



North Lanarkshire Council
Mainstreaming Equality Report 2017
and
Equality Outcomes 2017-21

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Foreword from the Chief Executive

I am delighted to showcase here the significant progress the Council has made, since 2015, towards achieving our equality outcomes and fulfilling our equality duties. The report demonstrates the commitment of the Council and employees to work in the spirit of the Equality Act 2010 to address and reduce persistent disadvantage experienced by people because of who or what they are.

As a provider of public services and the largest employer in North Lanarkshire we aim to lead by example. Our equality outcomes for 2017-21 illustrate how we will continue to deliver accessible and inclusive services; make our communities and schools welcoming, safe and nurturing; support and value our employees and proactively tackle those areas of inequality and disadvantage that can prevent people from achieving their full potential.

I look forward to continuing to work over the coming years to make North Lanarkshire a more prosperous, fulfilling and inclusive place where everyone's life chances are improved.

Paul Jukes - Chief Executive, North Lanarkshire Council

1. INTRODUCTION

This report provides information on how North Lanarkshire Council and North Lanarkshire Licensing Board make equality part of their day to day work

It details:-

- what we are doing to meet the requirements of the Equality Act 2010 Public Sector Equality Duties
- what progress we've made in achieving our equality outcomes for the period 2013-17 and
- what we want to do for the next four years to 2021.

2. HOW EQUALITY IS PART OF EVERYTHING WE DO

Leadership and Accountability

Since our last equality report, published in 2015, the Council has been undergoing a period of change and a new organisational structure is developing. Also during this time the North Lanarkshire Health and Social Care Partnership has been set up. This partnership has its own equality duties.

Our Chief Executive has led the way in establishing an ASPIRE programme as a guiding principle for employees to improve services. Equality is integral to the principles of ASPIRE which stands for:

- A – Articulate – open, honest and clear at all times
- S – Sensitive – to people's needs and understand that one size doesn't fit all
- P – Proactive – in delivering for our communities
- I – Inspiring – in our ambitions
- R – Realistic – in our expectations, and we
- E – Evaluate – to be sure we have made a difference

To firmly put equality at the heart of the organisation a new Youth and Equalities Committee was set up in April 2016. This Committee provides equality activity with a regular focus, scrutiny and profile. Since its formation this Committee has considered a number of reports on equality including:-

- British Sign Language (Scotland) Act 2015
- United Nations Convention on the Rights of Persons with Disabilities - Scottish Local Government Delivery Plan
- Syrian Refugee Resettlement Programme
- Human Rights
- Scottish National Action Plan for Human Rights
- Public sector equality duties and
- NLC Employee Equality Forum.

In addition, as with all high level council business, accountability on equality matters is considered by the Council's Policy and Resources Committee.

Service Arrangements

Each Council resource is accountable in the first instance to its respective service committee. Reports are submitted for consideration and include a standard paragraph detailing any equality considerations. Service senior management teams are ultimately responsible for ensuring that equality matters, like all other service issues, are considered and appropriately addressed.

Education

Within the new Council structure education services are delivered via Education, Youth and Communities. Reports relating to matters of nursery, primary, secondary, special education and community learning and development are submitted to our Education Committee.

Equality is at the heart of all school communities and centres. The underpinning policy framework Raising Achievement for All (RAFA) runs through the ethos and life of all schools and centres and is the motivating and driving force for everything we do in regard to pupils, staff, parents and carers, and the wider community alike. The Strategy for Inclusion sits within this framework.

All schools handbooks include an equality statement and all schools display the Council's overarching equality statement on their public notice boards. This ensures parents and visitors are confident that they will be treated with dignity and respect and if they feel they are not then they are encouraged to share their experience.

The policy "Bullying: it's never acceptable" was developed in partnership with Respect Me - Scotland's anti-bullying service and has just undergone an extensive review with an audit of all schools own policies being undertaken.

Sixty six of our schools have now achieved the Rights Respecting Schools Award which is helping pupils develop understanding of their own and other people's rights and giving them confidence to understand how their actions impact on other people.

The service is a Stonewall Scotland Education Champion and in addition a number of schools are Stonewall Schools Champions in their own right. This provides encouragement and confidence for staff and pupils that they work and learn in a positive and inclusive environment.

North Lanarkshire Licensing Board

The Board is responsible for administering the alcohol licensing system and certain gambling licensing within North Lanarkshire.

The Licensing Board is a separate entity to the Council itself but benefits from its members being NLC elected members who are supported through Legal and Democratic Services.

With such a close relationship the Board utilises the Council's expertise, knowledge and resources in relation to equalities including:-

- accessing information that informs its equality outcomes, policies and decisions;

- working with key employees across the Council on areas such as training and development, raising awareness of equality issues in general;
- the Clerk to the Licensing Board meets regularly with the Council's Development Officer (Equalities) to keep abreast of any relevant information and issues that could have an impact on the work of the Board;
- liaising with partner organisations such as NHS Lanarkshire, North Lanarkshire Violence against Women Partnership, Guide Dogs Scotland, Police Scotland, etc. on initiatives to raise awareness and promote understanding; and
- using Council premises for its meetings to ensure accessibility at its Hearings.

Equality Impact Assessments

A fundamental way of ensuring that the way in which we do, or intend to do, our business is fair and promotes equality is to carry out equality impact assessments. Assessments provide opportunities to take a pro-active approach to equality which is in the spirit of the general equality duty and set out in the Specific Duties.

In late 2016 we carried out a review of our Equality Impact Assessment Toolkit and Guidance. This review entailed bringing together a focus group of employees from across services that had different experiences of involvement in carrying out assessments. This focus was helpful as all participants felt that the toolkit was 'clear and well set out' and 'easy to follow' but also identified some areas for improvement which are being implemented.

Since our last mainstreaming report equality impact assessments have been carried out on a number of policy areas including:-

- Local Housing Strategy 2016-21;
- Allocation Policy Review of Older Peoples Housing;
- construction of a new Forgewood Family Learning Centre and relocation of the existing service
- Developing the Young workforce – Supported access to learning and employability programme;
- Special Leave Policy;
- Learning and Development Policy;
- Community Asset Transfer; and
- Ninety seven individual budget savings in 2016.

3. CAPACITY BUILDING

Partnerships and Engagement

As well as working in partnership with other public bodies operating in North Lanarkshire such as Police Scotland and NHS Lanarkshire, we engage and work with local people and organisations. This helps us ensure our services are fit for purpose. We have strong partnerships with a number of organisations who have expertise in their field of equality. Engagement happens at both a corporate and service level and the following are some examples.

- North Lanarkshire Disability Access Panel works with officers from across the Council including Planning, Building Standards, Education, Customer Services and

Health and Social Care. Some developments involving the Panel since the last mainstreaming report includes:

- The new Cumbernauld Academy and Theatre
 - Working with the Council's First Stop Shops on a mystery shopping exercise
 - Wishaw town centre improvements
 - Muirfield Community Centre, Cumbernauld
 - Reception area in the Municipal Buildings in Coatbridge; and
 - Cumbernauld bus stance.
- The Housing Co-Production Group is made up of local disabled people and Housing Officers who work in partnership to co-produce housing strategy to ensure the housing needs of disabled people are being met.
 - Lanarkshire Ethnic Minority Action Group has close contact with us ensuring issues affecting Black and Minority Ethnic (BME) communities can be addressed. Recent contact allowed a local elderly Chinese group to get information about bogus callers and the community alarm service.
 - Working with the Disability Hate Crime Group builds on the experiences of young people with learning disabilities to develop learning resources in schools and Safe Place areas in town centres.
 - Pupil and Parent Councils in schools influence the work and life of the schools to reflect need.
 - The education services' partnership with Enable ensures that young people with Additional Support Needs are offered a bespoke individual programme delivered through the specialist support of an Enable worker. This is carried out in partnership with schools and community learning and development leading to a positive destination be it college, employment or volunteering opportunities.
 - Lanarkshire Deaf Club has recently been engaging with us to help make the Council website more accessible to Deaf British Sign Language (BSL) users.
 - The Employee Equality Forum was set up to ensure employees are consulted, from an equalities perspective, on policy review and development and have influenced over 10 policy areas since its formation in June 2015.
 - We fund the Ethnic Minority Law Centre to provide BME communities with access to culturally sensitive legal and complainant services on areas of law including immigration, discrimination and employment. Since April 2015, 84 new cases have been opened in North Lanarkshire. In February 2017 the Law Centre solicitor for North Lanarkshire delivered training on the implications of Brexit for EU Nationals living in Britain.
 - Since 2015 the Licensing Board has met on 2 occasions with the Licensing Forum. The forum is made up of a cross section of the public and in the past year the forum has met on seven occasions. At forum meetings equality has been discussed ensuring there is an opportunity to raise any pertinent issues.
 - The Council is a Stonewall Scotland Diversity Champion and this partnership provides us with helpful support and advice to meet the needs of Lesbian, Gay,

Bisexual and Transgender (LGBT) people. Education is also a Stonewall Champion through its programme for schools.

