

Appendix 2 – Mainstreaming Equalities

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Key to Services

- FE – Fleet and Environmental
- FWG – Facilities, Waste and Grounds
- PED – Planning and Economic Development
- RT – Roads and Transportation

Community and Enterprise Resources Mainstreaming Equalities 2021			
	1 - Improve later life	The aim of this outcome is to deliver services to older people that improve their safety and keep them safe from abuse, and to shift the balance of care for older people from hospital and institutional settings to home or community based settings.	
	What we have done so far	What difference it has made	Service
1	Elderly and vulnerable adults are often the victims of scams, cold calling and bogus workmen. To prevent these individuals being victims Environmental services 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. Work on this initiative was restricted due to COVID-19.	Two talks were delivered by Trading Standards during 2020/2021. These talks help prevent elderly and vulnerable adults becoming the victims of scams. In addition, 'No Cold Calling' stickers and 'Buy With Confidence' literature was distributed. TruCall (call blocker) units were installed in seven elderly residents' homes, bringing the total number to 26. These units successfully reduce the numbers of nuisance/scam calls for the recipients blocking 2000 calls with an estimated saving of £23140.	FE
2	Working with the National Trading Standards Scams Team Environmental services (Trading Standards) have helped disrupt the operations of the perpetrators behind mail scams. The service continues to work with other agencies in this respect.	During 2020/2021, 139 reports were received in relation to scams and bogus callers. Partly due to the success of the Scam Alert Network and social media updates people are now checking with Environmental Services reporting scams or checking on something suspicious before entering a contract. Of those that did report a loss the average cost was around £1,550.	FE

	What we have done so far	What difference it has made	Service
3	<p>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+.</p> <p>Presentations to local community groups including the Seniors Together Forum are normally carried out by Waste Services to ensure elderly and infirm residents are aware of the full range of services available to them. Face to face visits have, however, been suspended as a result of the COVID-19 pandemic. Social media and Website content have been updated regularly to reflect changes to services during this period.</p>	<p>During 2020/2021, 5,204 residents were assisted by Waste Services in the collection, empty and return to storage area for each of their wheeled bins: 2,060 in the East Kilbride area, 1,009 in the Hamilton area, 788 in Cambuslang and Rutherglen and 1,347 in the Clydesdale area.</p>	FWG
4	<p>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.</p> <p>This Service was restricted due to COVID-19.</p>	<p>The Care of Gardens service was provided to 3200 households on behalf of Housing and Technical Resources, between the months June to October 2021.</p> <p>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.</p>	FWG

	2 - Protect vulnerable children, young people and adults	The aim of this outcome is to deliver services to children, young people, adults and older people that improve their safety and keep them safe from abuse.	
	What we have done so far	What difference it has made	Service
5	<p>Fleet Services provide transportation services to Education Resources (primarily school pupils with Additional Support Needs) and Social Work Resources (both Adult Services and Older Peoples Services' clients). Transport is provided for 1,300 children and 650 adults in a range of vehicles adapted where necessary to meet the specific needs of the individual.</p> <p>As a result of COVID-19, Schools and Social Work centres were closed for many months. During this time Fleet vehicles were engaged in COVID-19 response work.</p>	This transport Service helps children and adults access school or social care establishments safely throughout South Lanarkshire.	FE
6	The Amenity services Landscape Development team have worked in partnership with various community groups to deliver a range of play area improvements ensuring that an element of inclusive equipment is integral to all designs.	Since 2019, the Landscape Development team has worked with 13 groups to deliver and refurbish play areas which has increased opportunities for all children to play together irrespective of ability. The team have also worked in partnership to create 2 sensory and community gardens that afford children who do not enjoy busy play areas, the opportunity to enjoy nature and informal play in a sensory environment.	FWG

	What we have done so far	What difference it has made	Service
7	<p>In partnership with Paths for All and NHS Lanarkshire, Grounds services have available therapeutic walking programmes in both South and North Lanarkshire Council areas.</p> <p>Grounds Services also deliver The “Get Walking Lanarkshire” initiative.</p> <p>These health walks were restricted due to COVID-19. Not all of the health walks have restarted, work is, however, ongoing to restart the remaining walks as well as encouraging walkers and walk leaders to return.</p>	<p>These walking programmes improve the health and wellbeing of Lanarkshire’s residents by getting more people walking more often.</p> <p>During March – May 2021: in South Lanarkshire, Get Walking Lanarkshire provided 13 weekly walks. 202 walks have been facilitated so far this year, reaching on average 101 walkers per week. The walks are led by 37 volunteer walk leaders.</p>	FWG
8	<p>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.</p> <p>Due to the restrictions of COVID-19 Officers were unable to carry-out this type of inspection.</p>	<p>During 2020/2021, only 1 test purchase was carried out at a premise within the South Lanarkshire Council area selling tobacco and nicotine vapour products.</p> <p>Officers from Environmental Services had the responsibility for enforcing The Health Protection (Coronavirus) (Restrictions and Requirements) (Local Levels) (Scotland) Regulations 2020</p>	FE
9	<p>Grounds services provide a graffiti removal service. The response times are 24 hours to clear offensive graffiti and five working days to clear all other graffiti.</p>	<p>This service ensures that offensive graffiti is removed quickly with 91.58% of offensive graffiti and 93.4% of non- offensive graffiti removed within the required timescales in 2020/2021.</p>	FWG

