation relating to protected characteristics:

- 74.5% were from women.
- 1.8% declared their ethnic backgrounds as African, Asian, Caribbean or Black, Mixed or Multiple Ethnic Groups or Other Ethnic Group (data about specific ethnic backgrounds is not included due to low numbers), 8.6% did not state their ethnic background, and the remainder 89.4% declared their ethnic background as White/White others
- 0.8% declared a disability, 87.6% stated they had no disabilities.

Data about other protected characteristics and retention has not been included given the relatively low numbers.

Real Living Wage

Along with a number of employers across South Lanarkshire the council pays the real Living Wage. The real Living Wage is an independently calculated rate based on the cost of living and is paid voluntarily by employers. The rate is calculated each year in November by The Resolution Foundation on an analysis of the wage that employees need to earn in order to afford the basket of goods required for a decent standard of living. This basket of goods includes housing, childcare, transport and heating costs.

The Real Living Wage for 2022/2023 is £10.90 (£11.95 for London wages). South Lanarkshire council has been paying the living wage to its employees since 2011 and achieved accreditation as a living wage employer in 2016.

Job evaluation

The Equality Act 2010 defines a job evaluation scheme as ‘a study undertaken to evaluate the jobs being done in terms of the demands made on a person by reference to factors such as effort, skill and decision-making’.

Every aspect of the Council's Job Evaluation Scheme is scrutinised to ensure that it does not discriminate on grounds of gender, race, disability or age and to ensure that the tasks and evidence gathered do not contain any form of bias.

The aim of our Job Evaluation Scheme and processes is to minimise subjectivity and make decisions about jobs in a rational, consistent and transparent manner. It is important to recognise that any assessment of a job's total demands relative to another will always contain elements of subjectivity.

The process of job evaluation is carried out using the South Lanarkshire Council 555 Grading Scheme (555 Grading Scheme). The Job Evaluation Scheme is an analytical process and is accepted by the courts as an appropriate method for determining whether jobs are, or are not, equivalent.

The 555 Grading Scheme is used to determine the grade and level for the identified tasks for post(s) and the value of jobs relative to others in the organisation.

Job evaluation is used to establish key tasks for a new post or review tasks where an existing post has undergone a significant change i.e. more than 33% of the job has altered.

The Job Evaluation Scheme applies to all South Lanarkshire Council employees, with the exception of employees covered by the Scottish Negotiating Committee for Teachers (SNCT) conditions i.e. teachers and associated professionals.

Employee data summary and conclusion

South Lanarkshire Council is fully committed to the principles and practice of diversity and equality. We regularly analyse relevant workforce data so that we can identify trends, disproportionality, and opportunities for further improvement. We are responsive to socio-economic changes over time and our approach to diversity and equality continues to change and grow.

Collecting good quality data about our workforce, employees, and job applicants, is important to provide us with accurate data about the diversity of the workforce.

Data is analysed so that it can be 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 information is also used to look at opportunities for continuous improvement. Workforce monitoring data is reported to the senior management team on a regular basis.

Our analysis of the data within this year's diversity report indicates that our policies and practice are supportive of the equality protected characteristics.

We have identified some areas where the data analysis suggests further examination is useful and where applicable, have detailed this throughout the report and below.

We will explore options for positive action to increase the number of applicants from groups who are underrepresented in our workforce. Recent events in America, have highlighted social injustices experienced by people from BAME backgrounds. South Lanarkshire Council is committed, both as an employer and through delivery of our services, to help improve the opportunities and life choices available to people from every part of our community.

We will continue to provide young people with Modern Apprenticeships, giving them access to paid work experience and qualifications to help support their future life choices and career plans.

We would also like to see the number of job applicants from people with disabilities increase. We recognise the value in having a diverse workforce and the additional skills that some individuals with disabilities can bring. We plan to establish an internal working group identifying improvements in recruitment for those groups who are under-represented.

Through our policies and practices, we work to ensure they have a positive effect on all employees and that we value diverse backgrounds and characteristics. We will continue to encourage employees to have a voice in how we can become a more diverse and inclusive organisation either through various working groups and/or the employee network.

Diversity and equality monitoring

The tables below allow comparisons over the period March 2014 - to March 2022.

For certain characteristics, some employees have not provided a response or prefer not to provide the information. The level of disclosure is increasing, however it should be noted that providing this information is voluntary.