Training and Development

We are committed to ensuring employees are not only equipped to deliver excellent services but also understand the needs of the people they are delivering services to. Key to this is investing in training and development opportunities. Since the last Mainstreaming Report was published in April 2015, employees have been offered and accessed a variety of face to face and e-learning equality training. Some of the face to face training has included:

- Gender issues and LGBTI+ in the Primary School and Secondary school;
- Sensory Impairment Awareness Training;
- Gender Based Violence – Safe and Together;
- Diversity Champions;
- Mental Health First Aid; and
- Brexit and EU Nationals.

Ensuring that elected members are supported in their role is equally important. Since the publication of the mainstreaming report in 2015, elected members, including Licensing Board members, have undertaken training including:

- the Public Sector Equality Duties and licensing;
- Human Rights and what they mean for the Council;
- British Sign Language awareness; and
- Disability Discrimination and reasonable adjustments.

In addition to the specialist equality training, equality is also integral to core training courses including induction, customer service, recruitment and training.

Communication

To make sure we communicate effectively with both the public and employees we utilise a number of channels for maximum effect.

The website is AA accessible and provides access to up to date information from the latest Council vacancies and current liquor licence applications to the latest tweets. For people's whose first language is not English there is a facility to translate page content instantly into a number of languages and work is underway to make the website more accessible for Deaf BSL users.

Our Intranet has dedicated equality pages accessible from the front page ensuring a high profile. These pages include a wealth of resources and information for employees on all of the protected characteristics, the Law, discrimination, human rights, training opportunities, the Diversity Champions Programme, and much more.

A challenge is that approximately two thirds of employees do not have direct access to the Council's computer networks. Many of these employees are also at the front line of service delivery: - home support workers; cleansing workers; community learning and development support employees; concierges etc. This requires services to adopt alternative methods of communicating with employees on equality and other matters.

In 2015 the Employee Equality Forum undertook a series of roadshows to remote workplace to ensure employees based there had access to forum activities and information,

All of our First Stop Shops have access to Contact Scotland BSL. This allows a Deaf BSL user instant access to an on-line BSL interpreter. The BSL user can then access the services of the First Stop Shop - make an appointment, or report a problem, or to get information about something.

We use Language Line so as people whose first language is not English can engage with us. This is a 24/7 service and is well utilised in schools and in customer service areas.

We also use social media – Facebook, Twitter – to get important messages across to our followers and people can also sign up for email alerts.

People can now contact us through the [NLC Local mobile app](#) without the need to phone or visit. This is of particular benefit to a number of different groups of people including Deaf people. The app can be used to:

- report a housing repair if you are a council tenant;
- report other problems including graffiti, dumped rubbish, potholes etc.;
- access the Council website;
- make a payment for rent or council tax;
- register to vote; and
- get traffic news and lots more.

4. WHAT HAS BEEN ACHIEVED THROUGH THE EQUALITY OUTCOMES 2013 - 17?

The purpose of setting equality outcomes is to ensure there is a clear focus in reducing disadvantage for particular groups of people who may face disproportionate inequality and disadvantage because of a particular characteristic. Outcomes provide opportunities to make a difference and make right what are often long standing historical wrongs.

In 2013 we set our first equality outcomes required by the public sector equality duties. To ensure they were SMART (Specific, Measurable, Attainable, Realistic and Time related) we developed a Performance Management Framework (PMF) that has been subject to annual updates from services. The PMF has proven to be a crucial tool in allowing us to see what progress and changes have been made to the lives of people experiencing disadvantage and discrimination. It has also highlighted areas where we may need to do more.

The equality outcomes 2013 -17 are:

1. Black and minority ethnic people, older people and disabled people have improved access to a range of housing options which meets their needs and supports independent living - outcome for Council
2. Gypsies and travellers, disabled (Deaf) people and LGB&T people have improved mental health – outcome for Council
3. Girls and women, disabled people and people from particular religious groups enjoy physical activity – outcome for Council and Education
4. Young women and LGB&T people have improved sexual health- outcome for Council and Education
5. Women, BME and young carers are supported in their role – outcome for Council and Education
6. The educational attainment and achievement of Gypsy and Traveller, disabled and LGB&T children is improved – outcome for Education
7. More disabled and BME people are taking part in community learning and development activities through improved access and support – outcome for Council
8. Young women are choosing science, engineering and technology (STEM) subjects/courses – outcome for Education.
9. The job prospects for black and disabled people are improved outcome for Council and Education
10. More women and disabled people have businesses and are self-employed – outcome for Council
11. People live and learn in our communities free from discrimination, harassment victimisation, violence and abuse – outcome for Council, Education and the Licensing Board
12. Young, BME and disabled people are participating in local decision making and engagement mechanisms – outcome Council, Education and Licensing Board
13. The protected characteristics of our employees are supported throughout their employment by our policies and procedures – outcome for Council and Education.

Table 1 sets out:

- the equality outcomes 2013 -17;
- the progress made – which has been informed by data from the Council's Performance Management Framework;
- which of the needs of the general equality duty the outcome is furthering; and
- a case study to illustrate the human impact.

Table 1 – Equality Outcomes Overview 2013-2017

| | | |
|--|--|----------------------------------|
| Outcome 1 | Black and minority ethnic people, older people and disabled people have improved access to a range of housing options which meets their needs and supports independent living | General Duty 1, 2 & 3 |
| <p>Progress Since April 2015,</p> <ul style="list-style-type: none"> • 9192 adaptations have been made in homes across NL (council, housing association and private homes). • 37 sheltered housing complexes have been now had hard wired Wi-Fi installed. • 2664 older and disabled people have been assisted in the private housing sector with repairs and maintenance and • A further 190 new affordable homes have been built to housing for varying needs standard in 2015-16. | | |
| Case Study | | |
| <p><u>Housing Co-Production Group</u> Made up of local disabled people, the co-production group meet with the local authority on a regular basis to co-produce housing strategy to ensure the housing needs of disabled people are being met. One of the group’s long standing priorities and focus is the accessibility and suitability of new build housing; both social rented and private sector. Their visit to the new homes at the former Glencairn Tower site gave them the opportunity to see for themselves how their ideas are being rolled out. This new development includes a wheelchair bungalow and an innovative two-storey house designed to meet the needs of a family with someone who has a disability. As well as accessibility the housing also includes use of eco measures. The addition of solar will help reduce bills for older people and disabled people with can often have higher fuel bills as they often spend more time at home.</p> | | |
| This work has contributed towards the General Duty by advancing equality of opportunity for disabled people, older people and BME people. | | |
| Outcome 2 | Gypsies and travellers, disabled (Deaf) people and LGB&T people have improved mental health | General Duty 2 &3 |
| <p>Intermediate outcome - People affected by poor mental health are supported and participating in community life Since April 2015</p> <ul style="list-style-type: none"> • 46 people have successfully participated in the Branching Out mental health referral programme. • 20 young LGBT people have been supported through the development of a youth group. • Twenty young people participated in training carried out by NHS Health Promotion staff on an adapted version of “Mental Health First Aid”. • 10 CLD staff completed the “Scotland Mental Health First Aid Training: Young People | | |
| Case Study | | |
| <p><u>Branching Out</u> Four 10–week Branching Out programmes delivered at Palacerigg and Strathclyde Country Parks. Branching Out allows participants to experience the outdoors through activities including shelter building, fire building, environmental art, wood carving and willow weaving. These experiences have been demonstrated to lead to wide–ranging benefits to participants' health and wellbeing.</p> | | |

