

# Report

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Report to:	<b>Enterprise Services Committee</b>
Date of Meeting:	<b>12 July 2016</b>
Report by:	<b>Executive Director (Community and Enterprise Resources)</b>

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

1.1. The purpose of the report is to:-

- ◆ advise the Enterprise Services Committee of the strategic and operational work being undertaken and planned by Community and Enterprise Resources to meet the commitments identified within South Lanarkshire Working for you Mainstreaming Equalities Report 2013 to 2017.

## 2. Recommendation(s)

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

- (1) that the work being undertaken by the Resource in terms of the Council's Single Equality Scheme and Equality and Diversity Strategy be noted

## 3. Background

3.1. Community and Enterprise Resources has a key role to play in delivering the Council's equality and diversity strategy, and specifically, the actions relating to outcomes 3,4,5 and 8 detailed within the Council's Mainstreaming equalities report 2013-2017.

- ◆ Outcome 3 - Improve the road network and influence improvements in public transport
- ◆ Outcome 4 - Support the local economy by providing the right conditions for growth, improving skills and employability
- ◆ Outcome 5 - Tackle disadvantage and deprivation (poverty)
- ◆ Outcome 8 - Strengthen partnership working, community leadership and engagement

3.2. The Resource has an in house Equal Opportunities Working Group which includes officers from every Service. The group promotes equal opportunities throughout the Resource and the Chair attends the Corporate Equality and Diversity Working Group. It is the responsibility of service representatives to promote and co-ordinate equality and diversity activities within their services in line with the Council's Mainstreaming Equalities Report 2013 to 2017.

3.3. This report reflects the Resource's and Enterprise Services position up to the end of March 2016. It was presented to the Equal Opportunities Forum on 7 June 2016.

#### **4. Equalities Impact Assessment**

- 4.1. 21 Equality Impact Assessments have been completed during 2015/16 for all identified relevant policies and functions in Community and Enterprise Resources, which includes identified savings proposals.

#### **5. Employment**

##### **5.1. Recruitment**

- 5.1.1. During the period December 2014 to December 2015 Community and Enterprise Resources received a total of 771 applications. From these applications, 176 posts were filled following the Council's standards on recruitment and selection.
- 5.1.2. Of the 4 candidates who declared a disability, 0 were appointed and of the 13 candidates from an ethnic background, 1 was appointed. There were 50 posts advertised during this period which were covered by Delivering a Fairer Future (DFF) with 40 successful DFF applicants securing a position.
- 5.1.3. The Resource will continue to ensure employees understand that equal opportunities is a core competence against which they are measured. New employees in Community and Enterprise Resources attend the Corporate Welcome day which includes equalities training.

#### **6. Supporting Front Line Staff**

- 6.1. 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.
- 6.2. The Resource supports employees who are unable to undertake their full range of duties by making adjustments to their role and thereby allowing a return to work. Two employees have been recorded as having a permanent reasonable adjustment within the Resource. These can range from amended duties to the provision of adaptive equipment, e.g. an adapted keyboard, mouse or chair.

#### **7. Monitoring and access to information**

- 7.1. Service specific customer satisfaction questionnaires are in use throughout the Resource and processes are in place for responses to be monitored and any equality issues identified and investigated.
- 7.2. 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 raised with the relevant manager/Head of Service and reported to Senior Management Team (SMT) as part of the quarterly monitoring process. No equalities complaints in relation to service provision have been received in the period since the previous report to the Equalities Forum in March 2015.

#### **8. Delivering Services – Enterprise Services**

##### **8.1. Planning and Building Standards**

- 8.2. The Disability Liaison Group comprising of representatives from all Services, continues to meet three times a year. This group gives disability groups the opportunity to comment on a whole range of issues and, where practical, these are taken on board and acted upon. In practice disabled access issues raised at the Disability Liaison Group in connection with building warrant applications are

generally referred to the South Lanarkshire Access Panel as it meets every four weeks.

- 8.3. During the last year the Planning and Building Standards Service has facilitated discussion and site visits relating to a number of significant developments throughout South Lanarkshire covering a range of both domestic and non domestic buildings. These have included the Ice Rink and Hunter Health Centre, both in East Kilbride, the South Lanarkshire Council (SLC) amenity flats at Cambuslang and Uddingston, and a new medical centre at Bellshill Road, Uddingston.
- 8.4. The Disability Liaison group has also provided an opportunity for issues with disabled parking and dropped kerbs to be raised. As a result of an issue raised during the last year at the Liaison Group, the disabled bay markings in the park and ride car park at Larkhall have now been re-painted.
- 8.5. The weekly list of planning and building standards applications continues to be distributed to local disability groups, who can request consultation on any applications. This is issued electronically and if an application requires further investigation, a meeting will be arranged. The Planning and Building Standards Service currently hold the Customer Service Excellence award which recognises the role played in working with a range of customer groups such as the Disability Liaison Group and Access Panel and notes strengths in how services are tailored to suit the needs of these customers.
- 8.6. Building Standards is also represented on the South Lanarkshire Access Panel. The guidance document, 'Inclusive design – promoting positive attitudes', produced in partnership with the Access Panel, is available on the inclusive design page of the Council website. This continues to provide useful information for developers on how to ensure that buildings meet the needs of disabled people. It reinforces Planning and Building Standards commitment to work in partnership with local disability groups and other public organisations to make buildings and services easier to access.

