

# **NLC Public Sector Equality Duties Composite Report 2023**

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## **Introduction**

The Equality Act 2010 brought together under one framework all previous equality legislation. Recognising that giving people a means to challenge discrimination didn't go far enough, the Public Sector Equality Duty (General Duty) came into force in 2011 and replaced the race, disability and gender duties. The PSED puts the onus on public bodies to take a proactive approach to equality - to eliminate discrimination, advance equality and foster good relations – essentially take action to avoid any discrimination or disadvantage before it occurs.

In Scotland there are additional, specific, duties required of public bodies that are intended to assist with advancing the General Duty and evidencing what we have done. This combined report provides the following information:

Our approach to mainstreaming equality into our day-to-day business, detail about how we have done this and what has been achieved

The progress we have made in delivering our nine Equality Outcomes set in 2021 and covering the years 2021-25; and

Information we have gathered about our employees by each of the protected characteristics and what that information tells us.

## **Our Approach to Mainstreaming Equality**

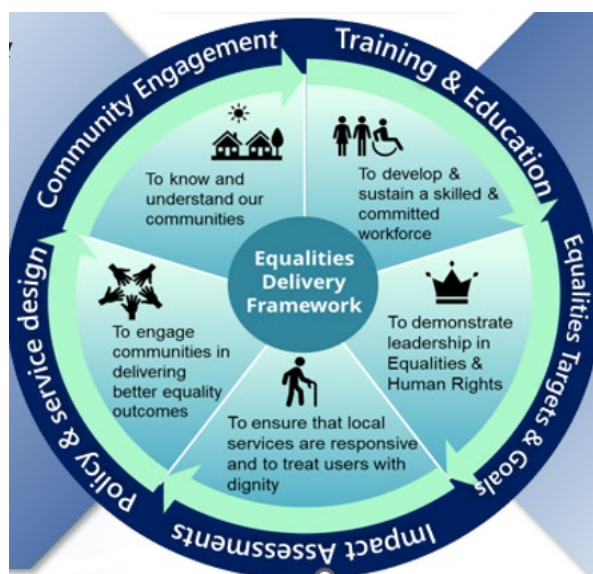
To mainstream equality effectively requires a culture at all levels of an organisation where the needs of people with protected characteristics are not an afterthought – they are integral to everything it does.

The Council's ambition is for North Lanarkshire to be the place to live, learn, work, invest and visit for all people. Addressing the disadvantage and inequality that some groups of people experience because of societal constructs, prejudice, direct and indirect discrimination requires a strong, sustained strategic approach directly aligned to The Plan for North Lanarkshire and a commitment from all employees at all levels to understand the causes and consequences of inequality.

## **NLC Equality Strategy 2019-24**

In 2019 the Council published its Equality Strategy 2019-2024 setting out how embracing the Equality Act 2010, and the Public Sector Equality Duties, and taking a human rights-based approach to its work, would ensure equality and human rights are mainstreamed into the everyday work of the Council. The strategy set out five key underpinning objectives for success and associated enablers to achieve this.

## Objectives and Enablers



The following section details the five objectives for mainstreaming equality in our work and some examples of what we have been doing and achieving since we last reported in 2021. As well as objectives for delivering equality these objectives, and their enablers, work in the spirit of the PANEL principles for human rights – **P**articipation, **A**ccountability, **N**on-discrimination, **E**mpowerment and **L**egality.

### 1. To know and understand all our communities.

We gather information about our people through a variety of approaches including population surveys, Scottish Index of Multiple Deprivation data, Census information etc. However, this information is limited in that it doesn't provide people's lived experiences.

#### An exploration of the lived experience and future needs of North Lanarkshire's Black, Asian and other Ethnic people

We have recently published research undertaken on our behalf by the University of the West of Scotland to understand the lived experiences of our BAME communities. This qualitative research was a follow up to a survey we undertook in 2021 and focused on:

**An ageing population** – many of our BAME community members who came to settle in Scotland in the 50s and 60s are now older and their needs will require to be better understood.

**Digital skills and inclusion** – we know that there is a digital skills shortage in some of our BAME communities. With a major shift to providing access to services on-line a further exploration of this will help us put in place measures to reduce digital exclusion and increase skills.

**Employment and skills** – at the census of 2011 the unemployment rate in North Lanarkshire was highest for Black and Minority Ethnic people at 10.76%, however this jumped to 17.15% for Black Caribbean or African people.

Caribbean or Black males experienced the worst at 29.68%. For all white people the unemployment rate was 9.68%.

Exploring our BAME peoples' experiences of accessing and sustaining employment will allow an understanding of areas requiring positive action from the Council and our partners.

**Community Cohesion and Integration** - findings from Phase 1 found that language barriers and lack of acknowledgement and celebration of different cultures is lacking in North Lanarkshire. This leads to feelings of isolation and poor integration for many BAME people. Understanding the dynamics of people's experiences in community life will help our key community-based services to engage better with BAME people to improve assimilation and their sense of belonging.

As well as the four topic areas the researchers were also asked to:

- explore the lived experiences from a gendered perspective; and
- using the indicators of integration carry out a specific piece of research on the experiences of the Syrian Refugees who have now lived in North Lanarkshire for 5 years

The final research report has provided a rich, deeper understanding of our BAME peoples lived experiences in relation to the asks of the research. It also provides findings that are unique to specific ethnic groups. Quoting the words from the diverse participants has brought the research to life and gives us an opportunity to really listen to what we are being told. The published research - [Our Lives – an exploration of the lived experience and future needs of North Lanarkshire's Black, Asian and other Minority Ethnic people](#) - has been considered by the Council's Wellbeing and Tackling Poverty Committee and to ensure a co-ordinated partnership approach is being taken forward by North Lanarkshire Community Planning Partners - Strategic Leadership Board.

The Gypsy Traveller Strategic Group has continued to make good progress against several key actions over the course of the last year, with new data collation methods implemented which helps capture the housing and support needs of Gypsy Travellers in North Lanarkshire in unauthorised encampments. Work is ongoing with Scottish Government and COSLA on the national action plan, to develop a housing need and demand toolkit for assessing the housing needs of Gypsy Travellers and on negotiated stopping. North Lanarkshire Council housing is represented on the national groups and coordinates action at a local level through partnership arrangements.

## **2. To involve our communities effectively.**

Community Matters - A Framework for Working with Communities sets out the Community Planning Partnership's commitment to engaging with communities underpinned by a set of principles and approaches designed to deliver on a number of key priorities associated with working with communities which include the creation of 9 Community Boards.

The nine Boards support community participation and provide a single coordinated approach to governance for local communities reflecting statutory and regulatory requirements and operate in a manner consistent with influencing and delivering the One Plan outcomes at local level. The Boards play a role in terms of decision making within a locality and the involvement of local people is key:

- 2022 saw continued involvement of equalities groups in Community Board meetings, including Who Cares? Scotland, the Voice of Experience Forum that enables older people to put forward opinions on local services, NL Disability Access Forum, and Lanarkshire Muslim Women and Families Alliance and care experienced young people. Work continues with targeted engagement plans to increase the opportunities to ensure voices of equalities groups are heard.

A number of wider engagement opportunities where local people from equalities groups actively participate or lead engagement for example:

- ongoing work with the African Collaborative Group in Jerviston around use of LDP funding for play provision, development of their Community Asset Transfer for the community centre, etc;
- work with the mosque to deliver Recover NL projects and cost of living initiative;
- recover NL project and ongoing work to look at the premises for the Lanarkshire Deaf Club;
- recent work with parents from Motherwell area to look at accessible and specialised play equipment for children with complex needs; and
- ongoing work to support the Lanarkshire Muslim Welfare Society to identify and develop a proposals around appropriate accommodation for them (through engagement with wider population of Muslim women).

North Lanarkshire Disability Access Panel continues to provide the Council with an engagement mechanism on access to the built environment and open spaces with disabled people. The Panel provides the Council with lived experience to improve access for all.

Lanarkshire BSL Steering Group is a mechanism for the BSL community to engage with North and South Lanarkshire Councils and NHS Lanarkshire to

improve service delivery to the Deaf and Deafblind BSL community and raise awareness. BSL user representatives from Deafblind Scotland, Deaf Services Lanarkshire, Lanarkshire Deaf Club and D.E.A.F South Lanarkshire all participate. A conference to chart progress in relation to the BSL Plans is being planned by the Steering Group for September 2023.

### Black Lives Matter Community Conference

The Council's Black Lives Matter Community Conference was held in 2022. Attended by over 130 people the conference aimed to engage with people on the work the Council's former Black Lives Matter Working Group had been undertaking to advance race equality and tackle discrimination in our workforce, community and schools' environment. The conference was also used as an opportunity to hear from participants about what was important to them. A [report](#) from the conference has been published on the Council's website.

### **3. To demonstrate leadership in equalities and human rights, both within the council and amongst partners, and organisational commitment to excellence.**

The Council's Chief Executive leads the way in all matters of equality and human rights. His vision and expectations that the work we undertake as a public body is first and foremost to improve all people's lives is articulated at all levels of the Council as well as with our community planning partners.

Our Elected Member Equality Champion also ensures that equality and diversity issues are highlighted and progressed within the Council and its communities. The past and present Champions have been proactive in a number of areas including:

- promoting and ensuring cross-party support for Council initiatives, for example participation in the Gender Budgeting Project, and promoting the Elected Member Diversity Monitoring;
- participating in Council Working groups including Equally Safe at Work and Black Lives Matter; and
- chairing and providing welcome addresses at Council events and conferences including the Black Lives Matter Community Conference and the 16 Days of Action Conference.

### Breastfeeding Friendly North Lanarkshire

The Council in partnership with NHS Lanarkshire developed a framework for others to follow to become a Breastfeeding Friendly Authority. Launched in 2021 the aim is to drive a culture change with plans in place to improve breastfeeding rates by increasing breastfeeding facilities, making them more accessible and normalising breastfeeding.

### Disability Confident Leader

The Council was re-accredited for the 3rd time with the Disability Confident Leader employer accreditation in March 2023. Being a leader requires not only removing barriers to disabled people gaining and sustaining employment but also taking a pro-active approach to encouraging our suppliers and partner firms to also become disability confident. As well as attending employer events to promote the Disability Confident Scheme the Supported Employment team recently supported a local business ACS (Advance Clothing Solutions) on their disability confident journey which resulted in them achieving leadership status.

### Equally Safe at Work

The Council is one of only four Public Bodies in Scotland to be accredited as Bronze in the Equally Safe at Work employer accreditation programme.

Equally Safe at Work (ESAW) is a world leading employer accreditation programme which was launched in January 2019. It stems from Equally Safe, Scotland's strategy for tackling violence against women and girls which recognises such violence as being inextricably linked to gender inequality. ESAW recognises the role the workplace has in tackling gender inequality and as such has a key role to play in tackling violence against women and girls. The Council was selected as one of only seven pilot authorities to participate in the accreditation at Bronze Standard. The accreditation requires meeting the criteria set out in 6 standards: Leadership, Data, Flexible Working, Occupational Segregation, Workplace Culture and Violence against women.

In 2021 our success at achieving Bronze Standard was announced along with three other Scottish Local Authorities. The Council is now taking up the challenge to progress to Silver Standard.

### Race at Work Charter

In 2022 the Council was the first Scottish Local Authority to sign up to the Business in the Community's Race at Work Charter and in doing so appointed the Depute Chief Executive as our Executive Sponsor for Race. Having the Depute Chief Executive in this role is providing the visible leadership needed to drive key actions for advancing race equality in our workforce. Our Executive Sponsor is currently championing a campaign to increase BAME employees in our teaching workforce.

The Charters seven commitments are:

1. appoint an executive sponsor for race;
2. capture ethnicity data and publicise progress;
3. commit at board level to zero tolerance of harassment;
4. make equality, diversity and inclusion the responsibility of all leaders and managers;

5. take action that supports Black, Asian, mixed race and other ethnically diverse employees' career progression;
6. support race inclusion allies in the workplace; and
7. include Black, Asian, mixed race and other ethnically-led enterprise owners in supply chain.