North Lanarkshire Youth Council - NLYC

NLYC made Youth Mental Health a key action as part of their pledge and the six local youth forums signed up to the "See Me" action plan on Mental Health Stigma. Twenty young people participated in training carried out by NHS Health Promotion staff on an adapted version of "Mental Health First Aid". In addition, to support the young people, ten CLD staff completed the "Scotland Mental Health First Aid Training: Young People"

This work has contributed towards the General Duty by advancing equality of opportunity for disabled people and fostering good relations between people

| | | |
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| Outcome 3 | Girls and women, disabled people and people from BME groups enjoy physical activity | General Duty 2 |
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Progress

- 487 accessible bikes and boats have been hired out at Strathclyde Park to disabled people since April 2016.
- Active Schools targeted programmes towards girls saw an increase in participant sessions from 140,987 to 196,541 in 2015 -16.
- In 2015-16, 10 girls' football tournaments took place with 256 girls participating.
- At least 18 schools are currently implementing the Golden Mile.

Case Study

Active Schools

Three secondary school sport leagues are underway with an excellent sign-up from schools. The girls football league (with 2 age categories) has 20 teams taking part from 13 schools. The basketball league has 12 schools signed up across 3 boys age categories and a girls category. The badminton league has 8 schools participating.

This work has contributed towards the General Duty by advancing equality of opportunity for disabled people and young people

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| Outcome 4 | Young women and LGB&T people have improved sexual health | General Duty 2 |
|------------------|---|-----------------------|

Progress

- 3837 young people visited the youth sexual health clinics across NL, from April 2015-April 2016, which are operated in partnership with CLD and NHS Lanarkshire.
- Our youth service is a health promoting youth service and each CLD locality discusses sexual health as part of that work and accreditation.

Case Study

Young person's sexual health walk-in clinic

Young Person's Sexual Health walk-in clinics are designed to offer a dedicated space for young people to meet with health professionals for advice, information and support around contraception and sexual health. Buchanan Health Centre Drop-in, provides health information and direct health services solely to young people within the new Buchanan Health Centre. Here youth workers work in partnership with NHS Lanarkshire on Saturday mornings and afternoons with access to medical staff available throughout the day.

Following a series of consultation events with young people and teaching staff, a working group, comprising of members of staff from Education Youth and Community Service and NHS Lanarkshire Health Promotion, was formed. The group have carried out an audit of available resources, and devised a shortlist of recommended materials, covering all aspects of the PSHE curriculum, which will be distributed to teachers in the near future. The resources recommended are up to date, of high quality, and in the main, offer teachers ready-made session plans and materials in order to assist in their delivery of the range of key topics, including sexual health and sexual orientation. In conjunction with this new resource

directory, an online forum has been launched, which keeps teachers up to date with new developments and enables them to share resources and best practice

This work has contributed towards the General Duty by advancing equality of opportunity and fostering good relations for young people and in particular young men and women and LGBT young people.

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| Outcome 5 | Women, BME and young carers are supported in their role | General Duty 2 |
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Progress

- Number of Young Carers supported New cases 35
Closed cases 69
Open at start 110
Open at end 76
- Since April 2015 1099 carers have completed a carers 'journey'
- 82% of carers budget is distributed to external organisations.
- 1468 carers have accessed the short breaks and respite service in April 2016 with 212 accessing funding for a short break.

Case Study

Short Breaks Service

C is a young carer who provides a high level of practical and emotional support to her mother - she carries out personal care, makes meals, does the housework, provides care during the night and she does not like to leave her mother for long periods of time as her mum has fallen a lot recently. C was encouraged to complete an application for funding for her and her mother to

have a short break. C wanted a break for her and her mother together away from household tasks where they could be together as mother and daughter and where meals were cooked for them and there was no cleaning to do. Funding was provided and a short break was taken by C and her mother which:

- Reduced their isolation and loneliness
- Increased C's ability to cope with her caring role and
- Improved her health and well-being

This work has contributed towards the General Duty by advancing equality of opportunity for BME and young people

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| Outcome 6 | The educational attainment and achievement of Gypsy and Traveller, disabled and LGB&T children is improved | General Duty 2 |
|------------------|---|-----------------------|

Progress

- Disabled children have achieved a 91% school attendance rate in 2015-16 as compared with a 98% in 2013-14.
- Gypsy / traveller children have achieved 83% school attendance rate in 2015-16 as compared with a 95% in 2013-14.
- 100% of Gypsy Traveller children have achieved Level 3 English or Maths
- Our education service is a member of the Scottish Travellers Education Project.

Case Study

Scottish Education Awards – Success for Redburn School

At the Scottish Education Awards Redburn School won awards for Raising Attainment in Literacy and Transforming lives, and narrowly missed out on the Learning for Sustainability Award.

Teachers at Redburn School have introduced a number of initiatives, such as opening a school café, which has given pupils the chance to improve their skills and boost their confidence. The school has also been involved in a pilot scheme with NHS Lanarkshire and North Lanarkshire

Council Speech and Language Therapy, whereby speech therapists work with teachers in order to plan lessons and ensure literacy is embedded into all aspects of learning.

This work has contributed towards the General Duty by advancing equality of opportunity for disabled people and BME people

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| Outcome 7 | More disabled and BME people are taking part in community learning and development activities | General Duty 2 &3 |
|------------------|--|------------------------------|

Progress

- Voluntary organisations, who are meeting at least one of the needs of the general equality duty, receiving Council Single Source Grant funding has increased from 28% to 43% from 2015-16 to 2016-17.
- 39% of the total grant budget is distributed to that 43%.
- Since April 2016 9% of people participating in adult CLD activity are BME – an increase of almost 4.5% on the previous year but in youth provision this has decreased from 2.7% to 1.6% .
- Since April 2016 6.5% of people enrolled in adult learning programmes are disabled – a decrease of 1.17% on the previous year
- No CLD learners in ALN programmes have said they are Gypsy Travellers

Case Study

English as a second or other language

Bellshill Locality is now offering learners the opportunity to take part in an ESOL book club which meets fortnightly in Bellshill Cultural Centre. The group members are multinational which provides a unique opportunity to compare their countries' attitudes to these issues. The Culture Café Planning Group began life as a result of an ESOL group that CLD Schools and ALN ran jointly in St Serf's Primary School. Having recognised how insular the day-to-day life of the learners was the café would enable them to build links outside their language group and embed into the wider community. To meet the original purpose of the group it was important that the group was not just for ESOL learners but was also open to the wider local community. A number of parents with ESOL needs and who needed opportunities to integrate came along, met others and exchanged information and knowledge about their own cultures and learned from each other. Participants continue to plan their learning, support other initiatives and events in the community and promote the multi - cultural interests of learners in their chosen communities.