	3 - Improve the road network, influence improvements in public transport and encourage active travel	The aim of this outcome is to improve all methods of travel across and within South Lanarkshire.	
	What we have done so far	What difference it has made	Service
10	The Roads and Transportation service published the Local Transport Strategy (LTS) in 2013, a 10 year vision, which sets out a series of policies and actions across a range of transport modes and policy areas. This includes vulnerable road users and those with physical, sensory or visual impairments.	<p>The LTS has been developed to address transport issues that the community identified being important to them in relation to travel within South Lanarkshire.</p> <p>This includes the condition of roads and footways as well as overall road safety across the network. The condition of our road network is continuing to steadily improve and accident statistics continue to improve. Importantly, the LTS provides a framework to ensure the needs of all users are considered when maintaining and improving the transport network.</p> <p>A number of Active Travel Studies have also been taken forward with a view to improving walking and cycling infrastructure in the main towns and villages. To date studies are complete for East Kilbride, Rutherglen/Cambuslang area, Carluke and Law area, Lanark and Hamilton. A further three further studies are underway in Bothwell / Uddingston and Blantyre Area, Strathaven / Stonehouse and surrounding villages and Larkhall.</p>	RT
11	Footways / footpaths and pedestrian areas are inspected and safety defects are noted and repaired by Roads and Transportation services.	<p>Roads and Transportation continued to deliver the Roads Investment Programme and during 2020/2021, a total of 4066 m² was resurfaced and a total of 1501 defects repaired on paved areas.</p> <p>Mobility impaired pedestrians and wheelchair users have more even surfaces to use.</p>	RT

	What we have done so far	What difference it has made	Service
12	Tactile paving, tactile cones, audible tones, dropped kerbs as well as “on crossing detectors” are provided on all new and upgrades to traffic signals.	The Roads and Transportation service’s programme of enhancing pedestrian crossing facilities has continued and in 2020/2021 four signal junctions were upgraded and one new traffic signal junction installed. Pedestrians who are hard of hearing or visually impaired have additional facilities to assist in crossing at traffic signal-controlled junctions.	RT
13	New and replacement bus shelters are provided where passenger numbers are suitable. Also, high access kerbs and bus bay markings are considered.	During 2020/2021, 12 new bus shelters and 15 bus stops were altered to accommodate high access kerbs. Mobility impaired passengers have access to bus shelters designed to accommodate those who need the use of walking aids and wheelchairs.	RT
14	Through the delivery of major projects the Roads and Transportation Service maintain and improve our transport network. As part of the Cathkin Relief Road project complementary works have been delivered including resurfacing of Larchfield Drive, upgrading local bus infrastructure (shelters and high access kerbs) as well as signing and lining of cycleways. The Greenhills Rd / A726 Strathaven Rd project has taken the opportunity to introduce an enhanced network of footpaths and footways; these are compliant with inclusive mobility guidelines. This project is expected to be completed 2021.	All users, including mobility impaired pedestrians and wheelchair users, will have increased/safer opportunities to travel within South Lanarkshire. Wider shared cycle/pedestrian footways will provide for a more secure environment. New controlled and uncontrolled crossing points will offer a safer method of crossing the carriageway for all. A new ramp access across from Calderglen Country Park entrance will improve accessibility for all users to the industrial area, bus stops and the park itself.	RT
15	Roads and Transportation Services have a dedicated team that effectively co-ordinate and manage the impact of new developments affecting the transport network. The team aims to ensure that new commercial and residential developments are constructed to the appropriate standards	This ensures footways are appropriate widths, drop kerbs and footway connections are located in the most desirable locations and disabled parking provision reflects the needs of users and likely demands.	RT

	What we have done so far	What difference it has made	Service
16	Parking initiatives have been introduced to assist accessibility for users in Hamilton and East Kilbride	In Duke Street car park in Hamilton, parking is free after 3pm. In the Village in East Kilbride, free parking for an hour has been introduced both on street and in car park. This encourages turnover of spaces and improves accessibility for the less able driver.	RT

