



Council Offices, Almada Street
Hamilton, ML3 0AA

Tuesday, 30 April 2024

Dear Councillor

Equal Opportunities Forum

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

Date: Wednesday, 08 May 2024

Time: 14:00

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

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

Yours sincerely

Paul Manning
Chief Executive

Members

Mo Razzaq (Chair), Mark McGeever (Depute Chair), Janine Calikes, Ross Clark, Poppy Corbett, Margaret Cowie, Grant Ferguson, Monique McAdams, Kirsten Robb, Bert Thomson

Substitutes

Mathew Buchanan, Cal Johnston-Dempsey, Gavin Keatt, Richard Lockhart, Katy Loudon, Norman Rae

BUSINESS

1 Declaration of Interests

2 Minutes of Previous Meeting

3 - 8

Minutes of the meeting of the Equal Opportunities Forum held on 27 February 2024 submitted for approval as a correct record. (Copy attached)

Item(s) for Consideration

3 Annual Report on Mainstreaming Equalities and Diversity – Community and Enterprise Resources 9 - 26

Report dated 9 April 2024 by the Executive Director (Community and Enterprise Resources). (Copy attached)

4 Nicotine Vaping Products (NVPs) - Underage Sale Enforcement

Presentation by G Currie, Divisional Trading Standards Officer, Planning and Regulatory Services, Community and Enterprise Resources

5 Date of Next Meeting - Wednesday 7 August 2024

Urgent Business

6 Urgent Business

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

For further information, please contact:-

Clerk Name:	Elizabeth-Anne McGonigle
Clerk Telephone:	07385403101
Clerk Email:	elizabeth-anne.mcgonigle@southlanarkshire.gov.uk

EQUAL OPPORTUNITIES FORUM

2

Minutes of meeting held via Confero and in Committee Room 1, Council Offices, Almada Street, Hamilton on 27 February 2024

Chair:

Councillor Mo Razzaq

Councillors Present:

Councillor Ross Clark, Councillor Margaret Cowie, Councillor Grant Ferguson, Councillor Richard Lockhart (*substitute for Councillor Poppy Corbett*), Councillor Mark McGeever (Depute), Councillor Bert Thomson

Councillors' Apologies:

Councillor Janine Calikes, Councillor Poppy Corbett, Councillor Monique McAdams, Councillor Kirsten Robb

Attending:

Finance and Corporate Resources

N Docherty, Administration Assistant; E-A McGonigle, Administration Officer; E Maxwell, HR Business Manager

Social Work Resources

M Kane, Service Manager (Performance and Support); C Stewart, Planning and Performance Manager

Also Attending:

Autism Resources Coordination Hub (ARCH)

R Hutchingson, ARCH Coordinator, A McGregor, Mentor, Social Inclusion Project (SIP)

Trades Unions' Representatives Present:

T Slaven, Chair of the Joint Consultative Forum; K Wallace, Unite the Union

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the Equal Opportunities Forum held on 22 November 2023 were submitted for approval as a correct record.

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

3 Autism – Let's All Understand

A presentation was given on autism and the work of the Autism Resources Coordination Hub (ARCH) by R Hutchingson, ARCH Coordinator.

The presentation aimed to:-

- ◆ provide a better understanding and awareness of autism and its unique expression in autistic individuals
- ◆ raise awareness of some of the strengths as well as challenges associated with autism
- ◆ demonstrate why neurodivergent people needed informed level supports and services

- ◆ provide information which would allow for more confident interactions with autistic children, young people and adults

Autistic people had significant, observable differences in all 3 areas of what was known as the Triad (or Dyad) of Impairment. Diagnosticians looked for certain recurring patterns/clusters of cognitive processing and behaviours in the following overlapping areas, which were fully detailed in the presentation:-

- ◆ social interaction
- ◆ social communication
- ◆ social imagination and flexible thinking

The following statistics were provided in relation to autism:-

- ◆ data from the Cambridge Autism Research Centre 2021 indicated 1 in 57, which equated to 11,500 people in Lanarkshire
- ◆ the ratio of males to females, which was estimated to be 4:1
- ◆ 1% of autistic people had an Extreme Demand Avoidance (EDA) profile (not a separate diagnosis)
- ◆ 70% of autistic people had mental health problems
- ◆ on average, more than two thirds autistic people did not have an intellectual disability
- ◆ between 2020 and 2022, NHS Greater Glasgow and Clyde (NHSGGC) data showed an increase in adult autism diagnostic referrals

Information was also provided on intersectional barriers facing autistic/neurodivergent children, young people and adults.

There followed a verbal update from A McGregor, who was diagnosed with autism when he was 3 years old. Detailed information was provided on his journey through the education system right through to securing employment. Information was provided on the challenges faced and the support systems that were available.

Officers responded to members' questions on various aspects of the presentation.