This work has contributed towards the General Duty by advancing equality of opportunity for BME people and fostering good relations between different groups of people.

| | | |
|------------------|---|-----------------------|
| Outcome 8 | Young women are successfully undertaking science, engineering maths and technology (STEM) subjects | General Duty 2 |
|------------------|---|-----------------------|

Progress

- 71.82% of girls presenting in STEM Highers attained one or more awards
- 83% of schools are now using STEM ambassadors a rise of 23% from 2015.
- 2 High Schools have all girls VEX robotics teams and another school has a mixed team

Case Study

Vex Robotics Clubs

Schools are committed to getting girls into STEM subjects and one innovative way this is happening across North Lanarkshire schools is through Vex Robotics Clubs. One example is in Braidhurst HS where Vex Clubs meet on Wednesday and Friday lunchtimes and are supervised by Mr Hussain of the Science department. Topics covered by the club so far

include Logic circuits, robotics and computer software / hardware architecture. Teams of students take part in VEX Competitions, presented by the Robotics Education & Competition Foundation, where they are tasked with designing and building a robot to play against other teams from around the world in a game-based engineering challenge. Classroom STEM concepts are put to the test on the playing field as students learn lifelong skills in teamwork, leadership, communications, and more. Tournaments are held year-round at the regional, state, and national levels; local champions go on to compete against the best in the world at VEX Worlds each April.

In addition girls from the Braidhurst High Robotics club were given an opportunity to meet Bridie Gaynor from Innovation First, who are the main supplier of the VEX Robotics Design Systems. These systems are used by the club to nurture creative advancement in robotics and the knowledge of science, technology, engineering, and math education (STEM).

This work has contributed towards the General Duty by advancing equality of opportunity for girls and young women

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|------------------|---|-----------------------------|
| Outcome 9 | The job prospects for Black and disabled people are improved | General Duty 2&3 |
|------------------|---|-----------------------------|

Progress
 Since April 2015:

- 350 disabled people are supported in employment through the Supported Employment Service (SES)
- 67 people have found jobs post SES
- 83% of people have kept their job for over 2 years
- SES works with over a 100 companies, and 64% of the people supported are employed by companies who have recruited from SES more than once
- North Lanarkshire Industries, a soft furnishing factory which supports employees with disabilities, received a 'highly commended' award in the Disability Confident category at the prestigious Municipal Journal achievement awards
- In 2015-16 60% of Project Search graduates went on to find jobs.
- 100 young people with learning disabilities attended the launch of the SES 'Employment Signposting Booklet' at the Showcase Cinema in Coatbridge. The booklet is packed with tips for young people to find a job.
- 81.37% of young people with ASN are participating post school an increase from the previous year where the rate was 75%.
- 6 young people with learning disabilities are involved in the ENABLE programme through the activity Agreement hubs

The Council has ensured that its vacancy list is emailed directly to organisations representing BME and disabled people. Currently all of our recruitment advertising is done through My Job Scotland. However emailing directly to organisations ensures people are aware of opportunities available and the Council is actively promoting itself as an employer of BME and disabled people.

Case Study

Supported Employment Service

The Managing Director of Reliable Recycling, Coatbridge, contacted the Supported Employment Service in November 2016 to recruit new employees for his recently established business. He had knowledge and experience of supported employment service through his previous employment and made it his first choice when it came to recruiting staff. Following work trials 2 people were offered the posts and have started their new jobs. Both are delighted to be starting work in 2017.

Developing Access Processes to Modern Apprenticeships
 Education, Skills and Youth Employment team in partnership with Skills Development

Scotland and Routes to Work developed a programme for increasing the numbers of young people applying for a Modern Apprenticeship with the Council. Schools were asked to identify up to 8 young people of school leaving age with an interest in working in one or more of the available sectors and were then invited to send these young people to one of three 'Becoming A Modern Apprenticeship' mornings covering the three curriculum planning areas. During the three morning sessions 90 young people participated in three activities to assist them to better understand Modern Apprenticeships and to help them access 48 vacancies. Support was provided for those applying from the application stage right through to interview. One-to-one mock interviews were provided from their careers adviser ahead of the interviews. As a result of these sessions the number of young people who have applied for Modern Apprenticeships within the council has dramatically increased on previous recruitment efforts. Over 4% of applicants were from disabled young people and the Council has committed to increasing the number of young disabled people accessing Modern Apprenticeships by 2%, with staff development being provided to staff managing Modern Apprentices.

This work has contributed towards the General Duty by advancing equality of opportunity for disabled people.

| Outcome 10 | More women and disabled people have businesses and are self-employed | General Duty 2 |
|--|--|----------------|
| <p>Progress Since 2015</p> <ul style="list-style-type: none"> • 1489 business starts have been supported through Business Gateway in North Lanarkshire • 717 business starts by women have been supported through Business Gateway in North Lanarkshire. • 48% of business starts have been by women • In the last year one new business has started by a disabled person | | |
| <p>Case Study</p> | | |
| <p><u>Business Gateway</u> he social enterprise sector in Lanarkshire is dynamic and growing, and currently provides a wide array of services to some of the most vulnerable and disadvantaged groups living in our communities Over the past year Business Gateway Lanarkshire's advice and support has helped organisations generate more income and reduce their dependence on grants, undertake business development reviews, and fine tune their business plans. For Motherwell-based supported living organisation, Support for Ordinary Living, which has provided supported living services to people living in North Lanarkshire for over 16 years, Business Gateway has helped the organisation refine its growth strategy and provided support regarding intellectual property.</p> | | |
| <p>This work has contributed towards the General Duty by promoting equality of opportunity for women and disabled people</p> | | |

| Outcome 11 | People live and learn in our communities free from discrimination, harassment, victimisation, violence and abuse. | General Duty 1 2 &3 |
|--|---|---------------------|
| <p>Intermediate outcome - People have positive relationships within schools and</p> | | |

communities

- Since April 2015 schools gaining the Rights Respecting Schools Award have grown from 37 to 66.
- 15 schools are now participating in the Mentor in Violence programme – an increase of 8 since 2015 - with over 2300 pupils having experienced an MVP session.
- 57 employees have undertaken the Council's bespoke religion and belief e-learning course.
- Our education authority is a Stonewall Scotland Education Champion and some of our schools are Schools Champions.
- Our service has recently reviewed its Anti-Bullying Policy and bullying incidents are monitored on SEEMiS.
- 18 Primary schools and 36 Secondary School teachers have undertaken the Improving Outcomes: Gender issues and LGBTI+ training course to support their understanding of issues affecting young LGBT+ people that they teach.
- The Council is working with Police Scotland and a Disability Hate Crime group to develop town centre Safe places.
- Youth work staff are working with young girls completing the 'Nae Danger' pack – a Barnardo's resource looking at sexual exploitation, danger and risk

Case Study

Mentors in Violence Prevention

Originally piloted in Calderhead High School the programme has now been taken up by a further 14 high schools in North Lanarkshire.

The Mentors In Violence Prevention (MVP) model is an approach to tackle gender violence and bullying prevention. At its core, the MVP models belief is that there is a need to change attitudes if we are to prevent violence long term. Using a Bystander approach The MVP model allows for discussion to take place on some really difficult subjects. It seeks to provide knowledge to both boys and girls on a range of behaviours and attitudes that often contribute to an acceptance of violence. Furthermore it seeks to empower them as active bystanders within the school setting and in social circles whereby harassing and bullying behaviour by boys and girls will be seen as socially unacceptable. It gives participants roles that they can use in preventing violence, such as:

- Naming and stopping situations that could lead to violence before it happens
- Stepping in during an incident
- Speaking out against ideas and behaviours that support violence

Intermediate outcome - Our communities and town centres are safe, accessible and welcoming

- 4 consultations undertaken with NL Disability Access panel
- The Council contracts DisabledGo to provide disabled people with information on access to leisure, culture, retail and other activities in North Lanarkshire
- Since April 2015 the Licensing Forum has had seven meetings of its own and two joint meetings with the Board.
- There are 59 Tenant and Resident Association operating across North Lanarkshire
- 100% of cases of anti-social behaviour reported, resolved, and dealt with within locally agreed targets compared to Scottish average of 86%
- The Council flies the Rainbow Flag from its flagpole at the Civic Centre in Motherwell to mark International Day against Homophobia and Transphobia, LGBT History Month and Glasgow Pride.