Action Plans to advance the asks of all of these accreditation programmes have been developed to ensure delivery. Working Groups also exist to monitor and review progress and people with lived experience are central to the review and monitoring process.

#### **4. To ensure that local public services are responsive to different needs and treat users with dignity and respect.**

Our approach to undertaking equality impact assessments means that decisions that require committee approval are included within the committee report being considered by Elected Members. This provides elected members with the comfort that equality considerations are embedded into the Council's decision-making processes.

We have a quality control aspect to impact assessments that includes confirming that the author of the assessment has undertaken the equality impact assessment training. Recent assessments have included:

- the Council's 2023 budget savings exercise that will see over £75m worth of savings over the next three years;
- the Strategic Housing Investment Plan;
- Garden Assistance Scheme;
- Millcroft Road, Compulsory Purchase Order
- Licensing of Sexual Entertainment Venues; and
- NLC Housing Domestic Abuse Policy

#### Trauma informed Practice

The Council in its delivery of frontline services is taking a trauma informed approach. We will be rolling out a mandatory module for **all** staff and Elected Members at the Informed level. The Informed level is a basic level but gives all staff a foundation on which to build. In addition to this, we are working with NHS National Education Service to create a flowchart to help people identify what level is appropriate for them. Whilst everyone will be expected to undertake the Informed level training, there are groups of staff across the organisation who will need a higher level of input e.g. Social Workers, teachers, managers etc. Where a higher level of input is required, we will identify the relevant solution for them and they will undertake that as well. The plan is to roll it out from the start of the new financial year in 2023 and also promote during Learning at Work Week.



In the creation of our community hubs, which are central to the Council's future operating model, we are designing them with a trauma informed lens so as they are friendly, welcoming and accessible. Walkabouts in existing hubs with people with lived experiences are taking place and necessary changes being implemented.

#### Supporting women experiencing gender-based violence

- North Lanarkshire Housing Services have developed a new Housing Domestic Abuse Policy which was developed in conjunction with the Violence Against Women (VAW) Partnership, and shaped by women with lived experience of domestic abuse, putting victims and survivors at the heart of the service; Housing specific domestic abuse procedures, guidance and resources for staff support this along with implementation arrangements which ensure access and awareness of these resources is readily available.
- In the summer of 2021, the council was successful in obtaining funding for 2 years from the Delivering Equally Safe (DES) Funding to support the roll out across partners of Safe and Together, a child centred, survivor strength-based model which supports intervention in families impacted by domestic abuse and which centres around partnering with the non-abusing parent and addressing patterns of perpetrator behaviour. To date, across North Lanarkshire, 64 workers (Children, Families and Justice) have completed the core training, whilst across the partnership 325 have attended the overview course including 156 education staff along with others from housing, NHS, HSCP, Police Scotland, Women's Aid, Aura and other specialist services; and
- During 2022 our housing service developed a partnership with Say Women to address the needs of young women impacted by homelessness who have been victims of sexual abuse/violence. The Say Women service is now well embedded in North Lanarkshire. It provides tenancy sustainment services to young women via the Homes First Team (who provide flexible intensive support and settled accommodation for people experiencing homelessness with multiple and complex needs). It is planned to extend the service which is currently funded until the end of March 2023 for a further year, and to fund a fulltime post to enable widening out the service to other localities in North Lanarkshire, via Rapid Rehousing Transition Plan funding.

#### **5. To develop and sustain a skilled and committed workforce able to meet the needs of all local people.**

##### Training and Development

The Council's Talent and Organisational (TOD) team provide a raft of training opportunities for employees to meet both their personal and professional development needs. The establishment of the on-line portal LearnNL gives all employees easy access to the whole menu of training and development opportunities both face to face and e-learning.

We have ensured that equality and diversity training is accessible and has its own dedicated section in the LearnNL dashboard covering a multitude of aspects about equality and diversity. The broad range of training available also includes bespoke courses developed for our Council and service' needs Our most recent additions to the catalogue includes:

- What is flexible working?;
- Trauma informed practice;
- Understanding unconscious bias;
- Sexual harassment;
- Producing Easy Read resources; and
- Menopause awareness.

We have developed a new one-day equality and diversity Champions course that aims to support employees become champions in their own workplaces – challenging prejudice and promoting equality at the same time. A pilot session is taking place on 18 April before being promoted in our learning catalogue. The training has been developed so it can be delivered both face to face and virtually on TEAMS.

As part of NLC's leadership development programme a session entitled: Anti-Racist Education: The School Leader's Role has been incorporated. This interactive workshop explores a school leader's role in fostering an anti-racist culture, enacting an anti-racist curriculum and building racial literacy and confidence in anti-racist leadership and education. This session is facilitated by the Lead Specialist (Race Equality) in Education Scotland.

The Education and Family service has also continued to promote Education Scotland's Building Racial Literacy programme, with one colleague completing the pilot programme and another enrolled to start in the next cohort.

#### Action on Gender Equality Project

In 2022 the Council began a partnership with the Scottish Women's Budget Group. The project aims to support greater use of gender budgeting tools in local decision making in Scotland to reduce inequalities. The Council's participation in the project will:

- build the knowledge of key staff and elected members regarding the role of intersectional gender analysis within policy and budget decision making processes;
- ensure that the Council is making best use of data to reduce inequalities;
- Improve the quality of the Council's equality impact assessments and budget decision making processes in terms of reducing inequalities; and

- assist the Council to meet its Public Sector Equality and Fairer Scotland Duties to advance equality and tackle socio-economic disadvantage.

To date the following has been achieved:

- 42 operational managers and 22 Elected Members have attended gender budgeting workshops and received resources; and
- Three Council projects receiving Shared Prosperity Funding have signed up to work with the Scottish Women’s Budget Group to ensure a gender budgeting approach is utilised as the project plans are developed.

The three projects are:

- The Active Travel Challenge Fund;
- People and Skills; and
- Supporting Local Business.
- In February 2023, 18 employees involved in these three projects attended an introductory workshop on gender budgeting and more detailed workshop sessions are being scheduled for Spring 2023 to take this forward.

## **Roles and Responsibilities**

Everyone who works for the council, whether directly or through commissioning, is responsible for ensuring that the culture for effective mainstreaming is developed, nurtured and sustained and the objectives of the Equality Strategy are reflected in the planning and delivery of their services.

### **Wellbeing and Tackling Poverty Committee**

This Committee is responsible for taking a lead in ensuring that the Equality Strategy 2019 – 2024 represents a robust and shared vision, meets the needs of the Council, is adopted across the council, and that measures are in place to monitor, challenge and review its progress.

### **Equality Champion**

This senior political role demonstrates support for equality and diversity matters and initiatives both within the council and across North Lanarkshire’s communities.

### **Elected Members**

Elected Members have a role to play in championing equal opportunities and promoting cohesion and fostering good relations within their constituencies. They are responsible for paying due regard to equality and human rights in all of their constituency work.

### **Corporate Management Team**

CMT is responsible for ensuring that the Equality Strategy is robust, integrated into all aspects of service planning and delivery, and is effectively implemented across

the council. Individual members are expected to have oversight of the strategy in their areas and ensure that information about the impact of their services on equality and human rights is gathered, made available and evaluated.

### **Chief Officers**

Chief Officers are responsible for ensuring that officers within their service areas understand their roles in implementing the strategy and that the strategy is monitored and reviewed.

### **Equality Board**

The Equality Board is responsible for ensuring all equality matters are advanced and fit for purpose. It will:

- provide a collective, cross-service approach in the advancement of equality in the delivery of the Plan for North Lanarkshire;
- advise the Council on matters of compliance re the Public Sector Equality duties (General and Specific);
- ensure the effective implementation of the Equalities Delivery Framework;
- engage across services to ensure equality is embedded and advanced via the development of individual service equality action plans; and
- develop a robust performance monitoring framework that will more effectively measure performance and impacts against the equality outcomes.

### **Managers**

All managers are responsible for ensuring that the objectives of the strategy are pursued appropriately within their teams, for gathering and making available information about the impact of their work on different communities and for ensuring that individual staff members understand their specific responsibilities with regard to equality and human rights

### **Employees**

All council staff are responsible for conducting their work in a way that supports delivery of the strategy and which demonstrates the council's values of fairness, respect, equality and excellence.

### **Employee Equality Forum**

This group comprises employees from all areas of the council. It is involved in consultation on workforce diversity and equality initiatives.

### **Trades Unions**

Two recognised trade unions within the council are responsible for supporting their members on matters including diversity and equality and for ensuring that they are consulted on diversity and equality initiatives

## **Project Management**

The Council's corporate Project Management Framework was revised over the last year and approved at the end of 2022. As part of the review exercise, the Corporate Risk Team examined the project risk management elements, with a view to ensuring that project managers, teams and boards have the means to robustly identify and manage key risks and issues related to the project. One of the main tools to do this, the Position Risk Assessment (PRA), is for use in all projects, regardless of value. The purpose of the PRA is to estimate the level of risk within a project, both at an initial stage and at any other time during the life cycle of the project. Completion of the PRA helps to obtain a view on risks which could prevent the project being delivered, create substantial time delays, or give rise to unbudgeted costs. It also considers the risks and impacts on the Council and the achievement of its priorities, if the project were to be cancelled or significantly curtailed.

At this latest review it was decided to include within the PRA some additional risk elements to ensure better alignment with the 'Impacts' section of the council's committee report template, this included equality impacts. The PRA now requires project teams to reflect upon whether equality aspects have been adequately considered, whether an equality impact assessment has been carried out, whether there are any Equalities impacts arising and whether they can be addressed and/or are unjustified. The tool signposts users to the Equalities Manager for assistance where required, and further underlines the importance of equality matters by advising that, "if the assessment has identified negative equality impacts that cannot be justified, the project cannot proceed in its current form."

Project Managers and Teams will be required to undertake PRA's as part of the standard approach to project management and report results of the same to Project Boards, where key risks, issues, and importantly mitigating actions should be discussed and agreed or approved.

## **Fairer Scotland Duty**

The Fairer Scotland Duty (FSD) – the requirement to actively consider how we can tackle inequalities of outcome in any major strategic decision we make - is the first of 50 actions set out in the Fairer Scotland Action Plan.

The Scottish Government recognised that the public sector is key to delivering a fairer Scotland and this duty is intended to help make sure full account of poverty and disadvantage is taken when key decisions are being made. This includes the needs of people of identity who disproportionately experience poverty and social inequality e.g. lone parents, older women, young people, disabled people or some ethnic minority families.

The Fairer Scotland action plan also included the introduction of the Child Poverty Act.

The Council's approach to the meeting the requirements of the Fairer Scotland Duty have been to integrate the need to assess decisions into the Council's Equality Impact Assessment processes. How we have met the needs of the FSD is also

included as a section within committee reports to ensure any decision requiring approval meets the needs of the FSD to tackle socio-economic disadvantage.

### **Tackling Poverty Strategy**

In 2020 the Council published Towards a Fairer North Lanarkshire - Tackling Poverty Strategy. Taking the needs of the FSD further the strategy established an approach to “poverty proof” not only our strategic decisions but our operational policies and procedures to ensure maximum impact of tackling poverty as well as reflecting an effective and co-ordinated approach to tackling poverty.

We are now reviewing and refreshing the Tackling Poverty Strategy to cover the years 2023 -26. A particular focus will be to strengthen the data we gather about the characteristics of people who are experiencing socio-economic disadvantage so as to plan and target financial help and advice more equitably.

To ensure a proactive approach is taken by the Council, in recognition of the disproportionate experiences people with particular characteristics have of poverty and disadvantage, the Tackling Poverty Team Manager is a member of the Council’s Equality Board.