## **9. Economic Development**

- 9.1. Economic Development services have continued to commit significant resources and efforts working in partnership to tackle poverty and inequality in South Lanarkshire. This includes the management of the over £4 million Tackling Poverty programme, delivered by Council Resources and partner organisations including the voluntary sector. This includes supporting those in poverty, through the provision of quality money, debt and welfare advice and supporting residents to get back into work. It also includes early intervention approaches with a strong focus on supporting vulnerable children, young people and families at the earliest point to prevent issues arising at a later stage. Economic Development Services manages the programme on behalf of the Tackling Poverty and Inequalities Partnership Board. An analysis has suggested that the Tackling Poverty programme has levered in at least £3.65 million additional external funding to the area over the period 2014/2015 from the Lottery and other sources. (Note: the most up to date figures for the programmes mentioned in this section are for 2014/15).
- 9.2. In addition to the delivery of this programme, there has been significant contribution to the delivery of a range of improvements expressed in the Community Planning Partnership's integrated Improvement Plan aiming to reduce poverty and inequalities. This includes actions to tackle in work poverty and income inequality including promotion of the Living Wage and provision of upskilling support. South Lanarkshire now has the 6<sup>th</sup> lowest rate (of Scottish Local Authority areas) of

employees earning less than the Living Wage (reducing from over 20% to 17.4%) over the last five years. Economic Development Services leads on this work but relies on effective partnership working with a wide range of local and national agencies.

Recent work to increase poverty awareness across the Council and to tackle stigma and misconceptions relating to the Welfare system has been successful both in terms of its reach (engaging all staff connected to the email system) and in changing perceptions - 54% of staff engaged reporting a change in attitude and perception towards people experiencing poverty. This work will continue and extend to other themes and to and through partner agencies.

- 9.3. Through South Lanarkshire Employability Pipeline; South Lanarkshire Works 4U, 2865 clients were engaged and supported with 2442 progressing into employment, further training or into higher education. The programme has a particular focus on key client groups including residents from the worst 15% data zones, lone parents, people with significant health/disability/wellbeing issues, older workers, young people, ex offender ex forces and individuals experiencing in-work poverty.
- 9.4. Through the delivery of the £1.3M Glasgow and Clyde Valley City Deal, a programme is being implemented to offer intensive work-focussed support to those individuals receiving the health related benefit; Employment Support Allowance. This initiative aims to support around 570 individuals in South Lanarkshire (4000 across the entire City Deal area) over a three year period. The individuals presenting to date have significant and enduring health conditions and disabilities that have prevented them from taking up employment – for decades in most cases. The programme offers key worker support and case management interventions including access to physiotherapy, Cognitive Behavioural Therapy and other appropriate employability activities to help them manage their health and wellbeing issues effectively to move nearer and into sustainable employment.
- 9.5. Young people with multiple barriers continue to be a focus for employability investment. Significant additional resources have been attracted to the area to support initiatives including wage subsidies, recruitment incentives, specialist interventions and intensive programmes. All school leavers are robustly tracked to ensure no-one is left behind. Any young person not in a positive employability destination is offered partnership support and access to a wide range of work-focussed and barrier reducing activity.
- 9.6. Through South Lanarkshire More Choices, More Chances Partnership a joined up approach has delivered an improvement in the School Leaver Destinations. This tracks the progress of each individual and identifies if they progress into a positive destination whether this is employment, further or higher education, or training. A range of services work closely together to share information and provide support relevant to the needs of young people, particularly those who are likely to be furthest from the labour market. This information is used to inform the wider policy initiatives and to measure the performance of partnerships linked to Single Outcome Agreement targets. The highlights are as follows:
  - ◆ 3332 young people left school in 2014/2015, only 27 fewer than the previous year
  - ◆ the unemployed (seeking) rate is 5.4%; this has decreased by 1.1% from last year (6.5%)
  - ◆ the unemployed (not seeking) rate is 1.3%; this has increased by 0.3% from last year (1%)

- ◆ the unconfirmed rate is 0.3%, this has increased by 0.2% from last year representing 11 young people who are classed as 'status unconfirmed'
- ◆ of the 232 negative outcomes - 66% were male and 34% were female - 47% left from S6, 37% from S5 and 16% from S4
- ◆ 166 (4.9%) of leavers have had no positive outcome since leaving school – 51 were female and 115 male

The positive destination rate in young people moving into Higher/Further Education, Training, Employment, Voluntary Work and Activity Agreements is 93% representing an increase of 0.7% from the previous year (92.3%) and places South Lanarkshire 0.1% above the National Average.