Case Study

Tenants and Residents – Estate Walkabouts

Estate walkabouts take place with tenants and residents of their local area with council

officers to look at things which may require action, repair or improvement. The walkabouts are a practical way for tenants to raise issues which may be concerning them and improve communication and relationships with council staff. Walkabouts generally involve housing staff, technical officers and people with responsibilities for maintenance of common areas and cleansing.

Intermediate outcome - People are supported to report Hate Crimes

- All of our First Stop Shops have trained staff in third party reporting and all FSS' have posters promoting the shop as a reporting centre.
- People with learning disabilities are developing a learning resource on disability hate crime with schools.
- Our website has information on hate crime and how to report it linking to Police Scotland.

Case Study

Disability Hate Crime Project

NLC Adult Protection Committee partnered with Universal Comedy during 2014-15 to work with young people and adults with learning disabilities to raise awareness on hate crime and how to report it. As part of this work, the young adults developed a series of comedic sketches and produced a video to raise awareness.

In 2016, the project was developed further, by bringing together the young people with secondary school. A number of youngsters from three mainstream secondary schools engaged with the project over the summer. As a result four pupils from Airdrie Academy became part of the cast, and they performed at a Fringe event in Edinburgh as well as at secondary schools in North Lanarkshire.

In going forward the drama performance will be filmed and created into educational resources to be used as part of secondary schools' PHSE programme.

Intermediate outcome - People experiencing gender based violence are supported

- NLC is chair of North Lanarkshire Violence Against Women Working Group
- 89 employee visits to the gender based violence resource pages on the Council's intranet since April 2016
- 32 employees have participated in the Safe and Together training. This model is a child centred, perpetrator focused, survivor strengths approach to domestic abuse cases where there are children. Employees are trained to hold domestic abuse perpetrators to the same high parenting standards that we hold the non-abusing parents, usually mothers.
- The Licensing Board has written to a further 64 on-sales premises in Airdrie and Motherwell, since April 2015, as part of the Violence against Women toilet door initiative and Licensing Standards Officers have followed this up with a visit to premises to discuss the toilet door sticker initiative.
- A survey exploring people's attitudes to Gender based violence was circulated to members of the public using social media and received 263 responses, 219 of which were from women. A follow up survey within the next 5 years will measure how attitudes have changed.

Case Study

MARAC

A major focus of North Lanarkshire Violence Against Women Working Group (VAWWG), the multi-agency partnership responsible for the development of a strategic co-ordinated response to violence against women (including domestic abuse) has been the coordination of MARACs. These multi-agency risk assessment conferences are designed to address high risk cases of domestic abuse where there is a risk of domestic abuse or serious injury

of homicidal violence. In such cases risk assessments are carried out by referring agencies including police officers attending domestic abuse incidents. Through case conferences, partner agencies share information to identify risk and agree the safety measures to be put in place to reduce the risks. The goal of the MARAC is to reduce repeat victimisation and homicidal violence. During 2015/16 MARAC meetings were held every four weeks.

This work has contributed towards the General Duty by eliminating discrimination, promoting equality of opportunity and fostering good relations between different groups of people with protected characteristics.

| | | |
|-------------------|---|-----------------------------|
| Outcome 12 | More young, BME and disabled people are participating in local decision making and engagement mechanisms | General Duty 2&3 |
|-------------------|---|-----------------------------|

Progress

- Two members of the North Lanarkshire Youth Council attend the Youth and Equalities Committee as observers and where appropriate as participants.
- Housing co-production Group
- The Council continues to consult with Lanarkshire Ethnic Minority Action Group on an ongoing basis but at least once a year.
- NL Disability Access Panel has Council Officers and representation from other organisations at all of its 10 meetings a year to engage on access matters.
- The Licensing Board Hearings are accessible to people through applications for alcohol and gambling licences being publicised and opportunities provided for people to object in an accessible venue.
- Tenant and Resident Associations
- A recent youth and equality survey was carried out which had a 5% response rate from the 16-17 year population of North Lanarkshire.

Case Study

Community involvement in planning

North Lanarkshire Council is the first local authority in Scotland to have young people participate in its formal Committee procedures via the Youth and Equality Committee.

Through the Housing co-production Group and the Disability Access Panel the Council has ensured disabled people know their skills and experiences bring value and are valued as they are right at the heart of the planning and design of new build housing, centres and refurbishments commissioned by the Council. Furthermore, many local organisations representing disabled people are supported by the Council through the provision of funding and capacity building support;.

This outcome and related work contributes to the general duty by advancing equality of opportunity of young people, disabled people and BME people and fostering good relations between different groups of people.

| | | |
|-------------------|--|-------------------------------|
| Outcome 13 | The protected characteristics of our employees are supported throughout their employment by our policies and procedures | General Duty 1,2&3 |
|-------------------|--|-------------------------------|

Progress

Since April 2015

- Council has been accredited as a Disability Confident Leader
- The Council is an Age Positive employer
- The Council is a Stonewall Scotland Diversity Champion and is supporting 2 employees as Role Models.
- The Council has developed a Reasonable Adjustment Protocol which is being considered by Corporate Management Team
- 12 Employee Equality Forum (EEF) meetings have taken place

- The EEF has been consulted on 10 Council policy areas relating to employment
- The EEF has made a presentation to the Youth and Equalities Committee
- The council now has 73 trained Diversity Champions operating across all services
- 82 announcements or emails of an equality nature have been posted to employees
- Gender Based Violence Guidance has been developed for line managers to assist them support employees experiencing gender based violence. After issuing an email advising of the guidance and other resources on the Council's intranet site on 25 November (to mark International Day against Violence against Women) there was 65 visits to the GBV pages in 10 working days. Previously there had been 24 in a 9 month period.

Case Study

Employee Equality Forum

In the summer of 2015 members of the newly formed Employee Equality Forum, concerned that many employees weren't aware of the new forum, went out on the road to remote workplaces. Armed with a resource pack containing information on equality, that employees could find easily if they had access to a computer, they met with employee in the depots – refuse collectors, gardeners, recycling plant operatives, clerical workers etc. This resulted in some employees signing up to the forum, finding out about training opportunities available to them and some members even became Diversity Champions.

This outcome and related work contributes to all three needs of the general duty

5. PROCUREMENT

Overview

Each year we enter into contracts worth many millions of pounds for buying goods, works and services on behalf of the people of North Lanarkshire.

We provide a wide range of services to residents and businesses in the local area. In some cases these are provided directly by us, in others by our contractors and partners. We recognise that this purchasing power can be used as a way to advance equality and, where appropriate, achieve wider social benefits, such as creating training or employment opportunities.

We have a statutory duty to ensure that public money is spent in a way that ensures value for money and does not lead to unfair discrimination and social exclusion. The promotion of equalities in the procurement process helps us to:

- obtain value for money and improve the quality of local authority services;
- ensure that public money is not spent on practices which lead to unfair discrimination
- create a diverse and integrated workforce;
- deliver more responsive and flexible services in combating social exclusion and building strong and cohesive communities;
- encourage other organisations to practice the Council's public service ethos on equalities;
- deliver services that meet the needs of residents of North Lanarkshire; and
- improve employment conditions.

The Council takes into account in its tender evaluation and contracting processes, a potential contractor's approach to equalities in terms of its employment practices and service delivery. We do this by asking potential contractors relevant questions and include appropriate provisions in our contract documents relating to these matters. The response to these questions is evaluated as part of the selection process. The impact of the procurement with regard to the promotion of equalities within service delivery and employment opportunities is also monitored and managed during the life of each contract.

Equality outcomes often overlap with Community Benefits and Fair Work Practices which are part of the social and economic elements of sustainable procurement. Community Benefits and Fair Work Practices help the Council to deliver its broader strategic objectives, in addition to the core purpose of a contract and value for money.

Our general policies on applying Community Benefits and Fair Work practices in our contracts are also included in the Council's procurement strategy.

