

# Report

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Report to:	<b>Equal Opportunities Forum</b>
Date of Meeting:	<b>6 September 2011</b>
Report by:	<b>Executive Director (Enterprise Resources)</b>

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

1.1. The purpose of the report is to:-

- ◆ advise the Forum of the strategic and operational work being undertaken and planned by Enterprise Resources to meet the commitments in the Council's Single Equality Scheme and Equality and Diversity Strategy

## 2. Recommendation(s)

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

- (1) that the work being undertaken by Enterprise Resources in terms of the Council's Single Equality Scheme and Equality and Diversity Strategy be noted; and
- (2) that the Enterprise Resources Equality and Diversity Action Plan be noted.

## 3. Background

3.1. Enterprise Resources has an in house Equal Opportunities Officer Working Group which includes officers from every Service in Enterprise. The Group promotes equal opportunities throughout the Resource and the Chair attends the Corporate Officer Working Group on Equal Opportunities. It is the responsibility of Support Services to promote and co-ordinate equality and diversity activities within the Resource in line with the Council's Single Equality Scheme.

## 4. Mainstreaming Equal Opportunities

4.1.1 A Resource specific Equality and Diversity Action Plan has been developed (see Appendix 1). This Plan is based on the Council's Single Equality Scheme action plan and reflects the Resource's contribution to meeting equalities objectives. The Plan will be updated if appropriate to reflect the introduction of specific duties. All identified actions will be monitored and reported annually to this Forum.

4.1.2 Key objectives in terms of service delivery in Enterprise Resources are identified via the Resource and Service planning process. Equal Opportunities is mainstreamed into the activities of the various services within Enterprise Resources which enable these key objectives to be met. A selection of these activities in each of the Services is outlined in the following paragraphs.

## 4.2 Planning and Building Standards

- 4.2.1. The Disability Liaison Group within Enterprise Resources, comprising of representatives from all Services, continues to meet quarterly. 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. A recent example of this occurred in East Kilbride where Building Standards negotiated with a developer to redesign the main entrance doors to proposed blocks of flats so that accessibility for wheelchair users would be improved. The Group is chaired by a planning officer, who also sits on the in-house Equal Opportunities Officer Working Group.
- 4.2.2. 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 Service is working on establishing additional cross checks that would make applicants more aware of building standards issues for certain types of planning applications, e.g. cottage flats and town houses.
- 4.2.3. Building Standards is represented on the South Lanarkshire Access Panel. The booklet "Inclusive Design" is to be reviewed and updated as an exercise with the Access Panel. A further improvement to ensure that developers access the booklet is currently being designed. This will mean that developers accessing a building warrant application form on the web will be directed automatically to the "Inclusive Design" booklet. It is intended that this will take place as part of the application form review. Building Standards facilitate discussions on access issues between the access panel and developers and promote dialogue regarding technical specifications which may be referenced during future revisions to building regulations instigated by the Scottish Government.
- 4.2.4. Following the adoption of the Local Plan, a series of supplementary planning guidance notes (SPG) are being prepared to simplify various local plan policies. The Residential Development Guide SPG is currently subject to consultation with the Access Panel.
- 4.2.5. Work has commenced on the South Lanarkshire Local Development Plan, which will replace the adopted local plan. A series of public consultation events will take place in autumn 2011 and these will involve representatives from local equality groups. A special event to involve young people in the process is proposed, this will include pupils with additional support needs. In addition, standpoint terminals have been situated in accessible locations across South Lanarkshire during the month of August, to allow the wider community to input their views on the land use planning priorities for their area,
- 4.2.6. The Planning etc. (Scotland) Act 2006 and the Town and Country Planning (Development Management Procedure) (Scotland) Regulations 2008, which came into force in August 2009, introduced a requirement for design and access statements to accompany planning applications for certain types of development. National and major developments, for example, large retail developments, new public buildings and large residential developments, require an access statement to be submitted which indicates how issues relating to access to the development for disabled people have been addressed.

### 4.3. Regeneration

- 4.3.1. The Regeneration and Inclusion Team within Regeneration Services makes a significant contribution to the delivery of the key objectives and targets within the Single Outcome Agreement. A core function is the design and delivery of employability services that address inequalities. To ensure effective targeting of resources, this activity is undertaken through dedicated teams with responsibilities for tackling poverty, providing employability support and addressing the needs of rural communities.
- 4.3.2. During 2010/11, these services supported over five thousand local people and a range of new initiatives were put in place aligned to the Council Connect vision to “work together to improve the quality of life of everyone in South Lanarkshire”. Major achievements across a range of activity areas include the following initiatives.