	4 – Support the local economy by providing the right conditions for inclusive growth	The aim of this outcome is to create the right environment for business growth, which in turn will enable local people to find employment and local communities to thrive.	
	What we have done so far	What difference it has made	Service
17	The Economic Development service supports local businesses through development and delivery of business support programmes.	1562 businesses were assisted in 2020 via grants, loans or property advice, generating £11.91m in sales and creating or sustaining 943 jobs.	PED
18	<p>Economic Development continue to lead the delivery of investment in our town and neighbourhood centres which has acted as a catalyst for additional investment to maximise opportunities for growth.</p> <p>Economic Development has secured £5.4m capital funding with an additional 5m committed over the next 4 years. This investment has already resulted in excess of £9m additional private sector investment directly linked to the council investment.</p>	<p>Projects were selected following a bidding process by communities leading to the delivery of a number of high profile development projects which support town centres across South Lanarkshire. These projects range in scale but are transformational for the towns they are situated in. Examples include</p> <ul style="list-style-type: none"> • the redevelopment of a derelict hotel in Lanark for social housing • a community cinema in Forth • the redevelopment of a vacant space in Rutherglen • creating a business start-up hub and a new community facility in Carnwath. <p>Combined there are in excess of 20 projects funded through these initiatives which, to the end of financial year 2025/2026 will bring combined investment in excess of £17.0m.</p>	PED

	What we have done so far	What difference it has made	Service
19	The Economic Development Service works with internal and external partners to identify and secure external funding which supports the council's vision "to improve the quality of life of everyone in South Lanarkshire".	£3,418,567 in external funding has recently been secured from a range of sources including EU, Scottish Government, Big Lottery and Trusts and Foundations. The funding will be used to support a range of projects led by SLC and our key partners and help deliver our strategic priorities and objectives.	PED
20	<p>The Economic Development Service hosts the Supplier Development Programme which assists business to improve their competitiveness and become ready for public procurement through training and events which:</p> <ul style="list-style-type: none"> - Raise awareness of opportunities arising from public sector spend. - Improve tender readiness of local suppliers through early intervention. - Support businesses to meet the Sustainable Procurement Duty. - Promote links and integrate with other government business support services. 	The number of South Lanarkshire Businesses registered with the Supplier development Programme now totals 1317	PED
21	The Economic Development Service has identified Community Wealth Building as a means to ensuring we have a resilient and inclusive local economy, with more local employment and a larger and more diverse business base.	We have begun to explore how the five pillars of Community Wealth Building can be utilised to help deliver placed based inclusive growth in South Lanarkshire. South Lanarkshire's Community Wealth Building Strategy will help create more jobs and a more diverse range of local businesses and reduce the flow of wealth out of our communities.	PED

	5 – Support our communities by tackling disadvantage and deprivation and supporting aspiration	The aim of this outcome is to improve the quality of life in the most disadvantaged communities in South Lanarkshire by reducing inequalities and ensuring equal access for everyone and by co-ordinating the support available to the most vulnerable individuals and families and to ensure that all services and buildings are fully accessible to the community.	
	What we have done so far	What difference it has made	Service
22	<p>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.</p> <p>The Access Panel review plans, make site visits of new and refurbished buildings, both in the public and private sectors, and provide advice on access issues. The Access Panel has combined with the South Lanarkshire Disability Partnership and meets on a routine basis. Meetings have moved to an online format due to the ongoing COVID-19 restrictions.</p> <p>The weekly list of planning and building standards applications is distributed to local disability groups, who can request consultation on any application.</p>	<p>This Panel ensures that architects, designers and planners consider their duties under the Equality Act at the earliest possible stage of a project and clearly set out how they have developed and included access for all in their design.</p> <p>Following the distribution of the weekly lists of applications, any requests from disability groups are dealt with as they arise.</p>	PED
23	<p>The Economic Development Service administers Community Benefits Funds, namely</p> <ul style="list-style-type: none"> - Renewable Energy Fund (REF) - Clyde Wind Farm Fund (CWFF) <p>The funds cover all of our rural communities and many of our urban towns. Projects are supported under 4 themes</p> <ul style="list-style-type: none"> - Stronger Communities - Prosperous Communities - Healthy and Active Communities - Sustainable Environmental Communities 	<p>In 2020/2021 the Renewable Energy Fund supported 105 projects with £1,359,804 of grant funding. A further 25 Micro Grants valued at £103,000 were awarded to South Lanarkshire's Community Councils. The total value of REF grants awarded in 2020/2021 was £1,463,119.</p> <p>In 2020/2021 the Clyde Wind Farm Fund supported 29 projects with £899,605 of grant funding. A further 4 Micro Grants valued at £18,230 were awarded to Community Councils. The total value of CWFF grants awarded in 2020/2021 was £917,835.</p>	PED