The policy on applying community benefit requirements in our contracts

We believe that our contracts can help realise a wide range of social, economic and environmental benefits, including better employment opportunities. Community benefits delivered by contracts have been shown to contribute to local and national outcomes relating to employability, skills development and local regeneration.

If there is an opportunity to benefit the community, appropriate requirements will be included in contracts in accordance with relevant legislation, statutory guidance and best practice.

If a contract includes a commitment relating to community benefits, the terms of the contract will record what the provider has to deliver. Overseeing delivery is made part of the Council's Contract Management arrangements and a record is kept of the benefits delivered.

The policy on paying the living wage to people involved in delivering our contracts

We strongly believe that fair work practices and paying the Living Wage can have a positive effect on people's lives and can help to create a fairer and more equal society.

The policy on paying the Living Wage to those who deliver public contracts is influenced by the belief that those organisations which adopt fair work practices, including the Living Wage (for example those which have a diverse workforce and whose staff are well rewarded, well-motivated, well led and who have appropriate opportunities for training and skills development), are likely to deliver a higher quality of service. A positive approach to fair work practices can have a positive effect on the quality of the services, goods and work delivered on Council contracts. In addition if an employer pays the Living Wage they are more likely to be committed to fair work practices.

As a result, the default position in Council procurements is to assess and score (where appropriate) the extent to which potential providers commit to engaging in fair work practices in delivering contracts, and seeking non-assessed information on the potential providers commitment to paying the Living Wage.

We aim to become an accredited Living Wage employer by the end of April 2017. This is a clear commitment to pay at least the Living Wage for all staff we directly employ and for those who work on our contracts by actively encouraging employers to pay the Living Wage as part of a package of fair work practice in all relevant contracts.

6. EMPLOYMENT

The Council has just short of 15,000 employees and is the largest employer in Lanarkshire. Our workforce is diverse in nature, in terms of not only our people but also as a result of working patterns and the areas we covers. We have in place a number of ways which are utilised to support employees at work through employee engagement, employment policies, campaigns and initiatives etc.

Employee Equality Forum

We have recently supported the development of an Employee Equality Forum which provides a platform for all employees to raise issues of an equality nature and provide us with an important engagement mechanism. Employees from across the Council are active members of the forum.

Diversity Champions

Champions are employees who volunteer to undergo an intensive three day training course. They then become active promoters of equality and diversity within their own workplaces. There are now over 73 Champions across five resources including employees working in depots and recycling centres.

Dignity at Work Policy and Support Officers

This Dignity at Work policy provides a route to raise and challenge concerns about bullying and harassment. With the assistance of Dignity at Work Support Officers, employees who feel they have experienced bullying or harassment in the workplace can raise their concerns.

Flexible Workstyle Options

This policy informs employees of the options available in respect of:

- the Working Hours Scheme;
- the Flexible Working Policy; and
- the Job Sharing Policy.

In line with changes to legislation in 2014, the right to request flexible working has now been extended to all employees with 26 weeks continuous service. The Council continues to explore opportunities to extend a range of flexible working patterns to employees, where appropriate e.g. agile working, home working.

Health and Wellbeing

Access to an employee counselling service, health MOTs, occupational health and information on many health related topics are some of the ways we support the health and wellbeing of our workforce. Following restructure of the Council's HR model, including health and wellbeing, discussions are underway to consider how best to promote health and wellbeing activities across the organisation.

Disability Confident

The Council was previously recognised as a “double tick” employer which required certain criteria to be met and addressed when recruiting and employing disabled people. “Double tick” has now been replaced by “Disability Confident” which aims to help employers successfully employ and retain disabled people and those with health conditions. The government has made a commitment to halve the employment gap for disabled people, and to achieve this ambition the Department of Work and Pensions (DWP) has worked closely with disabled people, disability organisations, and other key stakeholders to develop the Disability Confident scheme that builds on the best practices of the double tick model.

There are three levels in the new Disability Confident Standard:

Level 1 – Committed – this ensures an organisation’s recruitment processes are inclusive and committed, vacancies are communicated and promoted, interviews are offered to disabled people who meet the essential criteria, and existing employees who acquire a disability or long term health condition are supported to enable them to stay in work.

Level 2 – Employer – the second level is a self-assessment against a set of statements relating to getting the right people for the business and keeping and developing people.

Level 3 – Leader – this encourages the organisation to gain recognition among their peers, acting as a champion within the local and business community to help them become Disability Confident.

As a current “double tick employer”, we automatically received the Level 2 – Employer badge for 12 months. However, as a forward thinking and ambitious Council, we aimed to achieve the recognition of Level 3 Disability Confident Leader status and successfully achieved this valuable recognition in April 2017.

Stonewall Scotland Diversity Champion

We have been a Stonewall Scotland Diversity Champion for the past 5 years enjoying a supportive partnership with the organisation. Champion status gives access to training and information on how the Council can support employees. The Diversity Champions Logo is displayed on key Council documents and within the recruitment pages.

As well as the above the Council participates in a number of promotional / commemoration events aimed at employees which demonstrate that the Council values the importance of equality. The Council organises activities and information during:

- LGBT History Month;
- International Day against Homophobia;
- 16 Days Campaign;
- Human Rights Day;
- Mental Health Awareness Month;
- International Women’s Day; and
- Deaf Awareness Week.

North Lanarkshire Council Employment Monitoring for 2015-17

Since the last report, covering 2013-15, there has been an overall decrease in the Council employee headcount due to the current financial climate, and this position will continue over the next few years. In addition, the ongoing recruitment freeze, with only a small proportion of posts being advertised externally, means that fewer new employees are coming into the Council which also restricts opportunities to encourage a more diverse workforce.

Changes in delivery of the HR service within North Lanarkshire Council will have a significant impact on how equality data is gathered and reported on in the future. This includes consideration of how to improve the quality of the data gathered. A significant development in the last two years is the introduction of a single employee information system, iTrent.

Analysis of workforce statistics show that our employment base continues to be predominantly female with 76.20% of female employees. Encouragingly, there has been an increase in the number of employees who consider themselves to have a disability – 1.63% from 1.57% in 2013/14 (an increase of 3.82%). While it is recognised that a proportion of this increase will be accounted for by existing employees who may have subsequently become disabled, it is encouraging to note that the Council's commitment to retain employees in the workforce is paying dividends. This, alongside our ongoing commitment to offering employment opportunities for disabled applicants through our accreditation under Disability Confident, is an encouraging sign for the future. Our recent success in gaining the prestigious Disability Leader accreditation reinforces this commitment.

Age statistics gathered show that across the Council the age group with the greatest number of employees continues to be within the 50 to 60 age group. There was a decrease in the percentage of employees in all age groups with the exception of the 60+ age group. We continue to take steps to ensure young people are given opportunities to gain employment through initiatives such as the Modern Apprenticeships. The Modern Apprenticeship team has now moved within a newly restructured Education, Youth and Communities service where great advancements have been made in extending and promoting the service by working alongside colleagues supporting the transition for young people leaving North Lanarkshire Council schools.

Ethnicity statistics suggest that 0.48% of the workforce is from a mixed, Asian, Black or Gypsy Traveller background. However the ethnicity of 21.17% of our employees is unknown. Exploring the reasons for non-disclosure is an area of work we will pursue.

Information on the annual breakdown of information gathered on composition, recruitment, development and retention of employees, gender pay gap information – the percentage difference between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime) and occupational segregation – grades and occupations is contained within Appendix 2 of this document.

We have updated our Equal Pay Policy Statement which now sets out our approach to ensuring equality of pay in line with legal requirements for men and women; people who are disabled and people who are not; and people who fall into an ethnic minority group and those who do not.