Employee profile

The average age of employees continues to drop, and at March 2020 was 45.0. the graph below illustrates the changes in the age ranges since 2014. The graph highlights the highest percentage increase at March 2022 is in the over 65 age range (28.79% increase). The highest percentage decrease (-7.65% decrease) at 31st March 2022 is in 50-59 age range.

An additional option "Other Sexual Orientation" is now included at the sexual orientation question.

The data presented in the tables is at 31 March for the years 2014, 2016, 2018, 2020 and 2022. Information before 31 March 2022 has previously been reported in earlier mainstreaming reports and is included for comparison purposes.

Age	Mar-22	Mar-20	Mar-18	Mar-16	Mar-14
Under 21	1.14%	1.09%	0.66%	0.36%	0.72%
21 - 29	12.37%	11.62%	10.46%	9.37%	9.96%
30 - 39	21.14%	20.73%	19.68%	19.26%	18.44%
40 - 49	22.58%	22.92%	24.48%	25.22%	26.62%
50 - 59	28.56%	30.74%	32.38%	32.05%	32.25%
60 - 65	11.51%	10.98%	10.39%	11.42%	9.71%
Over 65	2.71%	1.93%	1.94%	2.33%	2.3%

Table 1 - age

Ethnicity	Mar-22	Mar-20	Mar-18	Mar-16	Mar-14
Any Other Background	0.1%	0.11%	0.12%	0.15%	0.14%
Arab - British/Scottish	0.0%	0.02%	0.01%	0.00%	0.00%
Arab - Other	0.0%	0.01%	0.01%	0.00%	0.00%
Asian - Bangladeshi	0.0%	0.01%	0.01%	0.01%	0.01%
Asian - Chinese	0.0%	0.06%	0.04%	0.03%	0.02%
Asian - Indian	0.2%	0.17%	0.17%	0.14%	0.14%
Asian - Other	0.2%	0.18%	0.12%	0.12%	0.11%
Asian - Pakistani	0.3%	0.24%	0.17%	0.16%	0.14%
Black - African	0.1%	0.07%	0.07%	0.08%	0.08%
Black - Caribbean	0.0%	0.02%	0.01%	0.01%	0.01%
Black - Other	0.1%	0.06%	0.05%	0.03%	0.03%
Mixed Background	0.2%	0.13%	0.17%	0.19%	0.17%
White - Eastern European	0.1%	0.10%	0.07%	0.04%	0.00%
White - Gypsy/Traveller	0.0%	0.00%	0.00%	0.00%	0.00%
White - Irish	0.5%	0.52%	0.48%	0.50%	0.53%
White - Other British	3.5%	3.33%	3.29%	3.23%	3.19%
White - Other White	1.1%	0.95%	0.94%	1.01%	1.15%
White - Scottish	89.0%	90.95%	90.75%	92.40%	92.87%
Not Disclosed	0.4%	0.29%	0.34%	0.38%	0.45%
Details not entered	4.2%	2.79%	3.18%	1.52%	0.96%

Table 2 – ethnicity

National identity	Mar-22	Mar-20	Mar-18	Mar-16	Mar-14
British	9.72%	9.51%	5.33%	4.62%	4.61%
English	0.48%	0.46%	0.27%	0.25%	0.24%
Northern Irish	0.18%	0.15%	0.06%	0.06%	0.07%
Other	0.85%	0.58%	0.26%	0.16%	0.13%
Scottish	46.10%	37.26%	20.72%	17.01%	16.82%
Welsh	0.08%	0.07%	0.04%	0.03%	0.04%
Prefer not to say	0.12%	0.06%	0.02%	0.00%	0.00%
Prefer not to answer	0.44%	0.43%	0.32%	0.28%	0.28%
Details not entered	42.02%	51.48%	72.99%	77.60%	77.81%

Table 3 – national identity

Religion or Belief	Mar-22	Mar- 20	Mar-18	Mar-16	Mar-14
Buddhist	0.07%	0.07%	0.04%	0.03%	0.03%
Church of Scotland	13.85%	12.73%	8.31%	7.43%	7.61%
Hindu	0.04%	0.03%	0.01%	0.01%	0.01%
Humanist	0.24%	0.27%	0.11%	0.09%	0.07%
Jewish	0.03%	0.03%	0.02%	0.01%	0.01%
Muslim	0.30%	0.22%	0.07%	0.07%	0.06%
None	3.47%	16.27%	7.00%	5.08%	4.79%
Other Christian	3.47%	3.10%	1.82%	1.67%	1.61%
Other Religion	0.33%	0.32%	0.22%	0.18%	0.18%
Pagan	0.07%	0.06%	0.06%	0.05%	0.04%
Roman Catholic	12.22%	10.05%	5.81%	4.84%	4.65%
Sikh	0.04%	0.04%	0.04%	0.03%	0.03%
Prefer not to answer	3.77%	3.08%	1.89%	1.61%	1.69%
Details not entered	43.42%	53.74%	74.61%	78.90%	79.22%