	What we have done so far	What difference it has made	Service
24	<p>The Economic Development Service administers LEADER a European funding programme which supports rural community and business projects. The fund supports projects in rural South Lanarkshire under the following themes:</p> <ul style="list-style-type: none"> - Developing Communities - Growing Business - Heritage, Culture and the Environment 	<p>In 2020/2021 LEADER provided ongoing support and guidance to 28 projects in rural South Lanarkshire including</p> <ul style="list-style-type: none"> • Clydesdale Community Hub • Healthy Valleys Community Health Matters • Rural Transport Infrastructure • Apple Pie Bakery Business Growth 	PED
25	<p>Waste services have special arrangements in place for families disposing of medical waste. This provides additional non-recyclable waste provision for residents with recognised medical conditions.</p> <p>Waste crews are also available to enter residents' homes to assist with bulk uplift collections for residents who need additional assistance. This service is currently not available due to COVID-19 restrictions.</p>	<p>During 2020/2021, 1,966 households (an increase in almost 19% on the previous year) received this service: 514 in the Clydesdale area, 488 in the East Kilbride area, 652 in Hamilton area and 312 in Cambuslang and Rutherglen area.</p>	FWG
26	<p>Grounds services ensure parks and open spaces are maintained to a high standard. Ground's maintenance standards are measured by a performance indicator called Land Audit Management System (LAMS). In 2015 the system was adopted by the Association for Public Service Excellence and is now being promoted as a national indicator.</p> <p>Grounds Services achieved a score of 72 for 2020/2021 against a target of 70. This is usually measured through 6 internal audits although due to COVID-19 restrictions only 3 audits were carried out in this time frame.</p>	<p>This ensures that parks and open spaces are maintained to allow access for those with physical disabilities. It is widely recognised that the provision of well maintained clean parks and open spaces can have a significant impact on the wellbeing of both individuals and those within the community and can assist with recuperation of both physical and psychological illness as well as promote a healthy lifestyle.</p>	FWG
27	<p>Bereavement services offers a comprehensive burial and Cremation service and during the 14 years since it opened the crematorium has provided over 20,000 services to all faiths.</p>	<p>The service fulfils the various requirements of different Faith groups with dedicated burial sections available for Muslim and Chinese funerals.</p>	FWG

	6 – Improve achievement, raise educational attainment and support lifelong learning	The aim of this outcome is to ensure that all learners in South Lanarkshire reach the highest possible levels of attainment and achievement taking account of their individual circumstances.	
	What we have done so far	What difference it has made	Service
28	<p>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:</p> <ul style="list-style-type: none"> • Ziggy’s Road Safety Mission • Streetsense • Junior Road Safety Officer Scheme • Your Call • Crash Magnets • Road Safety Calendar Competition • Bikeability training <p>Work on these initiatives was restricted due to COVID-19.</p>	<p>These programmes provide young people with road safety learning opportunities and ultimately assist in contributing to the national casualty reduction targets.</p> <p>Overall casualty numbers are at an all-time low. The service has made progress towards the achievement of a 40% reduction in fatal casualties and a 55% reduction in serious casualties amongst all age groups by 2020. For children the national target is a 50% reduction in fatalities and 65% reduction in serious casualties.</p> <p>The ongoing COVID-19 situation has resulted in travel patterns altering and as a consequence the number of casualties reduced to the lowest level recorded for 2020.</p>	RT
29	<p>Roads and Transportation Services have incorporated training, educational and SME engagement elements within the Greenhills Road / A726 Strathaven Rd project.</p> <p>These projects include direct employment and training opportunities for both new and existing staff. Construction experience for schools and higher educational services has also been incorporated. This project is expected to be completed by 2021.</p>	The difference this project has made will be reported following project completion.	RT