Following a discussion on the recruitment process in the Council, the HR Business Manager:-

- ◆ clarified that the Council's application form permitted applicants to indicate any supports required should they be shortlisted for an interview
- ◆ undertook to liaise with the ARCH Coordinator to establish if there were any further adaptations that the Council needed to consider in the application process for autistic and neurodivergent applicants

R Hutchingson and A McGregor were thanked for the informative presentation and update.

The Forum decided: that the presentation be noted.

In terms of Standing Order No 14, the Chair adjourned the meeting at 3.14pm for a 5 minute period. The meeting reconvened at 3.19pm

4 Annual Report on Mainstreaming Equalities and Diversity – Social Work Resources

A report dated 19 December 2023 by the Director, Health and Social Care was submitted on work being undertaken by Social Work Resources to meet the commitments of the Council's Equal Opportunities Policy and related statutory duties.

The Council Plan 2022 to 2027, Connect, set out the Council's objective to deliver a range of outcomes for the benefit of everyone in South Lanarkshire. There were 6 outcomes, with Social Work Resources focusing mainly on the following 3:-

- ◆ Health and Wellbeing – people live the healthiest lives possible
- ◆ Children and Young People – our children and young people thrive
- ◆ Communities and Environment – caring, connected, sustainable communities

The statutory framework for social work services was contained in a raft of legislation. Principal among those, was the Social Work (Scotland) Act 1968 which placed a duty on all local authorities to “promote social welfare”. Social workers had a distinctive set of knowledge, skills and values when supporting the most vulnerable people and ensuring that their needs were met without discrimination.

Many of the services that were delivered to the public were set out in statute and, therefore, the majority of direct service delivery had to comply with the respective legislative framework. It was this framework that provided the basis of the Social Work Service, working alongside the South Lanarkshire University Health and Social Care Partnership (South Lanarkshire University HSCP) to reduce inequality and provide effective care to meet the needs of vulnerable people in South Lanarkshire. The areas of work the targeted service focused on were detailed in paragraph 3.3 of the report.

The Council and the South Lanarkshire Integration Joint Board (IJB) also recognised the immense pressure faced by households across South Lanarkshire as they were experiencing the worst cost-of-living crisis in 40 years. Additional demands continued to be placed upon services as supports were offered to help households manage scarce resources and maintain support that in the year ahead.

Social Work Resources participated in the Council's Equality and Diversity Working Group and, along with other Resources, had developed equality outcomes that met the general duty as set out in the Equality Act 2010 as follows:-

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

During 2022/2023, there were no complaints recorded by Social Work Resources under the equalities category.

The Resource reported progress against 4 of the Council's outcomes within the 'Mainstreaming equalities progress report 2019 to 2021 and Mainstreaming equalities report 2021 to 2025 were fully detailed at section 5 of the report under the following headings:-

- ◆ increase the number of people from ethnic backgrounds employed in the 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

- ◆ improve health, care and wellbeing for the most vulnerable in our communities

Over the course of 2022/2023, the Resource carried out Equality Impact Assessments, which included Lanarkshire Advocacy Plan 2020 to 2025 and Community Alert Alarm Service (CAAS).

Officers responded to members' questions on various aspects of the report.

The Forum decided: that the report be noted.

[Reference: Minutes of 30 November 2022 (Paragraph 3)]

5 British Sign Language (BSL) Position in Schools - Update

A verbal update by A Bell, Team Leader, Consultation, Organisational Development and Equality (Finance and Corporate Resources) was given on British Sign Language (BSL) in schools.

Calderside Academy currently had 2 pupils in the secondary Deaf Education Department. The school was predicting that numbers would remain low and a Service review was planned to establish the best and most cost effective means of supporting young people with BSL.

Details were provided on a Scottish Government survey that had been carried out in March 2023 in relation to the 1+2 Approach, the ambitious policy which aimed to offer all pupils in Scottish schools the opportunity to learn a first additional language from Primary 1, and a second additional language from Primary 5. This was expected to continue until the third year of secondary education. The results from that survey highlighted that in South Lanarkshire:-

- ◆ 72 out of 125 primary schools had responded and, of those 72, none were offering BSL as language number 2. 7 were offering BSL as language 3 and 2 primary schools were offering Makaton as language 3
- ◆ 5 out of 17 secondary schools had responded and, of those 5, none were offering BSL as either language 2 or 3
- ◆ one of 7 Additional Support Needs (ASN) schools had responded. In this school, BSL was not being taught, however, Makaton and Picture Exchange Communication Systems (PECS) were

It was noted that this position could change, particularly given the focus last year in relation to Highland Council's BSL 1+2 digital programme. There could be more schools teaching BSL as a result of this resource and further information was required on the current position. Crosshouse Primary School, East Kilbride had been using the Highland Council BSL resource and had rated it highly. The Forum would be kept informed of any developments.

Details were also provided on work that was ongoing to prepare the second edition of the BSL Lanarkshire Plan. Further details would be brought to the Forum as this work progressed.