- 9.7. This high level of performance is achieved through the close partnership working not only across the Council, primarily Economic Development Services, Integrated Children's Services and the management teams in all High Schools but also between the Council and external partners such as Skills Development Scotland, the Colleges, Department for Work and Pensions, voluntary and private sectors.

## **10. Roads and Transportation**

- 10.1. Roads and Transportation Services respond to the needs of people with disabilities on a daily basis as part of ongoing works and specifically as needs are identified. During 2015/16 the following works were undertaken:-

- ◆ one new Toucan Crossing was installed at Calderwood Road, East Kilbride and
- ◆ eight sets of traffic signals including pedestrian facilities were upgraded:
  - ◆ Townhead Street and Common Green, Strathaven
  - ◆ Stonelaw Road and Greenhills Road, Rutherglen
  - ◆ Glamis Avenue, Carluke
  - ◆ Motherwell Road and Palace Grounds, Hamilton
  - ◆ Church Street, East Kilbride

- 10.2. The installations have facilities to assist disabled pedestrians to cross the road safely. Dropped kerbs were provided at all crossing points and tactile slabs were used to delineate the edge of the footway and the crossing position to assist visually impaired pedestrians. To further assist visually impaired pedestrians, when the traffic has been signalled to stop and the green man is illuminated an audible tone (where appropriate) is activated during the time that the "green man" is on and a tactile cone, located at the base of the push button box rotates.

- 10.3. The Roads Service has a "Safe Use of Pedestrian Crossing" leaflet entitled "It's a Jungle Out There!" which provides basic information on the safe use of Zebra, Pelican, Puffin and Toucan Crossings. This is distributed to schools where new crossings have been introduced or upgraded and by Junior Road Safety Officers as part of their information sharing assemblies. It is also used as an educational resource as required, within primary schools.

- 10.4. The a2bsafely road safety initiative continues to be promoted to schools. This initiative is designed for young people with additional support needs and assists pedestrian training. It comprises of a website that can be accessed online at [a2bsafely.com](http://a2bsafely.com) or via a CD. It offers young people the opportunity to encounter the road environment safely in an interactive real world setting. Additional material for parents and teachers is also available online.

- 10.5. Another road safety initiative which continues to be used as an education resource within schools, where Heavy Goods Vehicles (HGVs) are perceived to be an issue, is an educational DVD and booklet used to alert road users to the road safety issues surrounding (HGVs). The DVD developed by the Council in partnership with Police Scotland, Argos and XPO Logistics demonstrates the issue of visibility and includes views from the inside of the HGV cab. It contains information on stopping distances, manoeuvrability, blind spots and tail lifts..
- 10.6. As part of the Glasgow City Region City Deal, works have been designed at the Cathkin Relief Road in Rutherglen. As part of the works the Roads Service have taken the opportunity to improve the path network through the site area and introduce Equality Act compatible walks. The works also introduce a new signalised junction at Burnside Road which includes two toucan arms and pedestrian phases on the other two arms. At the other end of the site, the existing staggered junctions are being brought together to form a new four way signalised junction and this will also include two toucan arms and pedestrian phases on the other two arms. Both junctions will feature audible tone and tactile cones to assist people with disabilities. The junctions will have dropped kerbs and tactile paving associated with the traffic signals. Along the length of the scheme there are three designated crossing points:
- ◆ Two uncontrolled crossings with dropped kerbs and tactile slabs, both have central island refuge areas to assist the crossing
  - ◆ Once toucan crossing with dropped kerbs, tactile slabs, audible tone and tactile cones.

During the construction period the service will be providing transport for children who would normally cross the area on foot to school or nursery.

- 10.7. The service is also working with Guide Dogs Scotland to assist a visually impaired resident who uses the site to find suitable alternative routes.

## **11. Employee Implications**

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

## **12. Financial Implications**

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

## **13. Other Implications**

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

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

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

- 14.1. 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.

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

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

22 June 2016

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

- ◆ Provide vision and strategic direction
- ◆ Strengthen partnership working, community leadership and engagement
- ◆ Improve the quality of the physical environment
- ◆ Improve community safety

**Previous References**

Equal Opportunities Forum – 10 March 2015

**List of Background Papers**

None

**Contact for Further Information**

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

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