### **Equality in the Council’s procurement function**

A PSED (Specific Duty) requires the council to consider equality matters in award criteria within our procurement function. This Duty features in both our contract strategy development and within tender evaluation criteria.

The Council’s [annual procurement report](#) includes performance indicators that demonstrates the Council’s procurement activity:

- continues to drive positive results with increasing SME participation and their increased percentage share of contracts awarded;
- the continued encouragement of suppliers to pay the real living wage;
- the assurance that appointed suppliers have demonstrated due regard for Fair Work Practice; and
- capture of community benefits where practicable.

To advance the application of the Equality Duty and drive greater outcomes from procurement activity, additional consideration will be applied in the next iteration of the Council’s procurement improvement plan that will support identifying the optimum approach in each procurement process to allow the procuring service to better perform the equality duty. Particular features of desired improvement will be applied in future tenders, whereby:

- new data capture from tender processes conducted will provide more clarity on participation and awards i.e. from BAME and women owned business;
  - with increased awareness and monitoring, the Council can work with partners, such as [Supplier Development Programme](#), to target training and support
- standard evaluation criteria can be elevated using a stronger question base with potential for increased tender weightings for award criteria related to ‘Equality

Duty', with expectation this will strengthen the support and delivery of equality outcomes from our supply base.

### **Case Study 1 – Advancing Equality for Young People**

The Council recently established a new Contract “Counselling for Care Experienced Young People”, which is underpinned by [the Promise Scotland](#) to care experienced young people “You will grow up loved, safe and respected”.

The specification of the requirement was co-produced between officers from Social Work with insight, involvement and help directly from care experienced young people.

The evaluation process involved presentations by tenderers to a group of care experienced young people who were provided the responsibility to interview, ask questions and score tenderers. Ultimately, the choice of successful Contractor was made by the care experienced young people.

The resultant Contract will operate for an initial 12 month period with opportunity to extend for up to an additional 3 years if it proves to be successful. The procurement of this Contract has departed from normal procurement evaluation practice and has instead used a progressive approach focussed on the choice and decisions of the contract users (who are the care experience young people) per the Equality Duty.

### **Case Study 2 – Advancing Equality with our Supply Partners**

The Council's recent contract established for Removals and Storage was awarded to Doree Bonner (A division of Kelerbray Limited) and provides an example of a Contractor working with the Council to fulfil the obligation of the Equality Duty.

In their tender proposal, Doree Bonner confirmed that the company has an Equality Policy and this is put into practice in the following ways:

- the company is committed to eliminating discrimination and encouraging diversity amongst their workforce
- their workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best
- the company aim is to provide equality and fairness for all employees and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age
- the company state that they oppose all forms of unlawful and unfair discrimination
- all employees, whether part-time, full-time or temporary are treated fairly and with respect
- selection for employment, promotion, training or any other benefit is made on the basis of aptitude and ability
- their employees are helped and encouraged to develop their full potential.

The Equality policy is fully supported by their senior management and will be monitored and reviewed annually.





## Education

Education, Children and Families have implemented an Empowering Clusters Model as a way of ensuring a clear focus on children and young people. Its principles and values are those underpinned by the UNCRC, 'Getting it right for Every Child', All our Children, all their Potential (Morgan Review), The Promise 2020 and the Review of National Guidance for Child Protection in Scotland 2021 and align to the following themes:

- Rights and Participation;
- Relationships;
- Wellbeing and Care; and
- Inclusion and Universal Support.

It puts children and their families at the heart of decision making to give all the best possible start in life.

The model of cluster working allows for the needs of children to be met through a joined-up approach to children's services. The model is the same for primary and secondary and is built around the 23 educational clusters which includes secondary school, the feeder primary schools, early years establishments, SEBN and ASN provision within the cluster area. The model centres on integrative practice within and across agencies using staged intervention to plan for individual children and young people and their family at the earliest opportunity. This approach to planning helps to identify what needs to be done to improve the child/young person's wellbeing and what support is necessary to meet identified outcomes.

Alongside the implementation of the cluster model, significant re-structure is ongoing across the Additional Support Needs (ASN) provision. Work has progressed through statutory consultations to relocate and refurbish existing premises to support the expansion of ASN. This has resulted in newly refurbished premises which better suit the needs of our learners across the service. Further consultations have progressed with the remaining ASN standalone provision. Inclusion, equality and the presumption of mainstream underpins all new processes.

The Authority are committed to continuing to support all educational establishment to ensure inclusion and equality are embedded in all aspects of school life. 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.

There are currently three equality outcomes for education where performance is carefully assessed so that the Council has an understanding of what is happening for particular groups of people. Some of the performance measures include:

- monitoring attendance, attainment and exclusions of young people with

- disabilities and/ or additional support needs and Gypsy Traveller children;
- monitoring and setting targets for schools participation in programmes such as the Mentors in Violence Prevention Programme and Rights Respecting Schools, LGBT Chartermark etc;
- providing continuous training and awareness raising opportunities for employees on equality related matters; and
- monitoring the:
  - % of ASN pupils participating post school
  - % of ASN pupils employed post-school
  - % of young people from ASN schools entering MAs and employment directly from school
  - % of girls and young women participating in STEM subjects

This then allows any service development activity or corrective action to be taken if necessary.

### **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 the Chief Executive's Office.

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 Equalities Manager 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, NL Disability Access Panel, Police Scotland, etc. on initiatives to raise awareness and promote understanding; and
- using Council premises for its meetings to ensure accessibility at its Hearings.

## **Licensing of Sexual Entertainment Venues**

The Scottish Government felt that having a discretionary regime solely for the purpose of licensing SEVs would ensure that the activity is properly and effectively regulated. This led to the introduction of a specific, discretionary licensing regime for SEVs, which allows local authorities to consider local circumstances in setting the number of permitted SEVs within their area and enables appropriate control and regulation to be exercised in respect of these venues. Such a regime requires to be considered in the context of the promotion of gender equality and seeks to balance the freedom of individuals to engage in legal employment with a right of local authorities to exercise the appropriate control and regulation of adult entertainment venues in their area.

If there is no resolution in place, then no licence is required to operate an SEV and SEVs would operate without direct regulation from the local authority. New SEVs could also come into operation and sexual entertainment in these venues would remain unregulated. Passing a resolution to licence SEVs means any existing (there are none at present) and new SEVs would require a licence and would therefore be directly regulated by the Council. Where a licence is granted, it is intended that licence conditions would help reduce the risk of criminality such as human trafficking and prostitution and help safeguard the wellbeing of performers, customers, and the wider community.

The consultation on the regulation was conducted via email sent to a list of consultees together with its publication on the Council's website and the social media platforms, Facebook and Twitter and received 522 responses.

## **Employment**

The Council is the largest employer in North Lanarkshire with over 16750 employees operating over 4 services – Chief Executive's, Education and Families, Enterprise and Communities, People Resources and the Health and Social Care Partnership. The Council is committed to being an exemplar employer and one where its employees are supported and can thrive. It is also committed to being a leader amongst our local businesses and industries, showcasing how fair work and best practice benefits our people and local economy.

In 2022 the remit for equalities was transferred to the Chief Officer, People Resources' portfolio and this has provided additional resources and a focus to further advance equality in our employment environment.

The following illustrates some aspects of our employment practices where advancing equality is at its heart.

### **Supporting a diverse workforce**

With a predominantly female workforce and an ageing one we recognised that many of those women will be approaching and going through the menopause. Our menopause information leaflet provides advice and guidance for employees that are either directly experiencing symptoms of the menopause or are affected by it. Guidance for managers has also been published.

There is also the inevitability that some, if not many employees in our workforce, will have experience of gender-based violence (GBV). Eight employees have volunteered to become GBV Support Officers to provide emotional and practical support to any employee who requests it. We also have a GBV Policy that sets out the support that employees can expect and additional guidance provides information for line-managers and supervisors.

We are in the process of developing a Women's Health Policy that will bring all related policies and supports for our female employees into one accessible resource.

Our Dignity at Work Policy aims to tackle bullying and harassment in the workplace and provide recourse for those who experience it. To support employees we also have a number of Dignity at Work Support Officers who will support employees who wish to address bullying or harassment.

To address issues of harassment experienced by an employee by a service user the Council in partnership with the Employee Equality Forum developed anti-violence and harassment posters to be displayed in all public reception areas.

The Reasonable Adjustment Protocol aims to provide a standardised process for disabled employees to negotiate and agree the reasonable adjustments they need to support and sustain their employment. We have also developed bespoke disability equality and reasonable adjustment training for managers. The protocol was subject of a review in 2022 and an employee survey is about to be issued to gauge experiences of using the protocol.

Our Smarter Working Policy allows employees to work flexibly, allowing them to balance the needs of their work and home life. To compliment this we have developed an e-learning module What is flexible working? This gives an overview of the aims and types of Flexible working available and how to deal with Flexible working requests. We also include the Happy to Talk Flexible Working logo on all of our job adverts opening up the application process to a wider pool of people.

We continue to provide access to occupational health services like medical advice, counselling, debt counselling and physiotherapy and we continue to develop and promote our WorkwellNL and NL Life provisions to support and reward our employees across the Council. These programmes have been well received and well used by our employees and they will become increasingly important as we enter a period of increased change and transformation across all our services.

## **Employee Health and Wellbeing**

Our people management practices across the Council have been recognised through the accreditations we have received. We were the first Local Authority in Scotland to be accredited as a Disability Confident Leader. In 2023 this accreditation was subject to external validation and was renewed for a further three years. In March 2020 we were awarded the Bronze Standard in the Equally Safe at Work accreditation that aims to advance gender equality in the workplace – one of only 4 Councils to achieve this. In addition, we also hold Investors in People, Investors in Young People and Gold Healthy Working Lives accreditation.

*Our workforce Mental Health and Wellbeing Strategy* was born out of recognising that our employees are experiencing high levels of mental health issues, resulting in high levels of absenteeism, and the need to support them better. The Strategy has recently been reviewed and its aims are to:

1. develop a supportive culture, build resilience and address factors that may negatively affect mental wellbeing;
2. support employees to minimise the risk of mental ill health by providing information on how to control stress, increase resilience and to boost low self-esteem as a way to help keep symptoms under control;
3. to provide support for employees experiencing mental health and wellbeing difficulties; and
4. to recognise that workplace stress is classed as occupational ill health. We will train & support our managers in proactive approaches to reduce instances of workplace stress.

To support the aims of the strategy and our employees better there is now a focus on service based mental health groups that will tailor support and strategies to the individual needs of the services and their workers rather than have a one size fits all approach. These service groups were launched in March 2023.

### **Employee Engagement**

We use a variety of means to engage with employees around equality issues.

Having employees with the lived experience to influence our work is important to us not only to provide their own experience but also for the credibility of the work.

- Our Employee Equality Forum are engaged in many employee initiatives and its membership spans most if not all of the protected characteristics. Recent activity has included:
  - hosting three workshops in support of understanding and promoting good mental health;
  - hosting an event to bring together our BAME employees;
  - working with the Health and Safety Team to develop, promote and star in anti-violence and harassment posters to support employees in front-line services
  - assisted in the development of 2 employee surveys on the experiences of BAME employee and accessing reasonable adjustments; and
  - meeting with the Council's Elected Member Equality Champion to discuss roles and areas for potential collaboration
- Disabled employees are members of our Disability Confident Leader Working Group;

- Some of our BAME employees have signed up to assist with the monitoring and review of our Advancing Race Equality Action Plans;
- We use surveys to gather information from employees on their experiences - most recent examples include:
  - the BAME employee survey which we have committed to carrying out every two years;
  - the mental health and wellbeing survey to support our Mental Health and Wellbeing Strategy;
  - the Reasonable Adjustment Survey to explore how our protocol is supporting disabled employees and their managers;
  - as part of the commitments for our Healthy Working Lives accreditation we carry out an employee health needs assessment survey every 3 years; and
  - since the pandemic and the move for over 1000 employees to working a hybrid model we have carried out surveys to hear from our employees how they are faring working from home both personally and professionally.