#### 4.3.3. **Employability Initiatives**

- 4.3.4. The introduction of *South Lanarkshire Works 4 U* as part of a successful bid for European Social Fund funding provides a choice of route ways for vulnerable people to connect with employability support regardless of their personal skill levels or job readiness. A key feature of the strategic skills pipeline behind this approach is the wider application of the *Connect 2* model of holistic support that assists people with more complex barriers to progression like disabilities, mental health issues and addictions to get back to work.
- 4.3.5. The Department for Work and Pensions (DWP) *Future Jobs Fund* programme saw the Routes to Inclusion (RTI) Team act as lead accountable body achieving 1200 job outcomes over the contract period, with a significant number of participants sustaining employment beyond 26 weeks. Examples of the Community Benefits this activity has generated within South Lanarkshire include:-
- ◆ assisting disabled and marginalised people to more actively participate in community activities
  - ◆ supporting local environmental improvements and bringing waste ground back into community use
  - ◆ providing extra support to local charities and voluntary sector organisations to expand services and provide more intensive one to one support
  - ◆ providing vulnerable people living in low income households with advocacy and case worker support
- 4.3.6. During 2010/11 the Regeneration and Inclusion Team delivered “More Choices, More Chances” activity to assist young people not in education, employment or training to overcome a range of problems and gain the skills and opportunities to move into employment. This was recognised by the Scottish Government through additional funding for services which provided additional places to assist school leavers. This included:-
- ◆ 16+ Learning Choices which supports S4 School leavers making the transition into the world of work through access to an appropriate learning opportunity via Further Education; National Training Programmes; and Volunteering
  - ◆ Youth Jobs Fund that provides subsidies for up to 50 weeks to support local young people aged 16-17 enter and sustain jobs
- 4.3.7. Throughout the year the positive impact of RTI Team Programmes on vulnerable people has been recognised by a range of external organisations through awards, programme participant case studies showcased as examples of National Best

practice and favourable press articles. Highlights include the Jobcentre Plus Awards 2010 where South Lanarkshire Council finished as runner up in the Youth Employment Award large employer category and was praised as an “*Employer that has demonstrated clear commitment and action to help young people back into work*”; promotion of programme case studies within the Scottish Government’s [www.employabilityinScotland.com](http://www.employabilityinScotland.com) web site and recent press articles covering the Teams support for the Momentum Scotland *OPEL* and *Work Ahead* projects helping people with Learning Disabilities and Acquired Brain Injury get into work.

4.3.8. The Team has also made significant progress on tracking equalities “protected characteristics” to reflect recent legislation. Examples include introducing a new standard reporting system based on *Cognisoft* software that will provide the basis of a consistent method of reporting on equalities across all team programmes and provide comparisons between our participant profile and local community demographics.

#### **4.3.8. Targeted Area based Initiatives**

4.3.9. Providing Financial and Development Officer Resource to assist Blantyre and South Lanarkshire Credit Union (*BSL*) expand its services to vulnerable people living in Larkhall and surrounding rural areas. At a time of hardship linked to recession and higher unemployment this brings vital assistance and guidance on personal finances, low-cost ethical loans and savings to a new group of vulnerable people and low income households affected by worklessness and benefit dependence.

4.3.10 Assisting the *TACT Youth Project* based in Blantyre, making use of their joinery workshop to provide a 10-week vocational training programme allowing school leavers facing difficult transitions from secondary education due to a lack of personal skills, poor attainment or complex needs to develop their joinery and workplace skills. The Project brings together a range of community based agencies who share our equalities agenda including Terminal 1, Community Learning and Social Work staff all working together to improve the life chances of young people.

4.3.11 Team members have been instrumental in assisting Larkhall Community Growers to create a *Food Co-operative* that encourages local people to eat fresh fruit and vegetables as well as providing guidance on a healthier lifestyle and well being. This creates a double benefit ensuring that the produce created through the existing training facility which offers disabled groups the opportunity to deliver horticulture skills also assists elderly people and low income households living in the area. The co-operatives volunteer management group actively encourages participation from marginalised groups in developing future development plans.