The Team Leader, Consultation, Organisational Development and Equality responded to members' questions in relation to the following:-

- ◆ raising the BSL profile in schools, as well as the Council in general, and what more could be done to promote BSL as a career path
- ◆ the possibility of members of the Forum visiting the Deaf Education Department of Calderside Academy

A Bell was thanked for her informative update.

The Forum decided: that the verbal update be noted.

6 Date of Next Meeting

The Chair advised that the next meeting of the Forum would be held on Wednesday 8 May 2024.

7 Urgent Business

There were no items of urgent business.

Chair's Closing Remarks

The Chair requested that the following items be considered at the next meeting of the Forum:-

- ◆ an update in relation to the communication around religious and cultural school meal requirements
- ◆ a presentation on Hinduphobia in Scotland

Report

3

Report to:	Equal Opportunities Forum
Date of Meeting:	8 May 2024
Report by:	Executive Director (Community and Enterprise Resources)

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

1.1. The purpose of the report is to:-

- ◆ update the Equal Opportunities Forum of the strategic and operational work being undertaken and planned by Community and Enterprise Resources to meet the commitments within the “Mainstreaming equalities progress report 2021 to 2023 and ‘South Lanarkshire Working for You’ Mainstreaming equalities report 2021 to 2025”

2. Recommendation

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

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

3. Background

3.1. In April 2021, the Council published its “Mainstreaming equalities report 2021 to 2025”. Within this document, there are five Equality Outcomes set for 2021 to 2025 with a focus on actions to produce results intended to achieve specific and identifiable improvements in people’s life chances. The 5 outcomes are:-

- ◆ Equality Outcome 1: 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
- ◆ Equality Outcome 2: 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
- ◆ Equality Outcome 3: ‘Counselling through schools’ service is accessible for all children/young people aged 10 and over
- ◆ Equality Outcome 4: Prevent homelessness occurring and significantly reduce homelessness
- ◆ Equality Outcome 5: Increase the number of affordable homes for rent.

3.2. Community and Enterprise Resources is made up of a diverse range of services, with several services being delivered in line with statutory or regulatory legislation. Although diverse, there is a clear purpose that all services are working towards and that is set out in the [Council Plan 2022 to 2027](#). Resource equality activity is aligned and reported against the following 6 Council Plan ‘Connect’ objectives:-

- ◆ Caring, connected, sustainable communities
- ◆ Inspiring learners, transforming learning, strengthening partnerships
- ◆ People live the healthiest lives possible
- ◆ Our children and young people thrive
- ◆ Good quality, suitable and sustainable places to live
- ◆ Thriving business, fair jobs and vibrant town centre

4. Progress meeting the Council's Equality Outcomes

4.1. Community and Enterprise Resources lead on Equality Outcome Two. This outcome is being progressed by Environmental Services Consumer and Trading Standards Services and quarterly updates are provided to the Corporate Equality and Diversity lead officer.

4.1.1. Equality Outcome 2: 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

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 and South Lanarkshire Council's Social Work and Housing Services to provide talks and educational literature within sheltered housing complexes. Posts are also regularly made on Facebook and Twitter, raising awareness of the latest scams and signposting consumer educational resources.

Over the last year:-

- ◆ 14 presentations were delivered by Trading Standards to Police Scotland, Seniors Together and Sheltered Housing. These talks help prevent elderly and vulnerable adults becoming the victims of scams by raising the awareness of the areas where scammers target.
- ◆ 'No Cold Calling' stickers were distributed to vulnerable consumer groups and 'Buy with Confidence' literature was distributed to local businesses.
- ◆ 40 TrueCall (telephone call blockers) units were installed in resident's homes which blocked nearly 3,000 nuisance calls and represents an estimated saving of £35,317 (figure based on potential loss due to scams) to the community.
- ◆ 6 video doorbells have been fitted during 2023.

5. Mainstreaming equalities and key areas of progress 2023/2024

5.1. Equalities are embedded in each area of service delivery within the Resource. The in-house Equal Opportunities Working Group includes officers from each Service, and it is the responsibility of these service representatives to promote and co-ordinate equality and diversity activities within their Services. The Chair of the Resource group attends the Corporate Equality and Diversity Working Group, and this ensures the flow of information between Services and the corporate team and vice versa.

5.2. The Resource monitors all complaints regarding discrimination and ensures measures are taken to resolve any issues. These are reported through the Council's complaints procedure and any equality issues are reported to the Resource Management team as part of the quarterly monitoring process. There have been no complaints since the last Annual Report on Mainstreaming Equalities and Diversity was reported to the Forum in March 2023.

5.3. Progress on key equalities areas that have been discussed over the last year at Equality and Diversity Working Group meetings and are noted below, with more detail on these and other equalities activities highlighted in Appendix 1 under [Council Plan 2022-2027](#) objectives (as noted in 3.2). Please note that this is not an exhaustive list of equalities activities embedded in our Services.