## **Using our employment gathering information – examples**

### **Advancing Race Equality in employment**

Having analysed the information from the 2021 employment gathering exercise a decision was taken to have a focus on advancing race equality in employment. A race equality in employment action plan was developed to address the issues arising from this analysis. Some of the issues included disproportionate numbers of BAME employees in comparison to the local population, no BAME people were promoted in the Council, interviews for BAME applicants were disproportionately low in comparison to other characteristics etc. To date the following progress has been achieved:

- Council signed up to the seven commitments of the Business in the Community Race at Work Charter;
- appointed the Council's first Executive Sponsor for Race;
- undertook a survey to gauge the experiences of our BAME employees;
- appointed a BAME employee representative on the short-life Black Lives Matter Working Group;
- hosted a BAME employee event in partnership with the Employee Equality Forum in October 2022;
- our Jobs and Training section on the Council website now includes an equality and diversity section to promote our commitments and policies to anyone checking us out as a potential place to work; and

- through iTrent recruitment we have developed an anonymous recruitment process that was fully implemented in February 2023.

The action plan has been subject to a consultation with BAME employees and they have signed up to be involved in the monitoring and review of the plan to ensure it progresses and remains relevant.

### **Campaign and positive action measures to increase North Lanarkshire BAME teacher numbers**

In 2022 further research was undertaken to understand the ethnic diversity of our pupils and teachers. The findings show that across the school estate 1% of our teaching workforce are Black, Asian or from another minority ethnic group while the average percentage of BAME pupils in NL schools is 5.78%. Some of our schools have over 12% of BAME pupils.

Because of the low rates of BAME teachers throughout our education estate many of our young people, at no point in their school life, will they see or be taught by a BAME teacher. This will have implications for young people's experiences at school as well as their aspirations to be teachers and therefore has an impact on the diversity of our future teaching workforce.

Furthermore, for our existing BAME teachers they may feel isolated in an environment where they are the only person of colour among their colleagues. This may have implications for BAME teacher retention.

To address this a report was presented to the Education Senior Leadership Team (ESLT) setting out the case for change with recommendations for actions that have the full support of the Depute Chief Executive and Executive Sponsor for Race.

These actions include:

- Head Teachers of those schools with the highest numbers of BAME pupils should be engaged to encourage positive action in promotion and recruitment;
- consider the potential for BAME teachers in the permanent pool and supply cohort to be strategically moved into those schools - at the very least encouraged to apply for vacancies as they arise;
- leadership pathways to be developed for BAME teachers and promoted by line managers and other senior education staff. Leadership training opportunities to be promoted to BAME teachers;
- support and promote participation of current BAME staff across Education Service, including Early Years, in the Scottish Association of Minority Ethnic Educators (SAMEE) Leadership and Mentoring Programme;
- a campaign to increase ethnicity recording for all teachers on all contracts should take place. In the case of probationer teachers coming to NL this should be made compulsory; and

- the Council's website should contain a Teach Here section where information can be provided on our commitments to increase ethnic diversity within our teaching staff.

The recommendations have been included in an action plan for advancing race equality in our schools' environment and will be progressed and monitored by the ESLT.

### **Workforce for the Future**

North Lanarkshire Council has a well-established Workforce for the Future Strategy, which takes forward the aspirations of our single Plan for North Lanarkshire to drive inclusive growth. Through the delivery of this strategy, we want to ensure that people and businesses across the area benefit from the opportunities available, particularly in our growth sectors. Our plan is to create jobs and meet employment demand, by enabling our businesses to grow and develop their workforce. Engaging with key industry sectors and education bodies as part of our academy model is critical to our future success and will ensure more effective pathways are in place to employment in these areas.

A key aspiration of the Academy model is to support and encourage an inclusive culture and attract talent across the broad spectrum of North Lanarkshire and naturally promote diversity, across all industries. It is important that the workforce for the future reflects the vibrant communities within North Lanarkshire. Going forward, we will create more collaboration opportunities with communities, industry and education and make a positive difference towards addressing imbalances across the North Lanarkshire's workforce.

### **Fair Work First commitments**

The Council recognises that work is an important part of adult life and is critical to our wellbeing and shaping how we live. The Fair Work Convention's Framework defines Fair Work as work that offers effective voice, fulfilment, opportunity, respect and security. We believe Fair Work can boost creativity, realise untapped potential and increase productivity. We are committed to Fair Work and are meeting the criteria by:

- providing effective channels for effective employee engagement;
- investing in workforce development;
- not using zero hours contracts inappropriately;
- taking action to tackle the gender pay gap and create a more diverse and inclusive workplace;
- committing to paying the Real Living Wage;
- offering flexible and family friendly working practices for all workers from day one of employment; and
- opposing the use of fire and rehire practice.



We have agreed with our Trade Union colleagues a statement on Fair Work First and this has been published on the Council's website.

## **NLC Equality Outcomes 2021 -25**

### **Progress 2021-23**

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. Key to setting outcomes is that they are based on evidence and the outcome you want will make a difference to the lives of people. Outcomes provide opportunities to make a difference and make right what are often long-standing historic and systemic wrongs.

We published our first set of evidence-based equality outcomes in 2013. The outcomes subject of this progress report were set in 2021. The following section provides information on progress over the last 2 years; further information describing some of the work we have undertaken to progress each outcome; and what aspects of the general duty each outcome advances:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
3. Foster good relations between people who share a protected characteristic and those who do not.

### **Equality Outcome 1 The housing needs of older and young people, disabled people and others with specific needs are met. (General Duty advanced 1 and 2)**

Since 2021:

- 5451 adaptations and have been made in the homes of older and disabled people across NL (council, housing association and private homes to support them to live independently in their own homes and 1664 people have received assistive technology;
- 689 new homes have been built to varying needs standards;
- 120 more homes have been made available to meet the needs of disabled people, older people and those with long term conditions; and
- 618 women have been rehoused due to domestic abuse (2 via the Rapid Rehousing Transition Plan) and 452 applications were received that included children. 95 men were rehoused.

From April 21-22:

- 67 16-17 year olds and 398 18-25 year olds were prevented from homelessness via the Rapid Rehousing Transition Plan; and
- 1 person was made homeless directly from a care placement.

## **Equality Outcome 1 Case Studies**

### **Integrated Equipment and Adaptions Service**

The integrated equipment and adaptations service continues to provide a service across tenures that makes a significant contribution to enabling and promoting independence. This service enables people to remain in their own home for longer without having to move, enabling people to live close to family supports and networks and the provision of assistive technology and community alarms also makes a significant contribution in this respect. To improve awareness of assistive technology and telecare the Technology Flat in Allershaw Tower, continues to play a key role both amongst staff groups and also amongst the general public on technology options available.

### **Rapid Rehousing Transition Plan**

The Rapid Rehousing Transition Plan (RRTP) is in place and well underway and contains specific actions in relation to domestic abuse – specifically that a Housing Domestic Abuse Policy is developed. This has now been implemented, being developed in partnership with the Violence Against Women Partnership in North Lanarkshire. This policy sets out the range of actions and approaches that the housing service will take to effectively tackle domestic abuse. Housing as part of the VAWG monitor referrals and approaches related to domestic abuse and work is underway with the wider housing sector (Register of Social Landlords) to improve information sharing related to MARAC and to increase development of similar policies amongst other housing organisations, as well as improving awareness of supports/services, referral pathways and training opportunities. SAY Women service, will be continued for a further year and expanded to cover other areas in NL (currently Airdrie and Cumbernauld) to provide tenancy sustainment support to women aged 16-25 who are survivors of childhood sexual abuse or other form of sexual violence.

## **Equality Outcome 2 Women, disabled people, young people and BAME people access employment and business opportunities and support. (General Duty advanced 2 and 3)**

- 161 disabled people have been supported via the Prospects Programme and 49 BAME people;
- There have been 23 graduates of Project Search;
- From June 20-21, 61.5% and from June 2021-22 71% Project Search graduates moved into work within 12 months of graduating;
- Since April 2021 449 people have been supported via the Supported Employment 5 stage model;
- 20.9% in 20/21 and 15.7% in 21/22 of disabled people progressed from the Supported Enterprise Service who no longer require in work support from the service;
- In 2021 63 and in 2022 43 people had kept their job via Supported Employment Service (SES) for more than 2 years;
- From April 2021 – December 2022 948 business starts were supported through Business Gateway in North Lanarkshire:
- 416 by women, 56 by disabled people and 44 by BAME people;

- 3 disabled and 5 BAME Managing Directors accessed the Business Recovery and Growth Fund; and
- 16 women accessed the Business Renewal Grant Fund from April 21- Dec 22.

Since April 2021, through targeted interventions via the Pipeline/No One Left Behind/Community Renewal Fund Programmes:

- 164 lone parents have been supported into employment and 316 registered on programmes
- 86 young parents have been supported into employment and 139 registered on programmes
- 7 disabled parents have been supported into employment and 24 registered on programmes
- 29 disabled people have been supported into employment and 71 registered on programmes; and
- 90 BAME people have been supported into employment and 275 registered on programmes.

## **Equality Outcome 2 Case Studies**

### **NLC Supported Enterprise Service**

NLC Supported Enterprise Service also manage two Project Search Sites at University Hospital Wishaw and University Hospital Monklands. DFN Project Search is a partnership model between DFN, North Lanarkshire Council, New College Lanarkshire, NHS Lanarkshire and SERCO. The model is a place and train concept within NHS for disabled young people between the ages of 18 to 25 the students attend various work to gain experience and skills which are transferable to any working environment. During this time the young people are supported by a job coach and college lecturer who deliver soft skills. The job coach also supports the young people to apply for internal and external job opportunities. After the programme is finished if employment has not been achieved the young person will transfer to NLC supported employment service to be assigned a job coach who will support the young person to gain and sustain employment. University Hospital Wishaw site received an award from DFN Project Search at their annual conference in October 22 Highly Commended for achieving 80% employment outcomes for their 20-21 graduates.

### **Project Ability**

Project Ability which is a 12 to 18 month paid work placement within council services, ALEO partner organisations or local employers This programme has been developed for young people to gain the transferable skills and experience required to apply for a mainstream job.

### **Business Gateway**

WHO KNOWS Ltd, a female-led enterprise operating in a key sector for NLC (food & drink) and serving the highly competitive hospitality and catering markets has received Business Gateway adviser support as well as a number of business growth grants from North Lanarkshire Council, most recently in August 2022. The support provided, both recently and since the company's launch in 2010, has assisted its

overall growth as well as a significant increase in profitability despite the impact of the Covid-19 pandemic on the hospitality sector.

The women owned Alexander Manufacturing based in North Lanarkshire is the last remaining luxury clothing manufacturer in Scotland. Through Business Gateway grant funding the company has been able to purchase new machinery and increase its staffing which has led to productivity increases and an increase in orders.

### **Equality outcome 3 Older and young people, women, disabled people and BAME people on low incomes and benefits access welfare and financial advice and support. (General Duty advanced 2)**

Since April 2021:

- 476 young people received support re income maximisation;
- 4476 working age people were supported in total. 168 people recorded as having a disability. However over 88% of people didn't tell us if they were disabled or not. Of those who did over 65% were disabled;
- 16 people who have no disability but are affected by disability were supported;
- 124 BAME people were supported. Of those who recorded their ethnicity this amounts to 6%; and
- 4037 women were supported. This amounts to 84% of all working age people supported were women.

Since April 21 our partnership with the Ethnic Minority Law Centre has:

- Assisted 99 different families;
- Took on 99 new cases;
- Assisted 119 people over the phone; and
- Provided 2<sup>nd</sup> tier advice to NL Citizens Advice Bureaux on 51 occasions.

### **Equality Outcome 3 Case Studies**

#### **Young Parents – BAME**

Saanvi and Mohammed live in rented accommodation with their 4 children aged, 7,6 and twins aged 4. After carrying out a benefit check, it was established that the Scottish child Payment was only being paid for one of the twins. An application was made and the payment awarded, resulting in a £1040 per annum increase to the household income.