Table 4 – religion or belief

Sexual Orientation	Mar-22	Mar-20	Mar-18	Mar-16	Mar-14
Bisexual	0.37%	0.22%	0.06%	0.06%	0.06%
Gay	0.01%	0.02%	0.07%	0.06%	0.06%
Gay/Lesbian	0.77%	0.49%	0.02%	N/A	N/A
Heterosexual/Straight	52.15%	42.72%	23.07%	19.25%	18.73%
Lesbian	0.01%	0.01%	0.07%	0.05%	0.05%
Prefer not to answer	2.51%	2.05%	1.27%	1.11%	1.20%
Details not entered	44.14%	54.49%	75.47%	79.47%	79.89%
Other Sexual Orientation	0.03%				

Table 5 – sexual orientation

Disability by Resource Percentage

Mar-22				Mar-20		
	Yes	No	Not Declared	Yes	No	Not Declared
Community and Enterprise Resources	0.92%	91.98%	7.10%	1.10%	93.71%	5.19%
Education Resources	1.19%	90.10%	8.71%	1.12%	91.12%	7.76%
Finance and Corporate Resources	2.83%	79.85%	17.32%	3.26%	81.08%	15.67%
Housing and Technical Resources	4.14%	82.47%	13.39%	15%	81.47%	14.38%
Social Work Resources	1.60%	87.85%	10.55%	1.80%	86.62%	11.58%
South Lanarkshire Council	1.55%	88.88%	9.57%	1.65%	89.33%	9.02%

Mar-18				Mar-16		
	Yes	No	Not Declared	Yes	No	Not Declared
Community and Enterprise Resources	1.21%	94.78%	4.01%	1.47%	95.17%	0.95%
Education Resources	1.22%	92.01%	6.77%	1.50%	92.54%	2.84%
Finance and Corporate Resources	3.19%	79.88%	16.92%	3.39%	74.35%	20.48%
Housing and Technical Resources	4.60%	80.01%	15.38%	4.62%	79.31%	3.34%
Social Work Resources	2.19%	85.22%	12.60%	2.49%	83.35%	13.12%
South Lanarkshire Council	1.85%	89.38%	8.77%	2.14%	88.96%	5.24%

Mar-14				
	Yes	No	Not Declared	Not Entered
Community and Enterprise Resources	1.53%	93.87%	0.77%	3.83%
Education Resources	1.74%	92.74%	3.22%	2.29%
Finance and Corporate Resources	3.65%	70.65%	23.88%	1.82%
Housing and Technical Resources	4.78%	79.02%	3.42%	12.78%
Social Work Resources	2.79%	80.93%	15.44%	0.83%
South Lanarkshire Council	2.36%	88.08%	5.89%	3.67%

Table 6 – disability by resource

Gender by Resource percentage

	Mar-22		Mar-20		Mar-18		Mar-16		Mar-14	
Gender	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Community and Enterprise Resources	53.50%	46.50%	50.71%	49.29%	50.71%	49.29%	50.42%	49.58%	49.58%	50.42%
Education Resources	85.25%	14.75%	85.39%	14.61%	84.09%	15.91%	82.92%	17.08%	82.41%	19.59%
Finance and Corporate Resources	74.60%	25.40%	75.89%	24.11%	75.73%	24.27%	68.80%	31.20%	67.23%	32.77%
Housing and Technical Resources	33.45%	66.55%	33.40%	66.60%	33.86%	66.14%	45.27%	54.73%	45.89%	54.11%
Social Work Resources	85.03%	14.97%	85.33%	14.67%	85.32%	16.48%	84.81%	15.19%	85.04%	14.96%
South Lanarkshire Council	73.68%	26.32%	72.40%	27.60%	71.87%	28.13%	70.80%	29.20%	70.05%	29.95%

`Table 7 – gender by resource

Access to training

Through the Council's Personal Development and Review process all employees are given access to learning and development opportunities. Applications and attendance at internal and external training are monitored and the figures provided by attendees is shown below.