7. MOVING FORWARD

As indicated in the previous sections of this report, over the course of the 2013-17 we have made significant progress in addressing disadvantage for people protected by the Equality Act 2010 and mainstreaming equality into our day to day business. We have:

- supported independent living for older and disabled people through access to housing and aids and adaptations in people's homes;
- made our communities, schools, buildings, parks and town centres safer and more accessible so as people can enjoy their lives;
- worked hard to provide all young people in schools with exciting opportunities to develop skills and thrive in non-traditional subject areas in safe, inclusive and supportive environments where rights and respect for each other is tantamount;
- provided access to real employment opportunities for the most vulnerable and underemployed members of society;
- ensured that people have opportunities to be involved in our business and these opportunities are accessible;
- encouraged the third sector to be take on board the equality duties when in receipt of Council grant funding;
- supported employees to work to the best of their ability; and
- recognised that our purchasing power can be used as a way to advance equality and, where appropriate, achieve wider social benefits, such as creating training or employment opportunities.

However there is still work to be done for example:

- There is still significant unemployment and underemployment of disabled people and BME people in North Lanarkshire;
- girls and young women continue, in the main, choosing subjects that may have the negative effect of setting them on a road into low pay, lack of fulfilment and ultimately poverty;
- Gypsy Traveller people have the lowest attainment of all social groups and pupils with additional support needs still have lower attainment and participation rates than their peers who don't have additional support needs;
- Lesbian, Gay, Bisexual and Transgender people are still experiencing bullying and harassment and disproportionately poorer mental health;
- gender based violence continues to destroy lives across our communities;
- older people are living longer but experiencing increased social isolation and loneliness; and
- The council employs low numbers of people who are disabled and who are BME in comparison to the people who live in North Lanarkshire

8. NORTH LANARKSHIRE COUNCIL EQUALITY OUTCOMES 2017-21

As mentioned in section 2 of this report the Council has undergone a period of change, since the last Mainstreaming Report. The ASPIRE programme and our Business Plan priorities have provided an opportunity to set the equality outcomes for 2017-21 within that framework. This will ensure that achieving equality for people, where inequality exists, is addressed through our core business and functions and reported and monitored through mainstream mechanisms.

The equality outcomes for 2017-21 are

1. Older people, disabled people and those with other specific needs have improved access to a range of housing options which meets their needs and supports independent living.
2. Disabled people (including people with a sensory impairment), BME people, lone parents and carers are supported to access employment opportunities.
3. The educational attainment of children with disabilities and/or children with additional support needs, gypsy traveller children and young carers are improved.
4. Our schools are safe, accessible and inclusive.
5. Young women and disabled and black and minority ethnic young people are supported and leave school with positive destinations.
6. Our communities and town centres are safe, accessible and inclusive.
7. Participation and engagement with underrepresented groups is improved.
8. NLC as an employer is accessible and all employees are valued and supported to work to their full potential.

To develop the new outcomes we considered.

- the Council's ASPIRE programme and Business Plan 2016-2020 and the priorities set within it;
- the local and national evidence relating to inequality experienced by people whose characteristics are protected by the Equality Act;
- the progress made in relation to the Council's original set of equality outcomes published in 2013; and
- the Public Sector Equality Duty (General Duty).

This desk-top exercise, gave us essential statistical information which informed the draft outcomes which were the subject of a report to the Youth and Equalities Committee.

Our ongoing programme of engagement with a number of local and regional organisations ensures our services are fit for purpose and meet the needs of the people it aims to serve. To obtain feedback on the draft equality outcomes a period of engagement with key stakeholders was undertaken.

During October and November 2016, a series of focus groups took place across North Lanarkshire to discuss the draft equality outcomes and explore the issues behind the evidence gathered. Individuals from the following organisations were involved in order to ensure that the views and interests of local people with protected characteristics were represented:

- Lanarkshire Chinese Association
- Lanarkshire Deaf Club
- Lanarkshire Ethnic Minority Action Group
- Lanarkshire Hindu Welfare Association
- North Lanarkshire Disability Access Panel
- North Lanarkshire Disability Forum
- North Lanarkshire Housing Co-production Group
- NLC Employee Equality Forum and
- NL Licensing Forum

In addition a youth and equalities survey was undertaken to explore issues important to young people aged 16 – 25 in relation to housing, school, community, employment and equality. 529 people responded to the Survey Monkey and of those 96.09% were 16-17 year olds. This equates to approximately 5.5% of the total 16-17 year old population of North Lanarkshire.

Table 2 details the following:

- the Council’s Business Plan priorities;
- the equality issues in relation to those priorities that came from the engagement and evidence gathering; and
- the equality outcomes and the authority the outcome relates to – Council , Education or NL Licensing Board.

Table 2 – Overview of Equality Outcomes

| NLC Priority | Improved economic opportunities and outcomes | |
|---------------------------------|---|----------------------------------|
| Equality Outcome for NLC | Older people, disabled people and those with other specific needs have improved access to a range of housing options which meets their needs and supports independent living. | General Duty 1, 2 & 3 |
| Equality evidence | <p>It is expected that by 2037 the older population in North Lanarkshire will have increased by 68.4% from 2012. The implications of this will be an increasing need for suitable, accessible accommodation and associated support services. In addition long term illness and ill health appear to be a particular issue amongst the ‘working age’ population in North Lanarkshire reflected in the higher proportion of benefit claimants. This need does not translate directly into a need for new additional provision, it does however highlight that there is a need to develop the broader range of housing services that support people with health needs such as adaptations and equipment services.</p> <p>Younger households and ethnic minority households are more likely than others to live in overcrowded properties and as North Lanarkshire is becoming more culturally diverse it is important to ensure that access to housing and related services are accessible and meet a broad range of needs.</p> <p>Issues from stakeholder engagement Need to consider:</p> <ul style="list-style-type: none"> • the promotion of social rented housing and the application process for people where English is not their first language. • waiting times for aids and adaptations • lack of knowledge among some BME communities of housing support services – Making Life Easier, Community Alarm service etc. • isolation particularly where disabled people have to move home to different communities. | |

| | | |
|---|--|----------------------------------|
| NLC Priority | Provide supported routes out of unemployment or underemployment | |
| Equality Outcome for NLC and Education | Disabled people (including people with a sensory impairment) , BME people, lone parents and carers are supported to access employment opportunities. | General Duty 1, 2 & 3 |
| Equality evidence | <p>65% of people in North Lanarkshire are of working age which is proportionate to Scotland, however within North Lanarkshire there are significant numbers of the working age population who are unemployed and have either a long term health problem or disability. Only 40% of disabled people in North Lanarkshire are in work (compared with 71% of non-disabled people)</p> <p>Of the 122 modern apprentices none have been secured by young BME or disabled people according to the most recent employment statistics.</p> <p>In addition disabled people spend £550 more per month than non-disabled people, because of the extra costs of being disabled. All of this means that 47.5% of disabled people live in poverty;</p> <p>There are high levels of unemployment among Deaf people and there are 7914 Deaf people of working age In North Lanarkshire.(Census)</p> <p>In 2014 the Scottish employment rate for young people aged 16-24 with a hearing impairment (31%) was lower than that for Scottish young people of the same age (53%)</p> <p>Unemployment rates for people from ethnic minorities in 2013 were significantly higher than for White people – 13.2% compared with 6.9% and only 57.4% of people from ethnic minorities were in work compared with 73.8% of White people.</p> <p>Lone parents are more likely to be under-employed and 80% of NL lone parents are women. The average age of lone parents in NL is 38.</p> <p>Issues from stakeholder engagement:</p> <p>Need to consider:</p> <ul style="list-style-type: none"> • the good work in this area via Supported Employment, North Lanarkshire Industries, 16+ Learning Hubs, Project Search etc. • use of the community benefit clause in procurement • the Council becoming a Carer+ employer • positive action measures within employment • positive action measures to increase employment opportunities | |