	What we have done so far	What difference it has made	Service
30	Through the City Deal, A726 Strathaven Rd / Greenhills Rd project Council employees and the Contractor worked with local schools as part of the community benefits scheme	<p>Two local school leavers were employed as apprentice roadworkers. One has moved on to another contractor, the other is still employed.</p> <p>Three school pupils had weeklong work experience places. One of these pupils worked for the contractor over the summer.</p> <p>Teachers involved in the developing the young workforce programme have been to site to learn about opportunities in the construction industry.</p> <p>Presentations on safety, construction and interview skills have been made to local high schools.</p> <p>Presentations and competitions involving local primary school have taken place, covering safety around construction sites and what the industry is about.</p> <p>Timber from the felling of trees during the works has been used to create an outdoor teaching area in a local primary school.</p>	RT
31	<p>Waste Services are responsible for overseeing South Lanarkshire's Go4SET hub, which is being run by Viridor, in conjunction with the Engineering Development Trust (EDT), until at least 2027. The South Lanarkshire hub was offered as a community benefit as part of the council's residual waste treatment contract.</p> <p>The EDT is the leading organisation working to inspire young people into careers in Science, Technology, Education and Maths through business/ education links.</p>	<p>In 2020, twelve secondary schools took part in the South Lanarkshire Hub programme. Lesmahagow High School were declared winners of the South Lanarkshire Hub, Lanark Grammar picked up the Sustainability Award and Stonelaw High School was awarded the Pupil's Choice Award.</p> <p>At the National Finals, held virtually because of the COVID-19, Lesmahagow High School were awarded overall winners of the programme.</p>	FWG

	What we have done so far	What difference it has made	Service
	The Go4SET programme is a highly acclaimed scheme which encourages school pupils to get involved in Science, Technology, Engineering and Maths (STEM) in second year of high school.	Research has shown that the exposure of younger age groups to businesses based on Science, Engineering and Technology encourages more students to choose post-16 courses in these subjects, eventually leading to the study of STEM degrees at universities.	

	7 – Work with communities and partners to promote high quality, thriving and sustainable communities	Communities will be empowered and South Lanarkshire will be an environmentally responsible, clean, attractive and well designed place to live, work and play	
	What we have done so far	What difference it has made	Service
32	<p>South Lanarkshire Local Development Plan (LDP) is a statutory plan which guides the future use of land in the area. The plan has been subject to extensive consultation with the public and local interest groups such as the Access Panel, Seniors Together and the Youth Council and their views were taken on board when drafting the plan. The LDP was formally adopted by the Council on 9 April 2021.</p> <p>Additional supporting planning guidance is currently being prepared to accompany the LDP. This will provide additional guidance for developers on a range of topics. The SPG currently being drafted on householder development will contain a section which advises homeowners to consider accessibility when carrying out extensions or alterations to their home. There will be consultation with the Access Panel on relevant SPGs prepared by PBS.</p>	<p>The Plan contains a number of policies which contain references to ensuring new developments are accessible for all. The wording of these policies was discussed with South Lanarkshire Access Panel to improve their relevance to people with disabilities.</p> <p>The LDP includes an Active Travel policy which supports the preparation of Active Travel studies for South Lanarkshire's settlements. These studies are currently being developed by SLC Roads and Transportation service and will improve accessibility within settlements.</p> <p>Ensuring that accessibility is considered in the design of residential developments and alterations to homes will promote a more inclusive built environment that will better address the changing needs of occupants over time. Inclusive design can take the form of ramped access, level thresholds, accessible apartments and accessible sanitary facilities. House designs also include features to aid future adaptation, such as space for a future shower on the accessible entrance level and space to allow the installation of a stair lift.</p>	PED

	What we have done so far	What difference it has made	Service
33	Planning and Economic Development Service and Countryside and Greenspace Service have commenced the preparation of an Open Space Strategy for South Lanarkshire. This will identify deficiencies in open space provision in South Lanarkshire and identify opportunities to resolve this, for example through developer's contributions. The open space strategy will contribute to a number of Council objectives, including improving quality of life and wellbeing for residents	Having access to good quality accessible open space is known to benefit physical and mental health. There will be considerable consultation and engagement with local communities, for example the 3 Neighbourhood Planning Areas in South Lanarkshire's most deprived communities. Lanarkshire Health and Social Care Partnership will be involved in the preparation of the Strategy. As part of the development of the strategy, 883 open space sites have been identified so far. Of these, 395 have been assessed for quality.	PED
34	Planning and Building Standards have developed a Consultation, Communication and Engagement Strategy which sets out how the Service will deliver improved customer experience and satisfaction. Customer feedback and continuous review for customer service delivery was used to identify a range of actions to sustain, improve and enhance how the Service will consult, communicate and engage with them. The Strategy was approved by Committee on 8 June 2021.	<p>Consultation took place with agents, developer and all Planning and Building Standards' staff during the preparation of the Strategy. The Council's Access Panel was also consulted which was particularly useful and strengthened the final Strategy and Action Plan as a result.</p> <p>The Strategy will be reviewed every three years and the Action Plan reviewed and updated annually.</p>	PED