#### **Young Parents**

John and Mary have two children aged 11 and 13. John contacted the service following a decision to refuse his application for Personal Independence Payment (PIP), the welfare rights officer worked with John gathering medical evidence and completing a mandatory reconsideration. John was awarded enhanced rate of both mobility and care.

Mary works and receives a top up of Universal Credit to her salary. The couple were assisted to claim the Scottish Child Payment, following a benefit check identified this was not in payment.

As a result of the intervention the couple are now £206.90 per week better off and also received a backdated award of PIP amounting to £5020.80.

### **Working Age Disabled**

Jenna contacted the service to seek help to complete an Adult Disability Payment following a period of long-term sickness from her job. Jenna's claim was successful and she received £61.85 per week with a back dated award of £1113.30.

### **Ethnic Minority Law Centre**

The recovery from the pandemic has put considerable stress on families in North Lanarkshire with an Immigration limitation, many whom have lost jobs or are struggling financially and have not been able to acquire financial support due to their immigration status or limitation. The EMLC has applied and wrote to the Home Office for many families asking to remove the Public funds restrictions for exceptional circumstances. This support and change has given a lifeline to many families and alleviates the stress and anxiety of financial debt and burdens.

EMLC also provides 2<sup>nd</sup> tier advice support to NL Citizens Advice Bureaux on immigration matters involving domestic abuse, Spouse visa's and employment rights.

### **Equality outcome 4 The educational attainment for children and young people with disabilities and/ or additional support needs, Gypsy/ traveller children and young carers is improved (General Duty advanced 1 2 and 3)**

- The number of Care Experienced children and young people achieving Scottish Qualification Awards (SQA) rewards via the Virtual School has increased from 55 to 84 in the last academic year;
- 94% of children with ASN have completed award bearing courses in 20/21 and 21/22;
- 84 ASN staff participated in de-escalation training in 21/22;
- Exclusion rates for ASN pupils has increased from 104.7 /1000 in 2018/19 to 192/1000 in 20/21. However, it's worth noting when comparing these 2 figures that during 20/21 saw periods of increased disruption due to Covid;
- Attendance rates for children assessed as disabled has decreased from 89.2% to 85.9% in the past 2 academic years. This included academic sessions affected by Covid, where Scottish Government advice outlined periods of school closures and children and adults with particular conditions advised to shield for periods and not to attend schools in-person.
- 89% of young people with ASN reached positive post-school destinations in 20/21; and
- 24% of young people with ASN participated in extra-curricular sport and physical activity in 21/22.

## **Equality Outcome 4 Case Studies**

### **The Virtual School**

The Virtual School is an intensive service working across primary and secondary, highlighting and supporting the educational needs of care experienced children. The Virtual School provides tailored packages of support through a wide range of activities including well-being programmes, literacy and numeracy programmes, outdoor learning, transition supports, volunteering/mentoring opportunities, vocational learning opportunities and direct support for SQA qualifications. The Virtual School has continued to develop vocational opportunities with a wide range of partners that allow for formal and informal learning including the development of the workplace skills. Where possible, vocational learning is accredited, and young people achieve qualifications to support future career choices. The Virtual School works in partnership with the Pathways Team and provides budget to support a coordinator post which has a specific focus on care experienced participants. Through joint planning and regular review meetings, a significantly higher level of individualised support is provided ensuring the needs of this vulnerable group of learners are recognised and appropriate supports around transition are in place.

Virtual School Care Experienced Support Teachers continue to deliver one to one or small group tailored teaching support, prioritising S4 learners who are disengaged, or at risk of disengaging with formal education as often these learners are at significant risk of leaving school without any formal qualifications. Whilst the focus remains on achieving national qualifications in English and Mathematics, in session 2021/22 through staff CPD and partnership working with school subject specialists, teachers were able to enhance support for learners in other curricular areas including Biology, History, Drama and Practical Cookery. This resulted in an overall increase of 53% in SQA qualifications achieved, 25% increase in National 3 awards and 41% in National 4 awards.

### **Response to COVID-19**

During the lockdown period January 2021-March 2021 children and young people accessing face to face learning was reduced in line with Covid-19 restrictions. Guidance from the Scottish Government outlined which pupil groups should access face to face learning and during this second lockdown period this included 'vulnerable' children to ensure those who needed access in school/nursery were able to do so. The definition of vulnerability was wide ranging and Heads of Establishments had the autonomy to review this regularly to support the changing needs of families during this period of exceptional school closures. Over this period, a short-life working group was set up to co-ordinate processes, procedures and guidance for schools/nurseries whilst monitoring and tracking 'vulnerable' groups of pupils. Numbers fluctuated on a weekly basis, given the ever-changing needs of children and families, however approximately 7000 pupils were identified and partnership working across different areas within NLC ensured wellbeing and educational needs continually addressed.

## **Equality outcome 5 Our schools are safe, accessible and inclusive. (General Duty advanced 1 2 and 3)**

- Since April 2021 6 statutory school consultations have taken place for the reconfigured ASN estate;
- 3,170 young people accessed school-based counselling since April 2021;
- UNICEF Rights Respecting Schools in North Lanarkshire - 66 Bronze, 29 Silver, 9 Gold;
- LGBT Youth Charter Mark Schools in North Lanarkshire – 4 Bronze, 3 Silver and 1 Gold;
- Since April 2021 47 establishments have completed the Race Equality and Inclusion Audit and/or training;
- 68% of respondents to a pupil survey confirmed that they had participated in conversations about Black Lives Matter, mainly in schools;
- Most (75-90%) of referrals to the Support Around the School Team (SAST) result in a positive outcome for a child or young person; and

Every mainstream secondary school has at least one Mentor in Violence Prevention trained member of staff with some schools now having 4 MVP trained staff. Work is ongoing to develop the MVP programme further aiming for at least 4 MVP trained staff in every mainstream secondary school.

A significant re-structure is ongoing across the Additional Support Needs (ASN) provision. Work has progressed through statutory consultations to relocate and refurbish existing premises to support the expansion of ASN. This has resulted in newly refurbished premises which better suit the needs of our learners across the service. Further consultations have progressed with the remaining ASN standalone provision. Inclusion, equality and the presumption of mainstream underpins all new processes

As part of NLC's leadership development programme a session entitled: Anti-Racist Education: The School Leader's Role has been incorporated. This interactive workshop explores a school leader's role in fostering an anti-racist culture, enacting an anti-racist curriculum and building racial literacy and confidence in anti-racist leadership and education. This session is facilitated by the Lead Specialist (Race Equality) in Education Scotland.

By offering this session as part of the Principal Teacher, Depute Head Teacher and Head Teacher Leadership programmes continuity of understanding across all levels of school management is supported.

The service has also continued to promote Education Scotland's Building Racial Literacy programme, with one colleague completing the pilot programme and another enrolled to start in the next cohort.

### **Equality Outcome 5 Case Studies**

#### **Support Around the School Team (SAST)**

Based on teacher professional judgements requested through the cluster between October – December 2023, 525 children and young people were supported with 88% of these supports being marked as successful.

During the period August – October 402 supports were provided, with a success rate of 89%. This is based on Cluster Support Teacher and Cluster Improvement and Integration Lead (CIIL) supports.

The rolling average is 88.5% success rate. This can be tracked down to an individual pupil basis, with next steps identified for each. Interactive dashboards of data to support this have been produced and distributed in awareness sessions to Education & Family Managers, Cluster Improvement and Integration Leads (CIILs) and Cluster Chairs.

Next steps will be around refining the quality assurance around this, moderating professional judgements and ensuring the right support is targeted to the right people, at the right time.

HMIe halted school inspections during the Covid-19 pandemic. This programme of inspections has now resumed at pace and early indications are showing positive results for both long and short models of inspections across primary and secondary establishments.

## **Equality outcome 6 Increased opportunities for children and young people with protected characteristics to develop their employability skills to enable them to leave school with a positive destination. (General Duty advanced 2)**

- The number of passes overall in STEM subjects for females in 2021/22 dropped by 31% in Computing Science, 14% in Design and Manufacture and 6% in Physics;
- Over 450 young people from 85 establishments took part in a STEM Sustainability Conference early in 2023.
- All 12 young people on the No Limits programme received offers of paid employment with the host business after 12 months. No Limits 2 commenced in 2022 with funding for 15 young people;
- 7 Learning Assistant paid posts developed to provide career development opportunities for ASN learners who can't access Modern Apprenticeship opportunities; and
- The 2021-2022 Pathway programme supported 145 young people on a full-time bespoke curriculum away from school. In addition to the core Pathways Programme a new 5-week 'Introduction to Employability' programme was introduced in all secondary schools as part of North Lanarkshire Councils Future Friday's programme with the capacity to deliver to 230 young people.

### **Equality Outcome 6 Case Studies**

#### **STEM**

A STEM/Sustainability Conference took place early in 2023 with primary, secondary and partners showcasing their work to promote STEM Sustainable education. The conference was aimed at children and young people to share ideas and further promote STEM and Sustainability, with over 450 young people from 85 establishments taking part.



A STEM Leaders programme was developed and launched in Autumn 2022 session. The programme was attended by 21 of the 23 school clusters, and very positively received by participants. NL formally exited the Raising Aspirations in Science Education programme following 2 years of grant funding to support the delivery of STEM across primaries. Over the course of last session over 2500 staff participated in 3200 hours of CLPL linked to STEM. A very positive RAISE Impact Report highlighted the key successes of the programme, including 91% of practitioners increasing STEM and science activities through the ongoing work of Pedagogy Team Primary Science Development Officer.

A STEM Launch Event took place in September 2021 and was attended by 126 participants, representing almost every primary establishment in North Lanarkshire (NL). 84% of primaries were represented at training sessions last session, and increased engagement has been noted.

### **No Limits Initiative**

The dedicated Supported Enterprise team support the No Limits initiative which is a 12-month place and train concept for senior phased pupils leaving ASN (Additional Support Needs) schools who have a goal of achieving employment. The young people receive support in a paid work placement for up to 12 months, during this time the team support the young person, to achieve their Young Stem Leader Award, Youth Achievement Award, John Muir Environmental Award and take part in industry recognised qualification, this provides the young person with a fantastic opportunity to build an impressive CV.

### **The Pathways Programme**

The Pathways Programme provides a curriculum offer for young people at risk of labour market marginalisation, including statutory winter leavers (who are three times more likely to enter a negative post school destination than their summer leaving peers) care experienced young people and those with Additional Support Needs in the final six months of school. The Pathways Programme curriculum is delivered outwith the school campus and is designed to develop key employability and life skills, focus on personal development and growth, and provide work-based learning in a range of sectors aligned to labour market intelligence with the ambition of supporting each young person into employment or other relevant post-school pathways leading to long term sustainable employment.

### **Developing the Young Workforce**

In October 2022, a Developing the Young Workforce networking event was attended by all secondary and ASN schools. The purpose of this event was to showcase and share excellent practice in Developing the Young Workforce and Employer Engagement. As part of Future Fridays a group of six young people attended the Concert Hall in the run up to the event on extended work placements and worked alongside the events management team to ensure smooth-running on the day. This experience will assist these young people to secure part-time, temporary employment within the concert hall during their busiest times of year. Already one young person has secured employment as a result of her involvement.

In addition from the 91 evaluations completed our new employer offer includes 222 commitments to improving outcomes for young people and employers. These include:

- Work related learning opportunities – 53;
- Apprenticeships / internships – 36;
- Training opportunities for staff and young people – 23;
- Enterprise and industry challenges – 11; and
- Supporting young people with barriers to their learning – 17.