5.3.1. **Caring, connected, sustainable communities**

- ♦ protection for elderly and vulnerable adults against scams and bogus callers (included at 4.1.1)

5.3.2. **Our children and young people thrive**

- ♦ Facilities Services provide school meals for children and young people in South Lanarkshire. The Service provides a range of nutritionally balanced menu options every day, including meals suitable for vegetarian and vegan children. There is provision to ensure that any child who has a dietary need, food allergy or intolerance, is provided for. Halal menu options are also available on request. Through provision of these nutritious school meals, the Facilities Service is assisting in improving the health and wellbeing of children and young people in South Lanarkshire.
- ♦ Environmental Services have an ongoing programme of work designed to prevent the sale of tobacco and Nicotine Vapour Products (NVPs) to children (under 18s) which assists in the prevention of children taking up smoking. This includes carrying out inspections to businesses which sell such products.

5.3.3. **Good quality, suitable and sustainable places to live**

- ♦ South Lanarkshire Local Development Plan (LDP3) is a statutory plan which guides the future use of land within the Council's area. There is a long development process before the LDP3 will be adopted by the Council, towards the end of 2027. While evidence is being gathered and reports prepared for the Scottish Government on the LDP3, engagement will be carried out during 2024; the development of a comprehensive engagement strategy is nearing completion which will drive forward the Planning Service's ambitions to engage widely across all localities and with everyone who has an interest in improving their lives and local communities. Following feedback from consultation on the first draft of the LDP3, the document is easier to read and avoids jargon and acronyms, using plain English. Accessibility guidance is also embedded within the work of the policy team.
- ♦ The Council has received funding to assess our footways to determine which, if any, may be appropriate to be exempt from the pavement parking prohibition. The aim of the prohibitions is to promote, support and advance the rights of pedestrians to ensure that pavements and roads are accessible for all. It is anticipated that enforcement of the new offences could be in place by spring/summer 2024. The exercise to identify exemptions is ongoing, and once concluded, a review of whether any exemption orders are required will be undertaken.

6. **Equalities Impact Assessments and the Fairer Scotland Duty**

6.1 Equality Impact (EqIAs) and Fairer Scotland Duty assessments are undertaken to evaluate the impact of new or revised policies, practices, or services against the requirements of the public sector equalities duty and to help ensure the needs of service users are considered during their development and implementation.

6.2 During 2023/2024, the Resource completed 9 EqlAs in relation to the following:-

- ◆ Cemetery Strategy, Bereavement Services
- ◆ Roads Service spend
- ◆ Closure of Tileworks Recreation Area
- ◆ SLLC efficiency savings
- ◆ Withdrawal of services in 25 community halls
- ◆ Withdrawal of services for seven libraries
- ◆ Closure of Hollandbush Golf Course
- ◆ Closure of Peter Brownlee Recreation Area
- ◆ Closure of Strathaven Park

6.3 The Resource follows corporate guidance for carrying out EqlAs. No training has been provided during the period of this report. Training for new users of the EqlA system is being arranged corporately and refresher training will also be provided in the coming year as this has been requested by Services.

7. Training and Employees

7.1. Training and Development

7.1.1. The Resource will continue to ensure employees understand that equal opportunities are a core competence against which they are measured. Within the Council's induction framework, line managers are required to explain conditions of service and processes to new employees, which includes equal opportunities. Learn on Line modules identified as mandatory training for all employees have been added to Service training matrices and completion of these courses is being monitored by the Community and Enterprise Learning and Development Board.

7.2. Supporting Employees

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

7.2.2. The Resource supports employees who require adjustments to be made in their role. This enables them to undertake their full range of duties, preventing potential absences, and in some cases, return to work. These adjustments range from providing a more supportive chair, upright mouse, adapted keyboard, as well as considering their duties.

7.2.3. The Resource will continue to ensure that employees are made aware of the Neurodiversity Officer role and the availability of the British Sign Language (BSL) officers.

8. Access to information

8.1. The Resource publishes information about Council services on the Council website, in compliance with the Web Content Accessibility Guidelines legislation which came into force on 23 September 2020. ReciteMe was launched onto the Council's website in October 2022, providing additional accessibility and language options for users. The Resource has a commitment to translate documents and provide interpretation services when appropriate.

9. Consultation, Involvement and Engagement

9.1. The Resource works closely with a range of equalities groups and stakeholders. Over the last year, these have included:-

- ◆ Access Panel
- ◆ Seniors Together
- ◆ Youth Council
- ◆ Various Community Councils/groups and development trusts, including Burnill Action Group and Lanark Development Trust
- ◆ Gypsy/travelling community

These groups and stakeholders were instrumental in shaping development of key, strategic pieces of work including: the Local Development Plan 3 (LDP3) and consultation on new Pavement Parking enforcement abilities.