4.3.12 The Tackling Poverty team’s role is to work with partners to tackle inequalities across South Lanarkshire – through targeted use of Fairer Scotland Fund (FSF) monies. The FSF programme had a clear focus on early intervention, an example of which is *First Steps* which targets vulnerable first time mums from pregnancy onwards in our most deprived communities – regardless of age, ethnicity, disability or other demographics.

In recognition of the fact that a far higher proportion of children in deprived communities lack the constant support and direction of a father figure, the FSF fund has also helped establish the *Main Man* project whose aim is to increase the input of fathers to their children’s early learning and play by building their confidence and skills to do so. This targeted approach has impacted on health inequalities in the short-term, and it is hoped builds the foundation to tackle inequalities in children’s life chances in the long-term.

- 4.3.13 The Business Support and Property Information Team within Regeneration Services continues to lead for South Lanarkshire on the Supplier Development Programme (SDP) which now covers 26 local authority areas. The principal objective of the programme is to encourage and assist in accessing the public procurement market via activities geared to the specific requirements of SMEs regardless of what stage of development they may be at. The functionality of the SDP website is being changed to collect equal opportunities information from clients.
- 4.3.14 As well as grant funding for training, consultancy and e commerce projects, the Business Support and Property Information team also manage the West of Scotland Loan Fund for the Council. This programme offers loan funding of up to £50,000 to new and existing businesses. Also available from the same team is the Rural Capital Grants Scheme which offers grant assistance to those businesses in the rural areas of South Lanarkshire in an effort to address particular problems faced by such businesses. The team also has an officer dedicated to the support of tourism in South Lanarkshire where a large proportion of the businesses are run by women (small B&Bs etc)
- 4.3.15 Enterprise Resources, through Community Regeneration and Rural Development, is responsible for the South Lanarkshire LEADER Programme. This is a £1.47 million discretionary grant fund that supports the development of projects that provide an economic, environmental or social benefit to the rural area, and is funded through the Scottish Rural Development Programme for the period up to 2013. South Lanarkshire Council is the Lead Authority to the Scottish Government with overall responsibility for the funding.
- 4.3.16 The Programme is managed locally by the South Lanarkshire Rural Partnership (SLRP), which acts as the LEADER Local Action Group (LAG) and has responsibility for overseeing the effective delivery of the programme.
- 4.3.17 The SLRP is one of the themed CPPs and to ensure compliance with equalities legislation, SLRP has taken a 'mainstreaming' approach to tackling equal opportunities. Equal opportunities is a horizontal theme within our rural strategy *Working towards sustainable rural communities* and underpins all actions within the strategy. The Council has taken responsibility for this by ensuring that:-
- ◆ the priorities and associated strategies of the Partnership reflect the relevant statutory requirements with regard to equal opportunities
  - ◆ all initiatives, strategies and plans introduced by the partnership are subjected to an equalities impact assessment to identify any possible adverse impact, barriers to participation or discriminatory practices
  - ◆ arrangements for consultation and community engagement on all strategies, plans and initiatives are inclusive of all communities of interest
  - ◆ arrangements are introduced to monitor and report on performance in relation to equal opportunities
  - ◆ equal opportunities issues are built into performance indicators/measures
  - ◆ opportunities are identified to develop the capacity of community/voluntary groups to enable them to participate effectively in consultation/engagement processes
  - ◆ information and best practice are shared among the partners

- 4.3.18 The LEADER programme manager is responsible for ensuring that equal opportunities are adhered to in all LEADER applications and the programme engages with organisations that can promote the equal opportunities agenda in the rural area.
- 4.3.19 The LEADER programme manager will undertake a technical assessment to ensure all groups are inclusive and have an equal opportunities policy in place (copy required for application). Equal opportunities also forms part of the scoring system for approvals and asks to what extent the project actively promotes the full and equal participation of individuals and social groups in the local economy.
- 4.3.20 The effect of the above actions enables the SLRP to provide tangible evidence of performance and demonstrate commitment and leadership to tackling equality and inequality across rural South Lanarkshire. Examples include:-