Information relating to the numbers of courses delivered is shown below:

- between 1 April 2016 and 31 March 2017 = 2543
- between 1 April 2017 and 31 March 2018 = 2099
- between 1 April 2019 and 31 March 2020 = 1936
- between 1 April 2021 and 31 March 2022 = 1312

Gender	Mar-22	Mar-20	Mar-18	Mar-16	Mar-14
Male	44.06%	27.08%	34.60%	28.91%	37.39%
Female	55.94%	72.92%	65.40%	71.09%	62.61%

Disability	Mar-22	Mar-20	Mar-18	Mar-16	Mar-14
Disabled	1.08%	1.33%	1.80%	1.86%	1.86%
Not Disabled	90.80%	83.60%	88.60%	86.98%	85.95%
Not Disclosed	2.90%	2.72%	3.80%	4.85%	5.42%
Not Entered	5.22%	12.35%	5.90%	6.31%	6.77%

Ethnicity	Mar-22	Mar-20	Mar-18	Mar-16	Mar-14
White – Scottish	89.59%	82.65%	90.60%	91.34%	92.04%
White - Other British	3.22%	2.98%	2.60%	2.89%	2.73%
White – Irish	0.48%	0.57%	0.50%	0.48%	0.57%
White - Any other Background	0.88%	1.09%	0.90%	0.94%	1.15%
Asian – Pakistani	0.05%	0.15%	0.20%	0.30%	0.24%
All Others	5.79%	12.57%	5.30%	4.04%	3.28%

Age	Mar-22	Mar-20	Mar-18	Mar-16	Mar-14
Under 21 Years	2.51%	3.07%	2.40%	2.53%	2.51%
21-29 Years	19.74%	19.54%	17.00%	17.69%	16.96%
30-39 Years	21.02%	20.96%	20.20%	19.45%	17.80%
40-49 Years	21.02%	23.54%	25.40%	26.79%	28.29%
50-59 Years	25.31%	24.80%	26.60%	26.43%	27.92%
60-65 Years	8.25%	6.69%	7.00%	5.84%	5.44%
Over 65 Years	2.15%	1.41%	1.50%	1.27%	1.08%

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 2021 - 31 March 2022

Total Number of applications received:	13071
Total Number of Equal Opportunities Monitoring forms received:	12907
Total Number of posts recruited for:	2788
Total Number of appointments:	2199

Age/Disability/Ethnicity/Gender	Applied	Interviewed	Appointed
Total EO Forms Received	12907	5233	2116
Total No of Male Applicants	4670	1717	521
Total No of Female Applicants	8200	3591	1569
Total No of Disabled Applicants	453	218	63
Total No of applicants aged under 50	10661	4281	1732
Total No of applicants aged over 50	2059	926	349
Total No of White applicants	12268	4996	2047
Total No of Black/Ethnic minority applicants*	492	142	33
Total No of Veteran applicants	132	78	0

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

From : 1 April 2020 - 31 March 2021

Total Number of applications received:	21586
Total Number of Equal Opportunities Monitoring forms received:	21126
Total Number of posts recruited for:	1685
Total Number of appointments:	2855

Age/Disability/Ethnicity/Gender	Applied	Interviewed	Appointed
Total EO Forms Received	21126	7008	2561
Total No of Male Applicants	7445	2439	697
Total No of Female Applicants	13406	4695	1851
Total No of Disabled Applicants	1150	482	95
Total No of applicants aged under 50	16917	5784	2065
Total No of applicants aged over 50	3970	1428	437
Total No of White applicants	20057	6980	2384
Total No of Black/Ethnic minority applicants*	727	221	58
Total No of Veteran applicants	31	10	0

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

1 April 2019 - 31 March 2020

Total Number of applications received:	20090
Total Number of Equal Opportunities Monitoring forms received:	19594
Total Number of posts recruited for:	1098
Total Number of appointments:	2726

Age/ Disability/Ethnicity/Gender	Applied	Interviewed	Appointed
Total EO Forms Received	19612	6613	2438
Total No of Male Applicants	6372	2053	568
Total No of Female Applicants	12987	4685	1858
Total No of Disabled Applicants	1028	464	89
Total No of applicants aged under 50	15793	5432	1933
Total No of applicants aged over 50	3703	1441	489
Total No of White applicants	18585	6634	2271
Total No of Black/Ethnic minority applicants*	604	189	51