10. Next steps and priorities

10.1 During the next year, the Resource will:-

- ◆ continue to promote and facilitate equality in all areas of service delivery
- ◆ ensure effective input to the Corporate Equality Outcomes
- ◆ continue to implement the process of equality impact assessment across all new and revised policy areas
- ◆ continue its commitment to staff training and development in relation to equality and diversity related issues
- ◆ continue the project management and delivery of projects which assist in providing improved facilities for disabled people and ensure compliance with Equality legislation.

11. Employee Implications

11.1. Mainstreaming equalities are met from within existing employee resources.

12. Financial Implications

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

13. Climate Change, Sustainability and Environmental Implications

13.1. There are no climate change or environmental implications as a result of this report.

14. Other Implications

14.1. There is a risk to the Council if the Resource does not comply with the relevant equality legislation.

15. Equality Impact Assessment and Consultation Arrangements

15.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy and, therefore, there is no requirement for an impact assessment to be carried out or for consultation in terms of the information contained in this report.

15.2. There was no requirement to undertake consultation in terms of the content of this report.

David Booth

Executive Director (Community and Enterprise Resources)

9 April 2024

Links to Council Values/Priorities/Outcomes

Values

- ◆ 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

Priorities

- ◆ We will work to put people first and reduce inequality
- ◆ We will work towards a sustainable future in sustainable places
- ◆ We will work to recover, progress and improve

Outcomes

- ◆ Our children and young people thrive
- ◆ Good quality, suitable and 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

Previous References

- ◆ Equal Opportunities Forum, 29 March 2023

List of Background Papers

- ◆ South Lanarkshire Working For You: Mainstreaming Equalities Progress Report 2019 to 2021 and Mainstreaming Equalities Report 2021 to 2025

Contact for Further Information

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

Anne Lewis, Performance and Development Officer

Email: anne.lewis@southlanarkshire.gov.uk

Community and Enterprise Resources Mainstreaming Equality 2023/2024		
Caring, connect, sustainable communities		
	What we have done so far	What difference it has made
1	Waste Services provide help to elderly and infirm members of the community who require assistance presenting their bin for collection. This involves removing the bin from the customer's garden, emptying, and returning the bin to the storage point. Most people using this service are 65+. Waste Services have special arrangements in place for households that produce additional non-recyclable waste because one or more of the residents has a recognised medical condition.	During 2023/2024, Waste Services employees assisted 4,904 elderly or infirm residents by collecting, emptying, and then returning their wheeled bins to the garden or bin storage area within their property. As of February 2024, 1,803 households receive additional residual waste collections because an occupant suffers from a medical condition that means the household generates higher amounts of non-recyclable waste.
2	Preparation of an Open Space Strategy (OSS) is a statutory requirement of the Planning (Scotland) Act 2019. However, detailed Regulations and guidance are awaited from Scottish Government. As part of the development of the strategy, an audit of open space across the Council area has been carried out. This involved the mapping and rating of 972 open space sites. Of these, 503 sites have been subject to further quality assessment. Further sites may be identified as important to local communities during engagement that will be carried out in 2024/2025 and they will be investigated and quality assessed if appropriate.	An initial analysis has been carried out in terms of the quantity of open space, and accessibility to it, by open space type which has helped understand the distribution of open space across a range of localities. This in turn has led to the development of quantity standards which will be applied to individual settlements and localities. These standards together with the quality and accessibility assessment outcomes will be subject to engagement in 2024/2025. Following the engagement period, work will concentrate on identifying whether the needs of localities are being met or whether there are deficiencies. These results will be submitted as part of the evidence report for the Local Development Plan 3 which is being prepared in parallel. Verification of the methodology used and the initial outcomes has been the subject of workshops with several local communities. It is anticipated that a draft Open Space Strategy will be available for public consultation in early 2025.

Caring, connect, sustainable communities		
	What we have done so far	What difference it has made
3	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 and South Lanarkshire Council's Social Work and Housing Services to provide talks and educational literature within sheltered housing complexes. Posts are regularly made on Facebook and Twitter, raising awareness of the latest scams and signposting consumer educational resources.	Fourteen Talks were delivered by Trading Standards to Police Scotland, Seniors Together and Sheltered Housing. These talks help prevent elderly and vulnerable adults becoming the victims of scams by raising the awareness of the areas where scammers target. 'No Cold Calling' stickers were distributed to vulnerable consumer groups and 'Buy with Confidence' literature was distributed to local businesses. 40 TrueCall (telephone call blockers) units were installed which blocked nearly 3,000 nuisance calls and represents an estimated saving of £35,317 to the community. 6 video doorbells have been fitted during 2023.
4	Tactile paving, tactile cones, audible tones, dropped kerbs as well as "on crossing detectors" are provided on all new and upgrades to traffic signals. New and replacement bus shelters are provided where passenger numbers are suitable. Also, high access kerbs and bus bay markings are considered. Footways/footpaths and pedestrian areas are inspected, and safety defects are noted and repaired by Roads and Transportation Services.	The Roads and Transportation Service's programme of enhancing pedestrian crossing facilities has continued. During 2023, 6 pedestrian crossing were upgraded, 5 traffic signal junction upgraded and there was 1 new Toucan crossing installed. From 2023, 11 bus shelters and bus stops were altered to accommodate either the introduction of high access kerbs, real time information or upgraded shelters.
5	A draft version of the new Local Transport Strategy (LTS) has been developed and is currently being reviewed and will be presented to the Community and Enterprise Resources Committee in June 2024. This includes the condition of roads and footways as well as overall road safety across the network.	The new Local Transport Strategy (LTS) had addressed transport issues that the community identified being important to them in relation to travel within South Lanarkshire. The vision is for a sustainable, inclusive, safe, and accessible transport system helping deliver a healthier, fairer and more prosperous South Lanarkshire for communities, businesses and visitors.