| NLC Priority | Supporting all children to realise their full potential | |
|--------------------------------|--|----------------------|
| Equality Outcome for Education | The educational attainment of children with disabilities and/or children with additional support needs gypsy traveller children and young carers are improved. | General Duty 1,2 &3 |
| Equality Outcome for Education | Our schools are safe, accessible and inclusive. | General Duty 1,2 & 3 |
| Equality evidence | <p>In North Lanarkshire, as across Scotland, school leavers with additional support needs (including special schools) continue to have lower attainment, In 2013/14 only 30.2% of pupils with an additional support need achieving one or more Highers or better compared to 64.8% for those with no additional support needs. In 2015/16 (using the participation measure) 20.5% of ASN leavers were not participating as compared to 13.7% of non-ASN leavers</p> <p>Exclusion rates are highest among boys (79.81% in NL in 2015/16), Gypsy travellers and pupils with ASN</p> <p>In NL 167 young people under 16 years of age are providing care of more than 20 hours a week. 76 of those more than 50 hours and a further 500 providing between 1 and 19 hours a week.</p> <p>We can use national information as a guide that a similar situation prevails in North Lanarkshire for groups where information is lacking:</p> <ul style="list-style-type: none"> • Gypsy Traveller children continue to have the lowest educational attainment rates. • boys continue to fall behind girls in achieving at least 5 awards at Level 5 or better across all ethnic groups • children with sensory impairments are performing less well and the attainment gap is widening. • young people leaving care are particularly vulnerable to homelessness. • despite achieving marks that merit continuing with their education Lesbian and gay pupils are more likely to leave school at 16 • children from poorer backgrounds perform less well than their peers. • 52% of Lesbian and Gay pupils report being bullied at secondary school • 1 in 4 Scottish pupils said they were aware of peers suffering prejudice based bullying • almost a third (29%) of 16-18 year old girls say they have experienced unwanted sexual touching at school • nearly three-quarters (71%) of all 16-18 year old boys and girls say they hear terms such as "slut" or "slag" used towards girls at schools on a regular basis • 59% of girls and young women aged 13-21 said in 2014 that they had faced some form of sexual harassment at school or college in the past year <p>Issues from stakeholder engagement:</p> <p>Need to consider:</p> <ul style="list-style-type: none"> • attainment levels in adults. There are significant illiteracy levels among BME adults. • more boys (76.38%) than girls (67.81%) always or most of the time feel supported at school • 75% of disabled pupils feels safe always or most of the time | |

| | |
|--|--|
| | <ul style="list-style-type: none"> • 25% of disabled pupils always feel included and 12.5% never feel included • 8% of pupils described their sexuality as Lesbian, Gay, Bisexual or questioning |
|--|--|

| | | |
|---|---|----------------------------------|
| NLC Priority | Maximise employment opportunities through our education provision | |
| Equality Outcome for NLC and Education | Young women and disabled and black and minority ethnic young people are supported and leave school with positive destinations. | General Duty 1, 2 & 3 |
| Equality evidence | <p>We know that young people who are winter leavers are three times less likely than their summer leaver peers to leave school and enter a positive destination</p> <p>In NL Modern Apprentices are continuing the gender pay gap as gender choices are retaining the status quo of occupational segregation and low pay.</p> <ul style="list-style-type: none"> • 96% in transport and distribution were male • 99 % in construction were male • 100% going into engineering were male • 100% in garage services were male • 97% in social care and advisory services were female • 100% in hairdressing and beauty were female <p>Of the Modern Apprentices in North Lanarkshire employment statistics suggest none are disabled or from a Black and Minority Ethnic background.</p> <p>Of the 34% of leavers in NL with no positive destination and not looking were either pregnant or already a mum.</p> <p>Issues from stakeholder engagement: Need to consider:</p> <ul style="list-style-type: none"> • 84% of disabled young people responding to youth survey do not have a job compared to 69% of non-disabled young people, and of those looking 60% are finding it hard to get a job. • more girls (32.13%) as compared to boys (23.61%) sometimes or never feel supported • subject choices at school continue pattern of gendered occupational segregation. • schools continue to and grow links with local businesses. | |

| | | |
|---|--|--------------------------------------|
| NLC Priority | Improving the health, wellbeing and care of communities | |
| Equality Outcome NLC, Education and NL Licensing Board | Our communities and town centres are safe, accessible and inclusive. | General Duty 1, 2 & 3 |
| Equality evidence | <p>There were 521 reported hate crimes in Lanarkshire in 2015-16. Of those crimes reported:</p> <ul style="list-style-type: none"> • 64% were racist, • 19% Homophobic, • 1 % Transphobic, • 12% Religious and • 4% Disablist. <p>It is accepted that hate crime against disabled people is particularly under reported.</p> <p>Gender based violence statistics in 2015/16 show that public protection agencies and partners across North Lanarkshire received 4816 referrals (excludes Police Scotland data). For the same period Police Scotland reported 57,687 domestic abuse incidents across Scotland.</p> <p>The recently published report by the Scottish Advisory Group on hate crime, prejudice and community cohesion found that prejudiced and discriminatory attitudes were particularly common in relation to Gypsy/Travellers and transgender people and the wearing of religiously symbolic clothing and jewellery was still regarded as a problem by some people.</p> <p>Issues from stakeholder engagement: Need to consider:</p> <ul style="list-style-type: none"> • 10% of disabled people responding to the youth survey never feel safe when out and about in their community. • only Black African young people said they never or only sometimes feel safe when out and about in their community compared to other BME young people. • need to continue the involvement of disabled people in town centre access audits • isolation is a major factor for elderly people who live on their own | |

| NLC Priority | Increase community participation and engagement | |
|--|---|-----------------------|
| Equality Outcome NLC, Education and NL Licensing Board | Participation and engagement with underrepresented groups is improved | General Duty 1, 2 & 3 |
| Equality evidence | <p>In 2014, 27% of people who volunteered had a disability, a long term illness or had both. 2% of volunteers were from an ethnic group other than 'white' and 54 % of people who volunteer are of the Christian faith. However A higher proportion of those of Other Religion (26%) agreed that they could influence decisions affecting their local area compared to Christians (23%) and No Religion (23%). (Scottish Govt. Equality evidence finder)</p> <p>Issues from stakeholder engagement: No issues of note were raised</p> | |

| NLC Priority | Making best use of council resources | |
|--|---|----------------------|
| Equality Outcome for NLC and Education | All employees are valued and supported to work to their full potential. | General Duty 1,2 & 3 |
| Equality evidence | <p>The most recent employment monitoring statistics for NLC show that 1.63% of our employees are disabled. However the staff survey in 2015 returned that 4% of employees are disabled. This is still considerably low in comparison to the population of North Lanarkshire. Age statistics gathered show that across the organisation the age group with the greatest number of employees is the 50 to 60 age group and 76.7% of our workforce are women</p> <p>Ethnicity statistics suggest that 0.48% of the workforce is from a mixed, Asian, Black or Gypsy Traveller background.</p> <p>We have taken steps to ensure young people are given opportunities to gain employment through initiatives such as the Modern Apprenticeships, Youth Investment Programme and the Graduate Trainee Programme. However according to the Council's latest employment statistics none of the 122 Modern Apprentices are disabled and none are from an ethnic minority.</p> <p>Issues from stakeholder engagement: Need to consider:</p> <ul style="list-style-type: none"> • the different communication support needs of employees • the Council's application process may disadvantage some women as women are more likely to not apply on-line; and • equality and diversity training for employees should be compulsory | |

9. NEXT STEPS

The actions to deliver on the equality outcomes have been considered by Council services and are now set within a performance management framework (PMF) The framework will be monitored on an annual basis.

The Council and North Lanarkshire Licensing Board will continue their work to mainstream and keep equality at the heart of their business. They will continue to:

- gather information and engage with service users, communities and employees to ensure people's needs are being met;
- continue to train and raise awareness of equality issues for elected members and employees and ensure such opportunities are effective and accessible;
- ensure equality considerations are embedded into policy development and review as well as into the implementation of any future budget savings;
- work with others and build partnerships to ensure the best use of resources, resulting in the best services and outcomes for people and communities; and
- build on the progress already achieved through the equality outcomes 2013-17 to eliminate discrimination, promote equality and foster good relations.