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

1 April 2018 - 31 March 2019

Total Number of applications received:	13614
Total Number of Equal Opportunities Monitoring forms received:	13300
Total Number of posts recruited for:	884
Total Number of appointments:	2060

Age/ Disability/Ethnicity/Gender	Applied	Interviewed	Appointed
Total EO Forms Received	13300	5880	2021
Total No of Male Applicants	4253	1638	393
Total No of Female Applicants	8836	4200	1478
Total No of Disabled Applicants	626	377	63
Total No of applicants aged under 50	8132	2950	983
Total No of applicants aged over 50	1660	721	204
Total No of White applicants	12615	5462	1811
Total No of Black/Ethnic minority applicants*	371	169	26

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

Table 21

Pay Gap Analysis

The information presented below outlines the full year 2022 pay gap analysis for the Council and Education Authority.

Figures for the Council as a whole and for the Education Authority are provided for gender, disability and ethnicity.

The pay gap for all employees, including teachers, has continued to fall since 2013 figures are shown below.

- 2013 – 8.5%
- 2014 – 8.1%
- 2016 – 6.8%
- 2018 – 5.78%
- 2020 – 4.34%
- 2022 – 4.00%

Pay gap figures are provided in the tables below and show the average (mean) pay gap and the mid point (median) pay gap, for gender, ethnicity, and disability. The median pay gap is calculated by listing all employees' salaries from highest to lowest and comparing the number that sits in the middle.

The Tables show the information as hourly rates and also annual salaries for part-time and full time employees,

Pay Gap position at 31 March 2022

Gender Pay Gap information.

All SLC Employees (includes Teachers) hourly rates					Basic Hourly Rate					
	Male	Female	Total Count	M/F Ratio	Average Male Hourly Rate	Average Female Hourly Rate	Pay Gap (%)	Median Male Salary	Median Female Salary	Median Pay Gap %
Total	4447	12309	16,756	1:2	£17.27	£16.58	4.00%	£16.85	£14.77	12.34%

All SLC Employees (includes Teachers) annual rates					Basic Salary					
	Male	Female	Total Count	M/F Ratio	Average Male Basic Salary	Average Female Basic Salary	Pay Gap (%)	Median Male Salary	Median Female Salary	Median Pay Gap %
Total	4447	12309	16,756	1:2	£31,516.02	£30,256.84	4.00%	£30,749.57	£26,953.77	12.34%

Full Time (Local Government (LG) employees) hourly rates

					Basic Hourly Rate					
Grade	Male	Female	Total Count	M/F Ratio	Average Male Hourly Rate	Average Female Hourly Rate	Pay Gap (%)	Median Male hourly Rate	Median Female Hourly Rate	Median Pay Gap %
Grade 1	1090	1095	2,185	1:1	£11.11	£11.45	-3.06%	£11.08	£11.73	-5.87%
Grade 2	928	1144	2,072	1:1	£15.09	£14.86	1.52%	£14.77	£14.77	0.00%
Grade 3	648	722	1,370	1:1	£20.61	£21.16	-2.67%	£21.02	£21.46	-2.09%
Grade 4	93	113	34	1:1	£26.42	£25.68	2.80%	£26.44	£25.64	3.03%
Grade 5	40	51	91	1:1	£33.78	£34.59	-2.40%	£34.31	£35.08	-2.24%
Grade 6	8	9	17	1:1	£55.25	£54.82	0.78%	£54.69	£54.69	0.00%
Chief Officials	6	0	6	6:0	£79.92	£0.00	100.00%	£77.22	£0.00	100.00%

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

Full Time (LG employees) annual rates

					Basic Salary					
Grade	Male	Female	Total Count	M/F Ratio	Average Male Basic Salary	Average Female Basic Salary	Pay Gap (%)	Median Male Basic Salary	Median Female Basic Salary	Median Pay Gap %
Grade 1	1090	1095	2,185	1:1	£20,274.64	£20,895.11	-3.06%	£20,219.89	£21,406.08	-5.87%
Grade 2	928	1144	2,072	1:1	£27,537.74	£27,118.01	1.52%	£26,953.77	£26,953.77	0.00%
Grade 3	648	722	1,370	1:1	£37,611.19	£38,614.88	-2.67%	£38,359.40	£39,162.35	-2.09%
Grade 4	93	113	34	1:1	£48,213.86	£46,863.43	2.80%	£48,250.36	£46,790.44	3.03%
Grade 5	40	51	91	1:1	£61,645.12	£63,123.29	-2.40%	£62,612.32	£64,017.49	-2.24%
Grade 6	8	9	17	1:1	£100,825.73	£100,041.02	0.78%	£99,803.78	£99,803.78	0.00%
Chief Officials	6	0	6	6:0	£145,846.01	£0.00	100.00%	£140,918.78	£0.00	100.00%