Caring, connect, sustainable communities		
	What we have done so far	What difference it has made
6	The Council has received funding to assess our footways to determine which, if any, may be appropriate to be exempt from the pavement parking prohibition. This exercise is ongoing and once concluded a review of whether any exemption orders are required will be undertaken. It is anticipated that the new offences will be enforced by the Council's Parking Attendants, commensurate with their other duties and priorities.	It is anticipated that this could be in place by Spring/Summer 2024. The aim of the prohibitions is to promote, support and advance the rights of pedestrians to ensure that pavements and roads are accessible for all. This will remove some of the barriers that stop disabled or infirm people from being able to walk along pavements, as well as improving safety for families with young children and prams.
7	Grounds Services provide a Care of Gardens maintenance service primarily targeted at those who are unable to manage their garden, particularly older people, and people with a disability.	The Care of Gardens service was provided to 3577 households on behalf of Housing and Technical Resources during 2023/2024. This assists in supporting people to live independently. Maintaining their gardens to a good standard prevents the garden from becoming overgrown and untidy and can help with people's overall health and wellbeing.

Caring, connect, sustainable communities		
	What we have done so far	What difference it has made
8	Economic Development administers Community Led Local Development (CLLD) which gives local communities the power to tackle their own, local challenges. By building knowledge and skills, supporting new ideas and encouraging cooperation, CLLD helps to create viable and resilient communities. Community Led Local Development - Aims CLLD aims to address social, environmental, and economic issues and include actions affecting rural and island communities to: • drive community action on climate change • enhance rural services and facilities, including transport initiatives • enhance natural/cultural heritage, tourism and leisure • support food and drink initiatives (for example short supply chains, community food) • build co-operation with similar groups in Scotland, UK, and Europe • empowering communities to exchange learning and knowledge with each other, realise their potential and build opportunities for all. These programmes address issues such as young people support groups through peer support (Outreach Community Church) and Energy efficiency upgrades to homes through an innovative community approach (Climate Action Strathaven)	From 2023 the Community led Local Development programme provided £299,504 funding to 11 projects in rural South Lanarkshire including the following: The Haven Caring Counselling Communication Centre, Forth – Capacity Building and Sustainability Project - This project aims to enable The Haven to move towards the overarching aim of maximising the potential of The Haven centre in Forth as a vibrant hub which supports the wellbeing of people including those with protected characteristics across rural Clydesdale and Lanarkshire LAG areas. This will be achieved through a short-term project where a number of key actions are undertaken to build capacity and sustainability of The Haven centre in Forth. The project is aligned with the findings of the recent CLLD funded feasibility study and the recommendations to continue development and delivery of digital services which have proven successful, while also taking a twin track approach: to incrementally trial the delivery of a range of in person Haven services; and to work with partner agencies to explore opportunities for collaborations to maximise the use of the centre. Climate Action Strathaven – Retrofit Strathaven - Retrofit Strathaven aims to make homes in our area more energy efficient through a fabric first whole house approach to retrofitting, which groups homes by archetype. We will operate a community led model, whereby the current financial and practical barriers to whole house retrofit are overcome through shared learning, pooling resources, and technical oversight. Through this the project will aim to reduce heating bills and carbon emissions, whilst making homes more comfortable to live in. In delivering this the project will seek to promote local economic growth through improving skills and local supply chains, as well as developing a strong community through the sharing of time, resources, and skills across project participants. By assembling this network, we will make home energy efficiency more accessible,

		suitable and affordable for community members including those with protected characteristics. Getting Better Together – Springhill Hub Community Garden Project - The CLLD rural development grant would support phase 2 of the community garden at Springhill Hall to cover costs of landscaping the area and putting in raised beds, planters, benches, allotment style planting, a sensory area and herb garden. This space will be designed for accessibility and will offer education opportunities in the community
9	Economic Development administers the UK Shared Prosperity Fund (UKSPF) across the four investment themes below: - Community and Place - Local Business - People and Skills - Multiply (Numeracy for adults) This 3-year programme will invest £12,221,811 across three financial years for 2022/2023 to 2024/2025	In 2023/2024 the UKSPF supported a range of initiatives in South Lanarkshire which help embed equalities across many aspects of service provision including - Town centre improvements which enhance accessibility - Targeted employment support underpinning SLC's No One Left Behind Plan including a focus on those with protected characteristics.