To widen access for candidates of all abilities and work in line with the Inclusion team's goal of recognising learning in all forms and finding creative solutions to education and abilities, a post has been modelled as part of a wider case study. The study centred around a young person highlighted by a Head Teacher who would be an excellent candidate for a school-based post in North Lanarkshire but who could not access this via a MA programme. As such, the development of a post was undertaken as part of the career development strategy. We are aware that for learners with ASN, access to MA programmes could still pose barriers due to the requirement to gain qualifications that are not accessible for some learners with ASN. As such, the new post of Learning Support Assistant (LSA) was established as part of our Inclusion transformational change programme. Job evaluation results placed this at a NLC2 grade.

### **CLD Youth Guarantee Programme**

Our CLD Youth Guarantee Programme came to an end on 31 March 2022 and a celebration event showcased the achievements and outcomes for the 19 CLD Assistant Support Workers (ASW) who were employed for a year. Aged between 16 and 24, the participants gained skills to help support the CLD core functions of family learning, adult learning and youth work. Their training programme enhanced existing skills and enabled them to gain new transferrable skills with staff providing support and mentoring. Most have secured a positive destination of further and higher education or employment with some coming to us as new staff members!

Fifteen young people will be recruited for the Young Person's Guarantee 2022/23.

### **Equality outcome 7 The decisions by the Council's community engagement and participation mechanisms are influenced by the contributions of young people, women, BAME people and disabled people. Link to LOIP. (General Duty advanced 1 2 and 3)**

- 9 youth representatives have been identified and aligned to the 9 Community Boards;
- Community Board Members on-line Hub has equality and diversity section including assessing impacts, unconscious bias, barriers to inclusion helpful resources etc;
- Targeted council budget setting engagement sessions with equalities groups (Dec 2022) – led by corporate comms but linked to wider budget setting engagement process through community boards;
- £262,134 - 39% of total grant funding awarded to organisations meeting the needs of the public sector duty;

- Over 130 people attended the Council's Black Lives Matter Community Conference;
- The recommendations from the research into the lived experience and future needs of North Lanarkshire's BAME communities has been reported to the Community Planning Partners – Strategic Leadership Board – who will oversee the response to this work; and
- The Licensing Boards consultation on the regulation of licensing for Sex Entertainment venues received 522 responses.

## **Equality Outcome 7 Case Studies**

### **Involvement of Equalities Groups in Community Board meetings**

2022 saw continued involvement of equalities groups in Community Board meetings, including Who Cares? Scotland, supporting Care Experienced Young People, the Voice of Experience Forum that enables older people to put forward opinions on local services and NL Disability Access Forum and Lanarkshire Muslim Women and Families Alliance. Work continues with targeted engagement plans to increase the opportunities to ensure voices of equalities groups are heard.

Work with young people threaded throughout LOIPs with Cumbernauld, Northern Corridor and Kilsyth, identifying work with young people as a specific standalone priority:

In Airdrie plans are underway for Intergenerational events to tie in with Mental Health Week 2023;

In Kilsyth Youth engagement and consultation has been carried out with approx. 41 children in Balmalloch and St Patrick's Primary Schools around local LDP play project;

In Cumbernauld a sub group has been progressed with links with local youth organisations. A Youth summit consultation event targeting approx. 30 young people from 3 secondary schools took place in Cumbernauld Town Hall. There are future actions to identify further engagement necessary to identify gaps in information /services in relation to young people and Community Learning and Development (CL&D) are planning a second summit with young people in all Secondary schools in Quarter 3 and 4;

In Northern Corridor engagement and consultation was carried out with approx. 35 children in Steps and St Joseph's Primary Schools around local LDP play project and there was an initial consultation carried out at the Pivot Centre on with approx. 20;

In Motherwell a Local Youth Survey is being conducted to understand how safe young people feel across Motherwell to identify hot-spots and appropriate actions linked to the community board; and

In Wishaw there has been engagement and consultation with young people in Newmains in relation to the development of a new play park and in Overtown similar work has been completed for the planned outdoor gym. Work to build the capacity of

local youth initiative in Cleland and to support engagement in development of play opportunities in Cleland.

### **Thirty Years of Zero Tolerance: Looking Back Moving Forward**

The Council and its Violence Against Women Partners held a conference to mark 16 Days of Activism to tackle violence against women. The conference looked back at 30 years of work to tackle violence against women in Scotland with the launch pad being the Zero Tolerance campaign of 1992. Dr Lesley Orr explored why violence against women is a gendered phenomenon and Lily Greenan delved into the changing public and political awareness of violence against women in Scotland. This was followed by Police Scotland discussing the changes in policing domestic abuse over the last 30 years.

There were a number of workshops on the day to help the participants consider the work and priorities for the future including: prevention work, women with learning disabilities experience of Gender-Based violence, rape and sexual assault, forensic medical examination and aftercare services in Lanarkshire. Over 150 employees representing 30 organisations participated.

### **Equality outcome 8 NLs communities, town centres, facilities, parks and open spaces are safe, inclusive and accessible to older people, disabled people, women, people of different faiths, LGBT people and BAME people. (General Duty advanced 1 2 and 3)**

- 28 young people attending the multi-national Connect Youth Group an increase of 0.5% since April 2021, 6 people from the group have achieved Bronze Award in the Duke of Edinburgh Award Scheme;
- 170 young people attend CLD youth work initiatives, this has grown from 94 in 2021;
- 3 LGBT young people's groups are supported by CLD youth work providing a 'safe space' to be themselves;
- 17 Council employees have been trained to produce Easy Read information;
- 95% of Blue Badge applications were processed within 6 weeks meeting the targets for both 2021 and 2022;
- 87% of council buildings public areas are accessible to disabled people;
- Our community hubs are being developed through a trauma informed lens by people with lived experience;
- 200 devices and MiFi boxes allocated to elderly people in retirement complexes;
- 30 digital champions have been recruited from across the council;
- The Disability Access Panel meets 10 times a year and has been actively engaged on several developments at the design stage and in town centre audits;
- 22 of our Sports Development Coaches took part in disability inclusion training to enhance their skills surrounding inclusion-based activity;
- Weekly quiet sessions have been introduced at the Time Capsule Ice Rink to assist visitors who struggle with music and flashing lights;
- The new members of the Licensing Board have been trained in equality and diversity matters including the Public Sector Equality Duties and Gender Budgeting; and
- 64 workers (Children, Families and Justice) have completed the core Safe and Together training a child centred, survivor strength-based model which supports

intervention in families impacted by domestic abuse and which centres around partnering with the non-abusing parent and addressing patterns of perpetrator behaviour.

## **Equality Outcome 8 Case Studies**

### **The Connect Group**

The Connect Group meets every Thursday at Coatbridge Community Centre and is for young people whose first language is not English. They are from various countries including, Afghanistan, Syria, Sudan and Ukraine. The group provides an opportunity for young people to socialise and engage with other people of similar ages. Supported by the Community Learning and Development (CLD) Adult Learning and Resettlement team, the young people are learning new skills and participating in a variety of activities. One example of this is the visit they made to Cumbernauld Theatre for the play 'Enough of Him'. This was the first visit to a theatre for many of the group and was an opportunity for them to practice their English with others in the local community.

Three members of the group were presented with their Bronze Duke of Edinburgh (DofE) awards at the Duke of Edinburgh Awards Night in Motherwell Concert Hall in November 2022. Two of the young people who have resettled in North Lanarkshire through the Syrian Resettlement Programme, spoke about their inspirational personal journeys and how they broke down barriers and overcame obstacles to achieve their awards.

### **Driving Digital Locally Framework**

In 2022 an opportunity arose for a new project that was developed in partnership with the Driving Digital Locally Framework and colleagues from Housing Solutions. This project was built on the progress already being made in Kerr Grieve Court to encourage residents of retirement complexes to adopt technology to help with loneliness and social isolation and improve their overall happiness and mental health.

We were successful in gaining 200 devices and MiFi boxes through the Connecting Scotland Fast track round of funding and allocated them to elderly tenants in retirement complexes across the area. Part of the project was to marry the tenants up with a digital champion to provide support and training to them for at least six months, following a recruitment drive we got the support from 30 champions across all services in the council. This role of the digital champion was to make initial contact with the tenant, find out their interests, then set it up the devices for them. They supported them with setting up emails, social media, downloading apps, video calling and general digital skills.

Following the huge success of this project, we wanted to take the training further and worked with colleagues in Education to develop an intergenerational project. The aim of the project was to educate older people about digital through one-to-one training with younger people. Both older and younger people learn new skills, appreciate what they have in common, foster good relations and respect each other.

## **Disability Access Panel NL**

The Disability Access Panel NL has continued its partnership with the Council to improve access to the built and environment and open spaces for disabled people and others. Recent work as reported at the Panels AGM in February 2023 has included:

Working towards concluding outstanding access issues at Drumpellier Country Park;

Working with the Transport Department to successfully apply for funding for a pilot project to upgrade some pedestrian crossings to “Sm@art Crossings” which allows the crossing to be operated by swiping the hand across the control box (without touching) or using an App on a Smart Phone;

Assisted external companies by offering advice on making reasonable adjustments to make their premises accessible to disabled people;

Discussions with NLC re new schools and NHS re the new Monklands Hospital and new health centre with joint campus access with a new nursery;

Investigating customer complaint regarding disabled parking at Ravenscraig Regional Sports Centre;

Town Centre Audits which were paused during the pandemic have resumed. The audit of Bellshill town centre has been concluded, other towns are being arranged;

Liaised with property managers at Cumbernauld Retail Park to resolve access issues for wheelchair users following request on behalf of pupil at St Maurice’s High School; and

Ongoing work in relation to the development of Motherwell Train Station.

## **Equality outcome 9 Young, BAME, Disabled, LGBT and female employees are provided opportunities to work for, thrive and progress in their employment in NLC. (General Duty advanced 1 2 and 3)**

- The % of council employees in top 5% of earners that are females has increased from 53.2% to 62.1% since 2021;
- The numbers of disabled people and BAME people working for the Council has increased since 2021;
- There has been an increase in both the numbers of and % of total employees who are lesbian, gay, or bisexual despite an increase in the number of people not recording in this category;
- 1/3 of our BAME employees took part in a survey to understand their experiences of working with NLC. The results have formed part of a BAME action plan for employment;
- 13 SVQ3 MAs commenced employment in August 2022. All have been placed in ASN schools or LCSCs to enhance the experience of working with a wider range of children and opportunities to develop their skill set. MAs are placed in pairs to provide an informal buddy system;

- 526 employees undertook equality and diversity training equating to 583.5 hours;
- 23 schools completed training in recruitment and selection;
- Approximately 130 employees across all council services completed training in recruitment and selection including unconscious bias training;
- The Employee Equality Forum hosted 3 workshops on mental health in 2022, each attended by 20-25 employees;
- Council is developing a Leadership Pathway targeted at BAME employees;
- Council was reaccredited as a Disability Confident Leader in March 2023;
- Council has achieved Equally safe at Work Bronze Standard; and

We have introduced an anonymous job application process through iTrent recruitment which aims to eliminate any bias in the recruitment process to interview stage.

## **Equality Outcome 9 Case Studies**

### **Menopause peer support sessions**

Menopause peer support sessions have been taking place in partnership with NHS Lanarkshire for female workers who are living with the menopause. Work Well NL resources are also available for employees to access.

Following the success of the first support session, another one was arranged and took place in February 2023. NHSL information/fact sheets were provided and others emailed to the group and additional resources were distributed as part of International Women's Day.

### **Employment Action Plans**

We have developed action plans to advance race, disability and gender equality in our workforce which has been the subject of consultation with the Employee Equality Forum and our BAME employees. These plans will also be monitored and reviewed by employees they are designed to support as well as by the Equalities Board.

### **Employee Equality Forum**

The EEF initiated, planned and hosted three workshops in 2022 covering different aspects of mental health.

- Promoting positive mental health;
- Challenging stigma; and
- Suicide prevention;

The aim of the sessions is to provide employees with opportunities to talk about mental health issues, how people are affected by these and how to access support and resources.