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

Part Time (LG Employees) hourly rates

					Basic Hourly Rate					
Grade	Male	Female	Total Count	M/F Ratio	Average Male Hourly Rate	Average Female Hourly Rate	Pay Gap (%)	Median Male hourly Rate	Median Female Hourly Rate	Median Pay Gap %
Grade 1	374	3942	4316	1:10	£10.89	£10.75	1.29%	£11.08	£10.78	2.71%
Grade 2	167	1284	1451	1:7	£15.30	£14.81	3.20%	£15.21	£14.77	2.89%
Grade 3	86	248	334	1:2	£20.59	£21.24	-3.16%	£18.97	£21.46	-13.13%
Grade 4	13	21	34	1:1	£26.24	£26.19	0.19%	£26.44	£26.44	0.00%
Grade 5	2	5	7	1:2	£37.85	£33.27	12.10%	£37.85	£30.22	20.16%
Grade 6										
Chief Officials										

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

Part Time (LG Employees) annual rates

					Basic Salary					
Grade	Male	Female	Total Count	M/F Ratio	Average Male Basic Salary	Average Female Basic Salary	Pay Gap (%)	Median Male Basic Salary	Median Female Basic Salary	Median Pay Gap %
Grade 1	374	3942	4316	1:10	£19,878.04	£19,625.93	1.27%	£20,219.89	£19,672.42	2.71%
Grade 2	167	1284	1451	1:7	£27,920.97	£27,026.77	3.20%	£27,756.73	£26,953.77	2.89%
Grade 3	86	248	334	1:2	£37,574.69	£38,760.88	-3.16%	£34,618.35	£39,162.35	-13.13%
Grade 4	13	21	34	1:1	£47,885.38	£47,794.13	0.19%	£48,250.36	£48,250.36	0.00%
Grade 5 **										
Grade 6										
Chief Officials										

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

**information for grade 5 has not been provided as the low number of employees within this grade could result in individuals being identified.

Disability Pay Gap information.

Disability (All SLC Employees) hourly rates					Basic Hourly Rate					
	Non disabled (Excludes Null and Non disclosed)	Declared disabled employees	Total Employees Count	Ratio	Average Non Disabled Employee Hourly Rate	Average Disabled Employee Hourly Rate	Pay Gap (%)	Median Non Disabled Employee Hourly Rate	Median Disabled Employee Hourly Rate	Median Pay Gap %
Total	14920	260	15180	57:1	£16.77	£16.31	2.74%	£14.77	£14.77	0.00%

*figures exclude NULL and Non Disclosed employees

Disability (All SLC Employees) annual rates					Basic Salary					
	Non disabled (Excludes Null and Non disclosed)	Declared disabled employees	Total Employees Count	Ratio	Average Non Disabled Employee Basic Salary	Average Disabled Employee Basic Salary	Pay Gap (%)	Median Non Disabled Employee Salary	Median Disabled Employee Salary	Median Pay Gap %
Total	14920	260	15180	57:1	£30,603.57	£29,764.12	2.74%	£26,953.77	£26,953.77	0.00%

*figures exclude NULL and Non Disclosed employees

Disability (LG Employees) hourly rates					Basic Hourly Rate					
	Non disabled (Excludes Null and Non disclosed)	Declared disabled employees	Total Employees Count	Ratio	Average Non Disabled Employee Hourly Rate	Average Disabled Employee Hourly Rate	Pay Gap (%)	Median Non Disabled Employee Hourly Rate	Median Disabled Employee Hourly Rate	Median Pay Gap %
Total	10751	210	10961	51:1	£14.00	£14.77	-5.50%	£12.06	£13.21	-9.54%

*figures exclude NULL and Non Disclosed employees

Disability (LG Employees) annual rates					Basic Salary					
--	--	--	--	--	--------------	--	--	--	--	--

Section Five

	Non disabled (Excludes Null and Non disclosed)	Declared disabled employees	Total Employees Count	Ratio	Average Non Disabled Employee Basic Salary	Average Disabled Employee Basic Salary	Pay Gap (%)	Median Non Disabled Employee Salary	Median Disabled Employee Salary	Median Pay Gap %
Total	10751	210	10961	51:1	£25,548.60	£26,953.77	-5.50%	£22,008.29	£24,106.93	-9.54%

*figures exclude NULL and Non Disclosed employees

Ethnicity Pay Gap Information.