Inspiring learners, transforming learning, strengthening partnerships		
	What we have done so far	What difference it has made
10	Roads and Transportation have continued to support road safety education and initiatives, taking a “whole life” approach to road safety education with initiatives aimed at all ages. The service believes that good habits are best developed when we are young and particular emphasis is given to educating and training children and young people. Current programmes are: Ziggy’s Road Safety Mission Junior Road Safety Officer Scheme Roadstars Crash Magnets Road Safety Calendar Competition Bikeability training These programmes provide young people with road safety learning opportunities and ultimately assist in contributing to the national casualty reduction targets	Overall casualty numbers reached an all-time low of 253 in 2021 and have stayed at a significantly lower level than previous years with 284 casualties being recorded during 2022. Final figures for 2023 will be reported later this year in the Reported Road Casualties Scotland (RRCS) return. The service has made progress towards the achievement of ‘vision zero’ by 2050 and the interim target of a 50% reduction in all fatal and serious casualties and a 60% reduction in child fatal and serious casualties by 2030.

People live the healthiest lives possible		
	What we have done so far	What difference it has made
11	Planning and Building Standards work closely with the South Lanarkshire Access Panel to ensure that all those who live, work, and visit South Lanarkshire are able to access services and facilities that the area has to offer in a way that best meets their needs. Across the Resource the Access Panel review plans, make site visits of new or refurbished buildings/developments, both in the public and private sectors, and provide advice on access issues and input to Resource plans. Planning officers have been working closely with Seniors Together this year in order to raise awareness of the impact of the planning system. This has included contributing to their twice-yearly newsletter and holding several conversations with members of the group. During the year the Planning and Building Service had a training event with Alzheimer's Scotland to help officers identify the characteristics of those living with dementia and consider how the wider neurodiversity needs of the local population can be addressed through our day-to-day work	This Panel ensures that architects, designers, and planners/surveyors consider their duties under the Equality Act at the earliest possible stage of projects. During 2023 the service representatives attended all meetings of the Access Panel. The engagement with Seniors Together has helped facilitate closer relationships with all age groups and develop an understanding of the needs of the elderly. This has been incorporated into the Placemaking Guide that is being prepared by the service. Consultation and engagement will take place on a draft version in early summer 2024. In addition, the Planning Service will be carrying out extensive engagement with a wide range of interest groups during 2024/2025 as part of the preparation of the Local Development Plan 3 so that we have an understanding of the diverse needs of our local communities. This will include the elderly and disabled, children and young people.
12	Facilities Services provides school meals service for children and young people in South Lanarkshire. All meals meet the Nutritional Requirements for Food and Drink in Schools (Scotland) Regulations 2020. The service provides a range of nutritionally balanced menu options everyday including meals which are suitable for vegetarian and vegan. There is special diet procedure for any child or young person who has any dietary need, food allergy or intolerance, a registration form is completed, and menu agreed. In addition to this Facilities Services offer Halal menu option and all requests are handled within this process.	By providing nutritious school meals Facilities services are assisting in improving the health and wellbeing of children and young people in South Lanarkshire. From 2023 the service has processed 302 adapted diet requests and 184 Halal requests meeting any medical and cultural needs. No requests have been received in relation to kosher diet needs

People live the healthiest lives possible		
	What we have done so far	What difference it has made
13	Preparation of a Play Sufficiency Assessment (PSA) is a totally new requirement of the Planning (Scotland) Act 2019. Detailed Regulations and guidance were published by the Scottish Government in late 2023. The Act requires significant public engagement/consultants to be undertaken, including specific engagement with groups protected under the Equalities Act 2010, in particular, children and young people. The PSA will contribute to the outcome by providing opportunities to improve the health and wellbeing of children	The methodology that we are using to prepare the PSA is broadly similar to that for the Open Space strategy and will involve a detailed assessment of play area in terms of quantity, quality, and accessibility and as a result both areas of work are being developed in parallel. As with the OSS extensive engagement and consultation will be carried in 2024/25 which in turn will inform the outcomes. The PSA will be submitted as part of the evidence report for the Local Development Plan 3 towards the end of 2024/2025
14	Environmental Services have an ongoing programme of work designed to prevent the sale of tobacco and Nicotine Vapour Products (NVPs) to children (under 18s) which assists in the prevention of children taking up smoking. This includes carrying out inspections to business which sell such products	From 2023 Environmental Services received 45 complaints ranging from local councillors, head teachers, police, and members of the public about the sale of NVP's (vapes) to children. As a result of this Trading and Standards Officer visited 136 premises and issued guidance and advice regarding the sale of such products to children. This was followed up with targeted visits to 125 premises where we issued 41 fixed penalty notices (FPN) which equates £5950.
15	Fleet Services provide transportation services to Education Resources (primarily school pupils with Additional Support Needs and pupils attending college) and Social Work Resources (both Adult Services and Older Peoples Services' clients).	This transport service helps children and adults access school or social care establishments safely throughout South Lanarkshire. Transport is provided for 405 children and 152 adults in a range of vehicles adapted where necessary to meet the specific needs of the individual.