- ◆ **Clydesdale Community Initiative – Inclusion through Enterprise.** The project aims to engage people with support needs in commercial landscaping, woodwork and horticultural activities, to develop increased capacity to deliver commercial contracts on a sustainable basis and to employing people with support needs and establishing a full social firm
- ◆ **Blue Triangle Housing Association – Young Persons Rural Housing Support Project.** The project aims to provide support for between 6 – 10 young people aged between 16 and 21 years who:-
  - ◆ are awaiting permanent housing and require a level of support to develop survival skills
  - ◆ are at risk of becoming homeless
  - ◆ are moving on from Looked After and Accommodated addresses
  - ◆ have been homeless previously or have been homeless for some time
  - ◆ are coming to terms with the challenges, reality and requirements of living in the community
  - ◆ require assistance to unlock employment, training, educational needs and constructive use of leisure time
- ◆ **Liber8 – Youth Services Positive Directions.** Liber8’s Streetbase project is a strategic approach to alleviating and preventing the misuse of drugs and alcohol in South Lanarkshire. It presents young people with opportunities to make positive lifestyle choices. Our overarching aim is to limit the damaging effects of alcohol and substance misuse on individuals, families and the community by providing an integrated range of services and interventions.

This approach has been very successful in moving youngsters away from anti-social behaviour and into positive directions. We attempt to delay the age children and young people first use alcohol and reduce the number of young people engaging in alcohol misuse through:-

- ◆ developing customised alcohol educational and awareness raising materials for young people
- ◆ providing appropriate opportunities for young people to develop their knowledge, skills, attitudes and understanding of the issues surrounding alcohol and alcohol misuse before the onset of damaging behaviours
- ◆ successfully engage with young people, at an early age who are deemed at risk or hard to reach, empowering them to develop alternative behaviours

#### 4.4. Roads and Transportation

4.4.1. Engineers from Roads and Transportation Services respond to the needs of people with disabilities on an ad-hoc-basis, for example:-

- ◆ a member of the public resident in Lesmahagow who uses a wheelchair was experiencing difficulty with some routes from her home to the village centre. The area office visited the routes to ascertain where there might be an issue with dropped kerb access at junctions and other locations. As a result, alterations were made to the footway in Abbeygreen and the surrounding area. An instruction was subsequently issued for alterations to be carried out
- ◆ An engineer from Roads and Transportation Services met visually impaired residents of East Kilbride to assist with issues they have in crossing the road at various locations
- ◆ As part of a drive for continued improvement in traffic management of roadworks, a DVD has been purchased. The DVD is titled "Safe for All" and shows a range of vulnerable road users negotiating roadwork sites. This is being rolled out as a Team Brief to all road operatives and associated staff. The aim is to raise the profile of all road users but especially vulnerable groups with anyone involved in designing, implementing or checking traffic management on our road network.

4.4.2. The Parking Unit has met the requirements of the Disabled Persons' Parking Places (Scotland) Act 2009. All on-street disabled persons parking bays in residential areas and those associated with Council controlled car parks have been regulated. The signing and lining requirements are almost complete. All private car park operators have been contacted in relation to regulating the disabled persons parking bays under their control.

4.4.3. The Council controlled Shopmobility service provided in Hamilton transferred from Regeneration Services to Roads and Transportation Services in September 2010. A rationalisation of resources has seen this service move from its stand-alone location within the New Cross Centre to Duke Street car park. It is envisaged that, over the coming months, the service will be made available 7 days per week, including public holidays and over extended daily hours.

4.4.3. One of the road safety initiatives promoted to our schools is "a2bsafely". This initiative is designed for young people with additional support needs and assists pedestrian training. It comprises a website that can be accessed on-line at "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 on-line.

4.4.4. South Lanarkshire Council's Road Safety Section, Strathclyde Police, Argos and Norbert Dentressangle worked in partnership to develop an educational DVD programme to alert road users to the road safety issues surrounding Heavy Goods Vehicles (HGVs). This initiative is a practical method of increasing our awareness of road safety in relation to HGVs.

This initiative has been released as part of the United Nations Decade of Action for Road Safety 2011-2020 and provides the opportunity to see things from an HGV driver's perspective.

In order to demonstrate the issue of visibility, the filming includes views from inside the cab. Many features are included with regard to the width and length of the vehicle, stopping distances, manoeuvrability, "blind spots" and tail lifts.

It is hoped that the information provided will equip all of us, as road users, with the knowledge and skills to enable us to make positive decisions to keep us safer on our journeys as pedestrians, cyclists or drivers in the future.

The DVD is now available for viewing on South Lanarkshire Council's website.