Ethnicity (All SLC Employees) hourly rates					Basic Hourly Rate					
	White	Ethnic minority Staff	Total Employees Count		Average White Employee Hourly Rate	Average Ethnic minority Basic Hourly Rate	Pay Gap (%)	Median White Employee Hourly Rate	Median Ethnic minority Employee hourly Rate	Median Pay Gap %
Total	15714	311	16025		£16.74	£17.96	-7.29%	£14.77	£16.85	-14.08%

*figures exclude NULL and Non Disclosed employees

Ethnicity (All SLC Employees) annual rates					Basic Salary					
	White	Ethnic minority Staff	Total Employees Count		Average White Employee Hourly Rate	Average Ethnic minority Basic Hourly Rate	Pay Gap (%)	Median White Employee Hourly Rate	Median Ethnic minority Employee hourly Rate	Median Pay Gap %
Total	15307	281	15588		£30,548.83	£32,775.20	-7.29%	£26,953.77	£30,749.57	-14.08%

*figures exclude NULL and Non Disclosed employees

Ethnicity (LG Employees) hourly rates					Basic Hourly Rate					
	White	Ethnic minority Staff	Total Employees Count		Average White Employee Hourly Rate	Average Ethnic minority Basic Hourly Rate	Pay Gap (%)	Median White Employee Hourly Rate	Median Ethnic minority Employee hourly Rate	Median Pay Gap %
Total	11541	206	11747		£14.13	£15.52	-9.84%	£12.06	£13.30	-10.28%

*figures exclude NULL and Non Disclosed employees

Ethnicity (LG Employees) annual rates					Basic Salary					
	White	Ethnic minority Staff	Total Employees Count		Average White Employee Hourly Rate	Average Ethnic minority Basic Hourly Rate	Pay Gap (%)	Median White Employee Hourly Rate	Median Ethnic minority Employee hourly Rate	Median Pay Gap %
Total	11541	206	11747		£25,785.84	£28,322.45	-9.84%	£22,008.29	£24,271.17	-10.28%

*figures exclude NULL and Non Disclosed employees

Pay Gap information - (Education Employees covered by SNCT conditions).

The figures in the tables below are shown as at 31st March 2022. The gender split within the workforce for previous years are shown below:

- 31st March 2016 the split was 26.8% male and 73.2% female.
- 31st March 2018 the split was 24.0% male and 76.0% female.
- 31st March 2020 the split was 21.2% male and 78.8% female which represents a drop in male teaching staff.
- 31st March 2022 the split was 24.5% male and 75.5% female, which represents an increase in female teaching staff.

The gender pay gap for all teaching employees increased from 3.0% in 2016 to 5.78% in 2018 and reduced to 4.02% in 2020 and further reduced to 2.12% in 2022.

Gender Pay Gap information - (Education Employees covered by SNCT conditions).

Full Time (Education Employees covered by SNCT conditions) hourly rates					Basic Hourly Rate					
	Male	Female	Total Count	M/F Ratio	Average Male Hourly Rate	Average Female Hourly Rate	Pay Gap (%)	Median Male Hourly Rate	Median Female Hourly Rate	Median Pay Gap %
Total	908	2798	3,706	1:9	£24.01	£23.50	2.12%	£23.26	£23.26	0.00%

Full Time (Education Employees covered by SNCT conditions) annual rates					Basic Salary					
	Male	Female	Total Count	M/F Ratio	Average Male Basic Salary	Average Female Basic Salary	Pay Gap (%)	Median Male Salary	Median Female Salary	Median Pay Gap %
Total	908	2798	3,706	1:9	£43,815.85	£42,885.15	2.12%	£42,447.17	£42,447.17	0.00%

Disability Pay Gap information - (Education Employees covered by SNCT conditions).