Over 70 employees attended over the 3 sessions.

## Employment Gathering Information 2022

The Public Sector Equality Duty (Specific Duty) requires that the Council provide information on its employees by characteristic every two years. The following information is provided within this section.

- Composition of the workforce by characteristic for the years 2017, 2018, 2020 and 2022
- Pay Gap information – average hourly pay between men and women, disabled people and non-disabled people; and people from a Black and Minority Ethnic background and those who are not
- Employees who left the Council by characteristic for the years 2017, 2018, 2020 and 2022
- Employees promoted within the Council by characteristic for the years 2017, 2018, 2020 and 2022
- Applications for employment (applied, interviewed and appointed) by characteristic for the years 2017, 2018, 2020 and 2022
- For some characteristics, applications for Flexible Working for the year 2022

We gather most of the information for this exercise from i-Trent. Employees are responsible for inputting the information on their own characteristics, and if they do not then we don't have a clear picture. For some of the characteristics there are low recording rates despite ongoing campaigns to encourage self-recording. We rely on the information contained within this system to report and so we need to bear this in mind when considering the information.

Within the ethnicity category we have used the term BAME – Black, Asian and Minority Ethnic. For this grouping we have reported using the following:

African

Asian Chinese

Asian Indian

Asian Pakistani

Black

Caribbean

Mixed Other.

### Some key findings

The purpose of gathering information about our employees is so it can inform our planning processes and improve our practice as an employer. The following are some of the key highlights from the information we have gathered.

- Our workforce has increased since 2020 by 14%, in the main due to the employees from culture and leisure trusts re-joining the Council.



- The number of promoted posts has increased from 76 in 2020 to 137 in 2022.
- There were 41 applications received in 2022 to work flexibly 95.1 % of these were from women - 97% were approved. This is significantly lower than in 2020 when there were 84 applications received.
- 49% of all leavers from the Council in 2022 resigned from their position.
- Of our Modern Apprentices in 2022 none were BAME and 13.3% were disabled
- In 2022 226 women were on maternity leave.
- Since September 2022 1360 employees have accessed face to face training (completed monitoring form) through LearnNL.
- 77.6% of the workforce are women. This hasn't changed significantly since 2020
- The **gender pay gap** for all employees including teachers is 4.97% with females earning £0.87 less on average per hour than males. In 2020 the pay gap was 4.59% but women earned £0.82 less than males on average per hour.
  - If you remove teachers from the calculation the gender pay gap is 7.45% with females earning £1.15 less on average per hour than males. In 2020 the pay gap was 7.07% with females earning £1.09 less on average per hour than males.
  - The teaching gender pay gap is 4.74% with females earning £1.18 less on average per hour than males. In 2020 the pay gap was 4.16% with females earning £1.01 less on average per hour than males. So, in real terms female employees are earning less than they did on average in 2022 but the % pay gap has reduced.
- The number and % of women in the top 2% and top 5% of earners in the Council has dropped significantly between 2017 – 2022.
  - The number of women in the top 2% of earners in the Council has remained the same since 2020 but as a proportion of all earners they have reduced from 54% to 22%. This implies that many more males have moved into the top 2% bracket. The number of females in the top 5% of earners has increased by 9%.
  - The percentage of women earners in the top 2% has dropped from 71% in 2017 to 22.26% in 2022.
- The number of promoted posts has almost doubled since 2020 from 76 to 137. Just less than 70% of these promotions went to women.
- There are no records, as part of this exercise, of transgender people working for the Council.
- 2.42% is the highest percentage total of employees recorded as disabled since 2010-11. This is still disproportionately low in comparison to the % of disabled people in the local population.
- 68.14% have not recorded under the disability characteristic. However, this has improved since 2020 when **74.6%** of employees had not recorded.
  - The disability pay gap is 4.20% with those who consider themselves to be disabled earning £0.69 less on average per hour than those who do not

consider themselves to be disabled. In 2021 the pay gap was 9.79%. (£1.50 less on average)

- 3.60% of leavers in 2022 were disabled – higher than the proportion of disabled employees but 2.9% of promotions went to disabled employees.
- 28.4% of all disabled applicants were interviewed and of those 26% were appointed. That is over 9% of total appointments went to disabled people. This is proportionately greater than in all of the previous years when only 2-3% of disabled people were appointed.
- 123 (0.75%) employees have recorded their ethnicity as Black, Asian or minority ethnic (BAME). This does not include white minority groups. This is an increase of almost double from 2020 when there were 63 recorded BAME employees. However, the numbers are still disproportionately low in comparison to the local population.
- The number of Asian Pakistani employees recorded has increased from 15 to 37 employees since 2017.
- No promotions were made again to BAME employees despite the numbers of promotions doubling from 76 in 2020 to 137 in 2022.
- The pay gap between people from a BAME background and those from a white background has reduced since 2020 from 2.3% to 0.7%. In 2020 BAME employees earned £0.41/ hour more than non-BAME people. In 2023 they earn £0.01 less an hour.
  - The calculation does not include those employees we do not know about.
- 62.9% of BAME people who applied to work for the Council in 2022 were interviewed which was much greater than 2020 when only 16.4% were. However, of those interviewed only 4.5% were appointed, less than in 2020 when 13.5% of those who were interviewed were appointed. 1.7% of all appointments went to BAME people.
- 85.2% of our workforce are aged between 20 and 59. There has been an increase in the numbers aged under 20 from 50 employees in 2020 to 91 in 2022 – almost double, but this is still significantly lower than 2018.
- The total of lesbian, Gay and Bisexual employees recorded in the Council is 1.14% an increase from 2020 when the total was 0.9%. There has also been a decrease in the numbers and % of people who have not recorded in this category. 59% - 55%
- 293 employees took maternity leave in 2022 and 47 employees took a total of 117 weeks paternity leave.

Some of the key findings from this exercise tell us how particular characteristics are faring. As an authority we are already aware, because of our commitment to gather and analyse this information on a regular basis, of the stubborn areas where there are disproportionate numbers of employees with particular characteristics, low recording rates, low progression and appointment rates, pay gaps etc and have put in place action plans to address these. Many of these areas are not quick fixes but

require a long term strategic and sustained approach that includes instigating positive action measures and campaigns.

As well as having action plans in place, Equality Outcome 9 - Young, BAME, Disabled, LGBT and female employees are provided opportunities to work for, thrive and progress in their employment in NLC – also sets out our commitment to improve outcomes in the employment arena.

## SEX

### Composition of the workforce

	2017	2018	2020	2022
<b>Females</b>	11259 (76.91%)	11164 (77.24%)	11195 (77.66%)	13002 (77.61%)
<b>Males</b>	3381 (23.09%)	3294 (22.78%)	3220 (22.34%)	3751 (22.39%)
<b>Total</b>	14640	14458	14415	16753

There has been a sharp increase in the numbers of people employed by the Council since 2020 due to North Lanarkshire Leisure and Culture Trust coming back into the Council. However, this has made little difference to the composition of the workforce by sex.

### Gender Pay Gap for all employees.

Sex	Employee Count	Average Hourly Rate FTE	Average Hourly Rate Headcount	Gender Pay Gap FTE	Gender Pay Gap Headcount
<b>Female</b>	13002	£2.47	£16.66	£3.19	-£0.87
<b>Male</b>	3751	£19.28	£17.53		

The gender pay gap for all employees including teachers is 4.97% with females earning £0.87 less on average per hour than males.

### Gender Pay Gap for the teaching workforce

Sex	Employee Count	Average Hourly Rate FTE	Average Hourly Rate Headcount	Gender Pay Gap FTE	Gender Pay Gap Headcount
Female	325	£25.64	£23.80	£0.51	<b>-£1.18</b>
Male	825	£26.03	£24.99		

The gender pay gap within the teaching workforce is 4.74% with females earning £1.18 less on average per hour than males

### Gender Pay Gap for the non-teaching workforce

Sex	Employee Count	Average hourly rate FTE	Average hourly rate Headcount	Gender pay gap FTE	Gender pay gap Headcount
Female	9751	£20.70	£14.28	£3.45	<b>-£1.15</b>
Male	2926	£17.24	£15.43		

The gender pay gap within the non-teaching workforce is 7.45% with females earning £1.15 less in average per hour than males.

### Number and % of females in top 2% and 5% of earners in the workforce

Equal Opportunities	2017	2018	2020	2022
Number of females in top 2% of earners in the council	214	208	116	116
% of council employees in top 2% of earners that are females	71%	70%	54.2%	22.26%
Number of females in top 5% of earners in the council	505	503	278	324
% of council employees in top 5% of earners that are females	68%	69%	53.25%	62.19%

The number of women in the top 2% of earners in the Council has remained the same since 2020 but as a proportion of all earners they have reduced from 54% to 22%. This implies that many more males have moved into the top 2% bracket. The number of females in the top 5% of earners has increased by 9%.

The percentage of women earners in the top 2% has dropped from 71% in 2017 to 22.26% in 2022.

### Promotions

Sex	2017	2018	2020	2022
Female	151 (72.94%)	163 (72.12%)	61 (80.26%)	95 (69.34%)
Male	56 (27.05%)	63 (27.87%)	15 (19.74%)	42 (30.66%)
Total	207 (100%)	226 (100%)	76	137

The number of promoted posts has almost double since 2020 76 to 137. Less than 70% of these promotions went to women.

### Leavers

Sex	2017	2018	2020	2022
Female	983	961	611 (65.79%)	1005 (69.65%)
Male	450	447	324 (34.21%)	438 (30.35%)
Total	1433	1408	935	1443

### Recruitment in 2022

<b>Males applied</b> 6345 (26.23%)	<b>Males interviewed</b> 1728 (27.42%)	<b>Males appointed</b> 472 (22.84%)
<b>Females applied</b> 17457 (72.13%)	<b>Females interviewed</b> 4510 (71.56%)	<b>Females appointed</b> 1503 (72.71%)

<b>Trans people applied</b> 0 (0.00%)	<b>Trans interviewed</b> 0 (0.00%)	<b>Trans Appointed</b> 0 (0%)
<b>Unknown applied</b> 398 (1.64%)	<b>Unknown interviewed</b> 64 (1.02%)	<b>Unknown appointed</b> 92 (4.45%)

The unknown interviewed figure is not accurate as appropriate field on Talentlink was not completed.

### Flexible Working – Applications to work flexibly

<b>Female applications</b>	39 (95.12%)	97.43% of those application were successful
<b>Male applications</b>	2 (4.88%)	100.00% of those applications were successful.

The numbers of applications to work flexibly has significantly reduced since 2020. This may be for a couple of reasons – the move to hybrid working post pandemic has allowed some employees the work / life balance to mitigate any need to apply for flexible working and / or the manager has not recorded an application on iTrent.

Women are concentrated in the lowest paid grades in the organisation making up 98.11% of NLC1 post. This trend only begins to change at NLC5.

## DISABILITY

### Composition of the workforce

<b>Disabled employees in 2017</b>	270 (1.84%)
<b>Disabled employees in 2018</b>	253 (1.75%)
<b>Disabled employees in 2020</b>	310 (2.15%)
<b>Disabled employees in 2022</b>	405 (2.42%)

2.42% is the highest percentage total of employees recorded since 2010-11. This is still disproportionately low in comparison to the % of disabled people in the local population. In 2020 **74.6% (10,754)** of employees had not recorded under this characteristic. This has improved by 6.5% with 68.14% not recording.

## Disability pay gap

	Employee count	Average hourly rate FTE	Average hourly rate Headcount	Disability pay gap FTE	Disability pay gap Headcount
<b>Disabled - No</b>	4932	20.33	16.30	£-0.75	<b>-£0.69</b>
<b>Disabled - Yes</b>	405	19.58	15.62		

The disability pay gap is 4.20% with those who consider themselves to be disabled earning £0.69 less on average per hour than those who do not consider themselves to be disabled. In 2021 the pay gap was 9.79%. A reduction therefore of 5.5%. This figure has been calculated using the recorded information for disability and not including those who have not recorded or prefer not to say.