- 4.4.5. During 2010/11, two new zebra crossings and five new traffic signal controlled junctions were installed with all of them having full 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 to assist visually impaired pedestrians. To let visually impaired pedestrians know when it is safe to cross the road at the traffic signals an audible tone is activated during the time that the "green man" signal is on and a tactile cone, located on the base of the push button box, rotates.

A further set of signals and eight pedestrian crossings were upgraded with facilities for disabled pedestrians being incorporated into the improvements.

## **5. Impact Assessments**

- 5.1. During 2010/11, 56 policies/programmes were impact assessed, all of which related to efficiency savings for 2011/12 and beyond. Of the impact assessments carried out, 25 were published and are available on the Council website. The remainder are for efficiency savings which were not submitted or did not receive Committee approval.

## **6. DDA Audits**

- 6.1. We continue to assess and update the DDA audits and requirements of our Business Centres where the public have access following any changes. All new developments are constructed in accordance with the DDA legislation as managed by Physical Regeneration.

## **7. Performance Monitoring**

- 7.1. In order to determine whether there were any issues in terms of race in relation to planning applications approvals, monitoring by ethnic groups was carried out over a 2 year period. Although the return rate was disappointing, no issues of concern were identified and the exercise has been discontinued.
- 7.2. Regeneration Services collect equalities data on their various employment initiatives which are used to inform future developments in this area.

## **8. Employment and Training**

- 8.1. Routine monitoring of applications received from disabled and black and ethnic minority candidates has not identified any instances of discrimination to date.
- 8.2. Enterprise Resources participates in the Council's Delivering a Fairer Future Programme and encourages applications from women for non traditional roles in Roads and Transportation Services and Building Standards.



- 8.3. Enterprise Resources continues to support family friendly policies and 40 employees are currently either job sharing or working a shorter working week; 2 employees are working term time; 6 employees are working beyond age 65 and 3 employees have flexibly retired.
- 8.4. Support has been given to employees to enable them to continue working. This has been done via redeployment both on a permanent and temporary basis as well as securing specialist equipment and training where necessary.
- 8.5. Training in equal opportunities is identified during the PDR process and, in 2010/11, 3 employees have attended disability awareness training, 5 employees completed the valuing diversity e-learning product and 8 employees undertook the managing diversity module as part of the management development programme. Other activities included an employee attending the International Day against Homophobia event and one employee undertaking equality impact assessment training. In addition, 1 employee successfully completed the British Sign Language level one programme.

## **9. Communication**

- 9.1. If requested, Enterprise Resources continues to provide information and forms in alternative formats eg large print, Braille, audio and other languages. Arrangements can also be made for officers in Enterprise to make home visits to anyone unable to call at an office, if required.

## **10. Future Action**

- 10.1. Enterprise Resources will continue to mainstream equal opportunities in all its activities.
- 10.2. The Resource will report progress in achieving outcomes from the resource specific Equality and Diversity Action Plan on an annual basis at this Forum.
- 10.3. The Resource will continue to consider any appropriate positive action which could address under representation in traditionally male occupations e.g. civil engineering, roadworker. It should be noted that there have been limited opportunities due to a downturn in recruitment.

## **11. Employee Implications**

- 11.1. There are no employee implications.

## **12. Financial Implications**

- 12.1. There are no financial implications.

## **13. Other Implications**

- 13.1. The risk to the Council is that if the Resource does not have due regard to the Public Sector Equality Duty it may lead to non-compliance with equalities legislation.
- 13.2. There are no implications in terms of sustainability.

## **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, function or strategy and, therefore, no impact assessment is required.

14.2. Enterprise Resources continues to consult with the community at large via meetings with local area committees, community groups, disability groups, LEMAG (Lanarkshire Ethnic Minority Action Group) and other community and local interest groups as appropriate.