Disability (Education Employees covered by SNCT conditions) Hourly Rates.					Basic Hourly Rate					
	Non disabled (Excludes Null and Non disclosed)	Declared disabled employees	Total Employees Count	Ratio	Average Non Disabled Employee Hourly Rate	Average Disabled Employee Hourly Rate	Pay Gap (%)	Median Non Disabled Employee Hourly Rate	Median Disabled Employee Hourly Rate	Median Pay Gap %
Total	4169	50	4219	83:1	£23.94	£22.76	4.93%	£23.26	£23.26	0.00%

*figures exclude NULL and Non Disclosed employees

Disability (Education Employees covered by SNCT conditions) annual rates.					Basic Salary					
	Non disabled (Excludes Null and Non disclosed)	Declared disabled employees	Total Employees Count	Ratio	Average Non Disabled Employee Basic Salary	Average Disabled Employee Basic Salary	Pay Gap (%)	Median Non Disabled Employee Salary	Median Disabled Employee Salary	Median Pay Gap %
Total	4169	50	4219	83:1	£43,688.11	£41,534.72	4.93%	£42,447.17	£42,447.17	0.00%

*figures exclude NULL and Non Disclosed employees

Ethnicity Pay Gap information - (Education Employees covered by SNCT conditions).

Ethnicity (Education Employees covered by SNCT conditions) hourly rates					Basic Hourly Rate					
	White	Ethnic minority Staff	Total Employees Count		Average White Employee Hourly Rate	Average Ethnic minority Basic Hourly Rate	Pay Gap (%)	Median White Employee Hourly Rate	Median Ethnic minority Employee hourly Rate	Median Pay Gap %
Total	4173	105	4278		£23.94	£22.73	5.05%	£23.26	£23.26	0.00%

*figures exclude NULL and Non Disclosed employees

Ethnicity (Education Employees covered by SNCT conditions) annual rates					Basic Salary					
	White	Ethnic minority Staff	Total Employees Count		Average White Employee Basic Salary	Average Ethnic minority Employee Basic Salary	Pay Gap (%)	Median White Employee Salary	Median Ethnic minority Employee Salary	Median Pay Gap %
Total	4173	105	4278		£43,688.11	£41,479.98	5.05%	£42,447.17	£42,447.17	0.00%

*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 catering, however, there has been a slight increase in men working as school support assistants a traditionally female role. There continues to be an increase of women in the traditionally male role in grounds and road operatives. In relation to grading there have been continued increases for women at grade 2 and grade 4 levels.

Occupational Segregation

Position as at 31 March 2022

	Male	Female	White	Minority Ethnic	Declared Disabled	Non-Disabled
Cleaning	8.39%	91.61%	95.05%	1.18%	0.32%	93.33%
Catering	1.63%	98.37%	95.75%	0.65%	0.33%	92.97%
Janitorial	52.60%	47.40%	99.48%	0.00%	1.04%	93.75%
Refuse	95.31%	4.69%	94.95%	0.36%	0.36%	94.58%
Grounds	95.02%	4.98%	82.47%	0.17%	1.20%	86.94%
Home Care	12.21%	87.79%	98.64%	0.45%	0.81%	90.87%
Road Operatives	89.40%	10.60%	97.42%	1.15%	2.58%	94.27%
School Support	3.26%	96.74%	95.93%	1.50%	1.23%	92.40%

Teaching staff breakdown

Position at 31 March 2022

	Male	Female	White	Minority Ethnic	Declared Disabled	Non Disabled
Early Years	1.87%	98.13%	94.15%	1.64%	1.25%	90.72%
Primary Teachers	8.12%	91.88%	91.29%	1.00%	0.59%	90.43%
Secondary Teachers	33.82%	66.18%	88.86%	1.94%	1.45%	88.81%
Music Instructors	64.63%	35.37%	73.17%	2.44%	1.22%	65.85%
Improvement Service	13.64%	86.36%	100.00%	0.00%	4.55%	95.45%
Psychological Services	33.08%	76.92%	96.15%	0.00%	3.85%	88.46%
Inclusion services	15.54%	84.47%	94.52%	1.37%	0.91%	90.41%

Other Equality Reporting

As well as the cycle of reporting required by law, in our mainstreaming equalities reports, the Council gathers and reports a wide range of workforce monitoring information to its elected members and Corporate Management Team (CMT).

These include: -

Report

Workforce monitoring reports
Resource Committees
Executive Committee
Employee Issues Forum
Equal Opportunities Forum
Resource Parent Joint Consultative Committees (JCCs)
Local JCCs

Frequency of reporting

CMT Monthly
In line with committee cycle
6 monthly
In line with meeting cycle
In line with meeting cycle
In line with meeting cycle
In line with meeting cycle

If you would like this information in a different format or language, phone 0303 123 1015 or email equalities@southlanarkshire.gov.uk