Good quality, suitable and sustainable places to live		
	What we have done so far	What difference it has made
16	South Lanarkshire Local Development Plan (LDP) is a statutory plan which guides the future use of land in the area within the Council's area. During 2023 work started on the preparation of the third version (SLLDP3). The first stage involves the preparation of an Evidence Report which will inform the spatial strategy for South Lanarkshire. It will be submitted to Scottish Ministers for a Gatecheck following which preparation of the plan itself will begin. It is anticipated it will be adopted by the Council towards the end of 2027. The Evidence report involves firstly the gathering of extensive data and information covering 33 policy themes including the location of new housing and employment; addressing the principles of local living (the creation of 20-minute neighbourhoods) so that everyone has access to local services and facilities; health and wellbeing; sustainable transport and active travel; and tackling the climate and nature emergencies. At the same time engagement will be carried during 2024 with our partners, local communities, and interest groups to understand their needs and aspirations. This reflects the key role of the planning system has in improving our local communities and tackling disadvantage and promoting equality.	LDP3 will in essence be a corporate document that will draw together the Council's aims and objectives and the future strategies of Council services and our partners in a spatial context. We have contributed to other strategies including the Local Transport Strategy and Local Housing Strategy and are involved in assessing applications made under Community Asset Transfer. The preparation of the first stage evidence report requires extensive collaboration with other Council services. Most notably this includes working in partnership with the Council's Community Engagement team to help carry out meaningful engagement with local communities. This has already involved carrying out awareness raising with the four Community Planning Partnerships as well as individual community councils and local groups such as Burnhill Action Group, ONE CAN and Lanark Development Trust. In addition, the Planning Service has engaged closely with representatives of the local Gypsy/Traveller community to better understand what engagement means to them and developing a guide on the planning system. A comprehensive engagement strategy is nearing completion which will drive forward our ambitions to engage widely across all localities and with everyone who has an interest in improving their lives and local communities. A draft Participation Statement was the subject of consultation in summer 2023. As a result of feedback, the draft document was overhauled to make it easier to read and avoid jargon and acronyms. The use of Plain English and accessibility guidance is also embedded within the work of the policy team.

Thriving business, fair jobs and vibrant town centre		
	What we have done so far	What difference it has made
17	Economic Development continue to lead the delivery of investment in town and neighbourhood centres which has acted as a catalyst for additional investment to maximise opportunities for growth.	Place Based Investment programme: Projects were selected following a bidding process by communities, leading to the delivery of a number of high-profile projects and development works which support town and neighbourhood centres across South Lanarkshire. Investments included: East Kilbride Kirktonholme Pitches Improvements to pitches and changing facilities will improve accessibility for all. Biggar Youth Project Youth club building redevelopment will ensure young people aged 10-18 in rural South Lanarkshire benefit from support on a range of issues including mental health, gender, and sexuality. Larkhall Coalyard Housing Support the development of social housing scheme to deliver 18 units which will provide accessible flexible housing options for people with varying needs. East Kilbride and Hamilton Town Centre Masterplans These initiatives have benefited from extensive consultation with local communities and stakeholders. The masterplans will support inclusive design and deliver accessible town centres and street environments for everyone and will inform investment strategies and priorities going forward for the next 10 to 15 years.

Thriving business, fair jobs and vibrant town centre		
	What we have done so far	What difference it has made
18	Consumer and Trading Standards have carried out a number of inspections to local business, ensuring compliance with consumer protection - consumer safety, weight and measures, fair trading and animal health. The impact of these inspections lifts consumer confidence and ensures a level playing field for business in South Lanarkshire	Consumer and Trading Standards officers carried out the following inspections of businesses: Weights and Measures related inspections - 137 visits and found 23 contraventions. Consumer Safety related inspections – 57 visits and found 23 contraventions. Fair Trading related inspections – 430 visits and found 155 contraventions. In December 2023 officers from our Trading Standards carried out toy safety checks on items being sold at 8 different “Santa’s Grotto” premises and provided the business owners with guidance and advice on how to carry out basic toy safety checks on their own. The two mains of our officers focussed on were: 1. The toys being supplied were compliant with the Toys (Safety) Regulations 2011, and 2. The business had reasonable procedures in place to ensure the toys provided were appropriate for the age of the child to whom they were being provided and the business was ensuring toys marked “not suitable for children under 36 months” were not being provided to children of this age.