**Colin McDowall**  
**Executive Director (Enterprise Resources)**

23 August 2011

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

- ◆ Improve the quality of the physical environment (Council priority)
- ◆ Improve community safety
- ◆ Support local economy by providing the right conditions for growth, improving skills and employability
- ◆ Working with and respecting others (value)
- ◆ Excellent employer (value)
- ◆ Tackling disadvantage and deprivation (value)
- ◆ Sustainable Development (Council priority)

**Previous References**

- ◆ Equal Opportunities Annual Report – 29 June 2010

**List of Background Papers**

- ◆ Single Equality Scheme
- ◆ Equality and Diversity Strategy

**Contact for Further Information**

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

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## Equality and Diversity Action Plan

## Enterprise Resources Equality and Diversity Action Plan

<b>Policy Commitment</b>					
<b>Community leadership and influence: working with others</b>					
<b>Council Value</b>	<b>Action</b>	<b>Responsibility</b>	<b>Outcome/ Measure</b>	<b>Timescale</b>	<b>Progress</b>
<b>Tackling Disadvantage and Deprivation</b>	1. Involve and consult the community and our employees regarding policies, strategies and functions that affect their lives	All Resources	Representative groups including South Lanarkshire Council Employee Forums, Trade Unions, South Lanarkshire Access Panel, Better Government for Older People, Best Value Service User groups, South Lanarkshire Carers Network, Lanarkshire Ethnic Minority Action Group, and South Lanarkshire Youth Council to be involved in impact assessment	Ongoing	<p>Consultations with groups have taken place regarding budget proposals, the implications of the Equality Act and its subsequent specific duties.</p> <p>Enterprise Resources involves groups where policy changes are in effect, e.g. Disability Partnership / Access Panel</p>

## Enterprise Resources Equality and Diversity Action Plan

### Policy Commitment Community leadership and influence: working with others

Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>Tackling Disadvantage and Deprivation</b>	2. Work with partners to ensure transport provision across South Lanarkshire reflects the objectives of the Council's Equality and Diversity policy where appropriate	Enterprise Resources / South Lanarkshire Partnership	Transport provision reflects the needs of the community	Ongoing	South Lanarkshire Access Panel and Seniors together have been involved in consultation regarding the refurbishment of Hamilton Bus Station to ensure safe and appropriate access to information and travel services.  Enterprise Resources Disability Partnership sub group meets 8 weekly.
	3. Review voluntary sector funding to take account of the Council's equality duties	All Resources	Appropriate equality statements are included in relevant documentation e.g. funding applications and associated leaflets, funding assessment conducted to establish that duties are / will be undertaken by potential funded groups	April 2010	All relevant applications and guidance make reference to appropriate Equalities Legislation.
		All Resources	Council meets its statutory duties in the distribution of public monies	Ongoing	All relevant applications and guidance make reference to appropriate Equalities Legislation.

## Enterprise Resources Equality and Diversity Action Plan

### Policy Commitment Community leadership and influence: working with others

Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>Tackling Disadvantage and Deprivation</b>	4. Promote equality and diversity together with Community planning partners	All Resources / South Lanarkshire Partners	Effective sharing of information and good practice on equalities impact assessment is promoted with the South Lanarkshire Partnership theme partnerships, equality forums and other organisations as appropriate.	Ongoing	Group use of SLC impact assessment to begin 2011. SLP equalities meeting to discuss and share good practice meets quarterly. Terms of reference for the equality and diversity sub group agreed by SLP board in June 2010.
		All Resources	Ensure equalities actions are part of service planning and specific Neighbourhood Community Action Plans	Ongoing	EQIA's conducted to ensure equalities matters are properly considered as part of the service planning process.
		All Resources / South Lanarkshire Partners	Shared equality and diversity statement and vision across all partner organisations	June 2010	Terms of Reference for the equality and diversity sub group agreed by SLP board in June 2010
	5. Ensure that our legal duties with regard to promoting equality of opportunity are built into all of our partnership activities	All Resources	Joint working to promote equality of opportunity and to tackle discrimination and disadvantage – e.g. Multi Agency Racist Incident Monitoring group (MARIM) Diversity Day	February 2010/ Ongoing	MARIM Group developed into Diversity Monitoring group to cover all aspects of Equalities Legislation.

## Enterprise Resources Equality and Diversity Action Plan

### Policy Commitment Community leadership and influence: working with others

Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>Tackling Disadvantage and Deprivation</b>	6. Promote equality and diversity in our dealings with the media	All Resources	The imagery and communications used by the Council reflect equality issues and the diversity of our local community	Ongoing	Diverse imagery used across publications to ensure they are appealing and accessible to all.
	7. Seek views of all stakeholders regularly on services we provide, and tell people what we have done as a result of involving and consulting with them	All Resources	Involvement and consultation outcomes and proposed actions are published in the South Lanarkshire Reporter and on the Council's website	Ongoing	Outcomes of consultation and actions taken as a result are published on website
	8. Involve and consult with employees and employee forums to ensure views/ aspirations of diverse employee groups	All Resources	Items raised are considered by Equality and Diversity Working Group and Diversity Liaison Officers where appropriate action taken and reported back to forums (items raised minuted for feedback)	Ongoing	Employee forums meet quarterly

## Enterprise Resources Equality and Diversity Action Plan

### Policy Commitment Service Delivery

Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>People Focused</b>	9. Ensure that our buildings which are open to the public can be accessed and used by all members of the community	All Resources	Percentage of Council properties delivering services to the public in which all public areas are accessible by disabled people (target 100%)	Ongoing	2010 SLC access SPI increased by 6.5% to 86%.  ER 100% public access buildings
		Regeneration Services	Annual DDA compliance report (Statutory Performance Indicator report) – reported to Housing and Technical Resources	May 2010 / ongoing	Report submitted annually as per SPI requirement.
	10. Ensure that all services are accessible with due regard to the principle of fairness	All Resources	Services are reviewed and developed to encourage take up by all communities with particular focus given to groups facing disadvantage and discrimination – evidenced in aims of policies (supplying information in correct format)	Ongoing	Equality Impact assessments conducted on all new and revised policies to ensure equality groups needs are properly considered.



## Enterprise Resources Equality and Diversity Action Plan

### Policy Commitment Service Delivery

Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>People Focused</b>	11. Ensure all contractual agreements advance equality of opportunity and reflect legislative requirements	Regeneration (Routes to Inclusion Team)	Contractual terms include coverage of all legislative equalities requirements and eliminate unlawful discrimination, harassment and victimisation.  Programme performance monitoring and reporting include Equalities compliance	April 2011  Ongoing	RTI Team, Contractual Paperwork for new commissioned services has been amended to reflect this requirement  Introduced to RTI Team Programmes as part of Quarterly monitoring activity
	12. Ensure universal access to programmes by monitoring programme engagement	Regeneration (Routes to Inclusion Team)	Monitor programme engagement on an annual basis to ensure that our participant profile continues to reflect local demographics  Promotion and referral activities include ethnic minorities and those with multiple barriers to progression	Ongoing  Ongoing	Monitored by RTI Team as part of Equalities Reporting  Tracked for European Funded Programmes

## Enterprise Resources Equality and Diversity Action Plan

### Policy Commitment Service Delivery

Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>People Focused</b>	13. Deliver specialist employability support	Regeneration (Routes to Inclusion Team)	Expanded employability programmes introduced to assist people with disabilities	Ongoing	<p>Joint working with Momentum Scotland on a Priority 5 European ESF bid to fund an expansion of employability services to this participant group.</p> <p>Expansion of CIO and other services to assist people with learning disabilities access services</p>
	14. Use of positive role models in programme promotional materials, training delivery and mentoring activity	Regeneration (Routes to Inclusion Team)	Programme promotion and case studies will foster good relations by challenging stereotypes and breaking down prejudice	Ongoing	Incorporated into the service delivery model for RTI Team programmes such as Inclusiveness and Connect 2

## Enterprise Resources Equality and Diversity Action Plan

### Policy Commitment Service Delivery

Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>People Focused</b>	15. Monitor on an ongoing basis the parking requirements for disabled users.  16. Where necessary regulate parking bays to ensure enforcement	Roads and Transportation	Adequate parking facilities for the disabled community.	Ongoing	Blue badge holders park free in Atholl House and the number of regulated bays has increased  All disabled bays are now regulated
	17. Extend sympathetic consideration to all faiths for worship, conducting weddings, funerals etc	Roads and Transportation	Parking policy facilities, worship etc for all faiths.	Ongoing	Regular dialogue between the Parking Manager / mosque in Hamilton and various churches
	18. Consider whether parking provision for employees who car share meets the needs of women.  19. Collect statistical data as evidence to support the policy introduced.	Roads and Transportation	The needs of women are considered when formulating parking policies in relation to caring responsibilities, part time working.	Ongoing	Proposal to regulate on and off street parking in the vicinity of HQ to free up spaces for those starting work up to 10.00am. Season tickets to be transferable between vehicles to suit car share. Will be monitored following introduction

## Enterprise Resources Equality and Diversity Action Plan

### Policy Commitment Service Delivery

Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
	20. Distribute Safer Scotland's booklet "Driving in Scotland" in languages required in SLC area e.g. Polish	Roads and Transportation	Safer driving throughout community – results reported via accident reduction measurement. Investigate if data can be segmented to identify equality groups	Ongoing	The booklet was widely distributed in 2007 and an updated edition has been issued recently.
	21. Extend the provision of dropped kerbs.	Roads and Transportation	Programme to remain in place to lower kerbs as budget becomes available with priority being given to medical and community facilities.  Improved mobility for disabled people and those with young children	Ongoing	Ongoing when Construction Consents are approved and when schemes with kerbing works are implemented. Dropped kerbs automatically included in all new schemes and where feasible during maintenance operations

**Enterprise Resources  
Equality and Diversity Action Plan**

**Policy Commitment  
Service Delivery**

<b>Council Value</b>	<b>Action</b>	<b>Responsibility</b>	<b>Outcome/ Measure</b>	<b>Timescale</b>	<b>Progress</b>
<b>People Focused</b>	22. Provide tactile paving, pelican and puffin crossings 'walking' the job where appropriate with a representative of disability community.	Roads and Transportation	Disabled community assisted to cross the road safely.	Ongoing	Facilities to assist disabled pedestrians are routinely provided at all new pedestrian crossings and where existing ones are being refurbished. Existing crossings are also retro-fitted with appropriate equipment if a specific need is identified and funding is available. Engineers will "walk" the job with representatives of the disabled community, if requested.

## Enterprise Resources Equality and Diversity Action Plan

### Policy Commitment Service Delivery

Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>People Focused</b>	23. Promote Inclusive Design.	Planning and Building Standards	Private sector consider needs at design stage (e.g. ramps, toilets, childcare facilities – family changing rooms).	Ongoing	Developers of major buildings with public access are required to consult the local disability access panel before making a planning application
	24. Developers construct ramps of solid material (e.g. concrete) so they are difficult to remove. Council policy to be revised and issue to be raised with SBSA		Regulatory bodies make changes where issues identified (e.g. light switches	Ongoing	
	25. Use Disability Liaison Group to ensure disabled community consulted on progress.		Disability Community consulted at the outset of a project and during snagging process but before building standards completion certificate is issued.	Ongoing	

## Enterprise Resources Equality and Diversity Action Plan

### Policy Commitment Employment issues

Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>People Focused</b>	26. Ensure equal opportunities in employment to reflect the diversity of our community	All Resources	Recruitment monitoring to ensure fair and open process  Use of the double tick symbol	Ongoing	Recruitment minimal. There are no issues with career progression.

## Enterprise Resources Equality and Diversity Action Plan

<b>Policy Commitment</b>					
<b>Managing and monitoring our effectiveness</b>					
Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>People Focused</b>	27. Ensure that equality and diversity is part of all induction processes	Support Services	All new staff made aware of equality and diversity strategy, policy and single equality scheme	Ongoing	Included in Corporate Welcome and reinforced at Resource specific induction
	28. Publicise our equalities and diversity performance	All Resources	Single equality scheme updates published on our website and in hard copy in Council Offices. Reported in South Lanarkshire Reporter and View	April 2011	All Resources to report updates via corporate and assist with roll-out
		All Resources	The effectiveness of service provision is monitored on a regular basis	Ongoing	Strategy to be developed
	29. Implement a programme of equality and human rights impact assessments at a Corporate, Resource and partnership level	All Resources / South Lanarkshire Partnership	All new policies or changes to existing policies are equality impact assessed	Ongoing	This is a standard item on all committee reports and standing item on agendas of equality groups
		All Resources / South Lanarkshire Partnership	Improved information gathering relating to equality groups and service use	Ongoing	An approach to be developed and mirrored for Service users



## Enterprise Resources Equality and Diversity Action Plan

<b>Policy Commitment</b>					
<b>Managing and monitoring our effectiveness</b>					
Council Value	Action	Responsibility	Outcome/ Measure	Timescale	Progress
<b>People Focused</b>		All Resources / South Lanarkshire Partnership	Impact assessments are undertaken systematically, routinely and effectively which identify unmet need and adverse impact. These will inform strategy, policy development, funding decisions and the planning and delivery of our services – evidenced by publication on Council website	Ongoing	All new policies / changes to service are equality impact assessed as part of Committee reporting process
		All Resources	Positive action programmes developed based on our research and involvement with representative groups – both employment and service delivery focused	Ongoing	Recruitment minimal. There are no issues with career progression