## Leavers

<b>Disabled leavers in 2017</b>	29 (2.02%) of 1433
<b>Disabled leavers in 2018</b>	30 (2.13%) of 1408
<b>Disabled leavers in 2020</b>	28 (2.99%) of 935
<b>Disabled leavers in 2022</b>	52 (3.60%) of 1443

## Promotions

<b>Disabled promoted in 2017</b>	<5 (0.48%) of 208
<b>Disabled promoted in 2018</b>	5 (2.21%) of 226
<b>Disabled promoted in 2020</b>	2 (2.63%) of 76

<b>Disabled promoted in 2022</b>	4 (2.92%) of 137
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Over 3% of leavers in 2022 were disabled – higher than the proportion of disabled employees.

But 2.92% (<5 people) of promotions went to disabled employees again this is higher than the composition of the workforce. However, 68.14% of people did not disclose under this category.

### Recruitment – Applied, Interviewed and Appointed

	<b>2017</b>	<b>2018</b>	<b>2020</b>	<b>2022</b>
<b>Total number of applications received in the period – all people.</b>	9537	12623	14366	24200
<b>Total number of appointments in the period – all people</b>	813	1136	1123	2067

There was considerably more appointments made in 2022 than in 2020 nearly double.

### Disabled people applied, interviewed and appointed of total applications

<b>In 2017</b> 688 (3.97%) applied	175 (3.99%) were interviewed	18 (2.01%) were appointed
<b>In 2018</b> 745 (5.90%) applied	234 (8.98%) were interviewed	29 (2.55%) were appointed
<b>In 2020</b> 714 (4.97%) applied	184 (6.55%) were interviewed	31 (2.76%) were appointed
<b>In 2022</b> 2562 (10.58%) applied	728 (11.55%) were interviewed	191 (9.2%) were appointed

28.4% of all disabled applicants were interviewed and of those 26% were appointed. That is over 9% of total appointments went to disabled people. This is proportionately greater than in all of the previous years when only 2-3% of disabled people were appointed.



## ETHNICITY

### Composition of the Workforce

	2017	2018	2020	2022
<b>All other white British</b>	10700 (73.08%)	10216 (70.6%)	10246 (71.08%)	12221 (72.95%)
<b>White minority</b>	277 (1.8%)	263 (1.8%)	267 (1.86%)	220 (1.31%)
<b>BAME</b>	59 (0.4%)	63 (0.4%)	92 (0.63%)	123 (0.75%)
<b>Other</b>	3604 (24.6%)	3916 (27%)	3810 (26.44%)	4186 (24.99%)
<b>Total</b>	<b>14640 (100%)</b>	<b>14458 (100%)</b>	<b>14415 (100%)</b>	<b>16753 (100%)</b>

The largest Black and minority ethnic group is Asian Pakistani followed by African. As a % it is low in comparison to the local BAME population.

The total number of recorded BAME employees has doubled from 63 employees in 2018 to 123 in 2022. This is significant as the number of employees not recording has also increased from 21% to 22.5%. The number of Asian Pakistani employees has increased from 15 to 37 employees since 2017 and the number of African employees has increased from 10 – 25 since 2020.

### Ethnicity Pay Gap

	Employee Count	Average hourly rate FTE	Average hourly rate Headcount	Ethnicity pay gap FTE	Ethnicity pay gap Headcount
<b>BAME Employee - no</b>	12850	£21.44	£16.66	£1.26	£0.01
<b>BAME Employee -Yes</b>	123	£22.71	£16.65		

The pay gap has reduced since 2020 from 2.3% to 0.7%. In 2020 BAME employees earned £0.41/ hour more than non-BAME people. In 2023 they earn £0.01 less an hour.

## Leavers

	2017	2018	2020	2022
<b>All other white British</b>	858	903	625 (70.2%)	1069 (74.08%)
<b>White minority</b>	21	26	21 (2.35%)	17 (1.18%)
<b>BME</b>	<5	<5	7 (0.7%)	21 (1.46%)
<b>Other</b>	552	476	237 (26.6%)	336 (23.28%)
<b>Total</b>	1433	1408	890 (100%)	1443 (100%)

In 2022 three times as many BAME employees left the Council as did in 2020. However, there was a 25.3% rise in the total numbers of BAME employees.

## Promotions

	2017	2018	2020	2022
<b>All other white British</b>	202	217	53	96
<b>White minority</b>	<5	<5	0	<5
<b>BME</b>	<5	<5	0	0
<b>Other</b>	<5	<5	23	40
<b>Total</b>	208	226	76	137

No promotions were made again to BAME employees despite the numbers of promotions doubling.

## Recruitment

2017	Applied	Interviewed	Appointed
<b>All other white British</b>	16228	4157	844

<b>White minority</b>	299	98	12
<b>BME</b>	456	71	8
<b>Other</b>	317	58	28
<b>Total</b>	17300	4384	892

<b>2018</b>	<b>Applied</b>	<b>Interviewed</b>	<b>Appointed</b>
<b>All other white British</b>	11122	3309	1084
<b>White minority</b>	857	39	19
<b>BME</b>	339	96	5
<b>Other</b>	305	61	28
<b>Total</b>	12623	3505	1136

<b>2020</b>	<b>Applied</b>	<b>Interviewed</b>	<b>Appointed</b>
<b>All other white British</b>	12102	2591	779
<b>White minority</b>	434	70	17
<b>BME</b>	450	74	10
<b>Other</b>	1380	75	317
<b>Total</b>	14366	2810	1123

<b>2022</b>	<b>Applied</b>	<b>Interviewed</b>	<b>Appointed</b>
-------------	----------------	--------------------	------------------

<b>All other white British</b>	22258	5973	1934
<b>White minority</b>	98	23	<5
<b>BME</b>	1251	787	36
<b>Other</b>	593	115	99
<b>Total</b>	24200	6898	2074

62.9% of BAME people who applied to work for the Council in 2022 were interviewed which was much greater than 2020 when only 16.4% were. However, of those interviewed only 4.5% were appointed, less than in 2020 when 13.5% of those who were interviewed were appointed. 1.7% of all appointments went to BAME people.

In 2020 only 16.4% of BAME applicants were interviewed, however 13.5% of those were appointed (compared with 4.5% in 2022). Overall 0.9% of appointments went to BAME people.

So, while interviews for BAME people has nearly quadrupled since 2020, the % of those appointed has reduced from 13.5% to 4.5%. There was nearly double the number of appointments compared to 2020 overall and the % of BAME people appointed was 1.73% (36 people).

30% of white British people who were interviewed were appointed. That is 93.2% of all appointments.

#### **Application – Smarter Working – Ethnic Origin**

	<b>Number</b>	<b>%</b>
Unknown	9	21.95%
White Other	<5	4.88%
White Scottish	30	73.17%
<b>Grand Total</b>	<b>41</b>	<b>100.00%</b>

Records show no applications for Smarter Working from BAME employees in 2022 or in 2020.

## AGE

### Composition of the workforce by age

Age Group	2017	2018	2020	2022	Trend
<b>Below 20</b>	138 (0.94%)	148 (1.02%)	50 (0.35%)	91 (0.55%)	increase
<b>20 - 39</b>	4230 (28.89%)	4260 (29.47%)	4371 (30.33%)	5001 (29.85%)	increase
<b>40 - 59</b>	8260 (58.88%)	8367 (57.88%)	8115 (56.29%)	9270 (55.33%)	increase
<b>60 - 64</b>	1339 (9.15%)	1334 (9.23%)	1391 (9.65%)	1820 (10.86%)	increase
<b>65 plus</b>	313 (2.14%)	348 (2.41%)	488 (3.38%)	571 (3.41%)	increase
	14640 (100%)	14457 (100%)	14415 (100%)	16753 (100%)	

All age groups are showing an increase in numbers.

There has been an increase in the % of employees aged over 60 from 13.03% in 2020 to 14.27% in 2022

### Leavers

Age Group	2017	2018	2020	2022	Trend
<b>Below 20</b>	85 (5.93%)	68 (4.83%)	21 (2.13%)	59 (4.09%)	increase
<b>20-39</b>	442 (30.84%)	394 (27.9%)	254 (25.7%)	443 (30.70%)	increase
<b>40-59</b>	526 (36.7%)	528 (37.5%)	374 (37.96%)	465 (32.22%)	increase

<b>60+</b>	263 (18.35%)	298 (21.16%)	206 (21.2%)	476 (32.99%)	increase
<b>Total</b>	1433 (100%)	1408 (100%)	985 (100%)	1443 (100%)	

Significantly more people left the organisation in 2022 compared to 2018 and 2020. Just under one third of those who left the Council were aged 60+. 32 % who left were in the 40-59 age group.

49% of those who left the organisation resigned their post, this is a significant increase from 2020.

### Promotions

Age group	2017		2018		2020		2022		Trend
	No	%	No	%	No	%	No	%	
<b>&lt;20</b>	5	2.40%	11	4.86%	<5	1.32%	<5	2.19%	Increase
<b>20-39</b>	88	42.30%	116	51.32%	33	43.42%	66	48.17%	Increase
<b>40-59</b>	108	51.92%	96	42.47%	42	55.26%	64	46.72%	Decrease
<b>60-64</b>	7	3.36%	<5	1.32%	0	0	<5	2.92%	Increase
<b>65+</b>	0	0.00%	0	0.00%	0	0	0	0.00%	No change
<b>Total</b>	208	100%	226	100%	76	100	137	100%	

The number of promotions in the council increased from 76 in 2020 to 137 in 2022. This is significantly less than in 2017 and 2018. Just under half were in the 20-39 age group and there were no promotions in the 65+ age group.

### Recruitment

2017	Below 20	Age 20-40	Age 40-60	Age 60-65	Age plus 65	Not declared
<b>Applied</b>	1871	8360	6372	387	53	257

<b>Interviewed</b>	473	1918	1838	89	10	56
<b>Appointed</b>	113	376	346	30	<5	24

<b>2018</b>	<b>Below 20</b>	<b>Age 20-40</b>	<b>Age 40-60</b>	<b>Age 60-65</b>	<b>Age plus 65</b>	<b>Not declared</b>
<b>Applied</b>	828	7127	4168	309	41	150
<b>Interviewed</b>	290	1682	1404	74	12	43
<b>Appointed</b>	79	651	370	16	6	14

<b>2020</b>	<b>Below 20</b>	<b>Age 20-40</b>	<b>Age 40-60</b>	<b>Age 60-65</b>	<b>Age plus 65</b>	<b>Not declared</b>
<b>Applied</b>	269	7044	5209	462	51	1331
<b>Interviewed</b>	57	1443	1146	75	10	79
<b>Appointed</b>	19	435	339	14	5	311

<b>2022</b>	<b>Below 20</b>	<b>Age 20-40</b>	<b>Age 40-60</b>	<b>Age 60-65</b>	<b>Age plus 65</b>	<b>Not declared</b>
<b>Applied</b>	871	12553	8959	913	213	691
<b>Interviewed</b>	350	2986	2486	292	44	144
<b>Appointed</b>	129	997	734	88	8	111

The numbers in the under 20 age range applying to work for the Council has increased significantly from 2020. The number of applications has doubled in the over 60 group.

## SEXUAL ORIENTATION

### Composition

	2017	% of total	2018	% of total	2020	% of total	2022	% of total	Trend
<b>Bisexual</b>	41	0.28	36	0.25	46	0.32	77	0.46	increase
<b>Gay</b>	40	0.27	43	0.30	47	0.33	63	0.38	increase
<b>Heterosexual</b>	5171	35.32	5093	35.23	5761	39.97	7343	43.83	increase
<b>Lesbian</b>	26	0.18	24	0.17	38	0.26	50	0.30	increase
<b>Prefer not to answer</b>	647	4.42	603	4.17	558	3.87	641	3.83	increase
<b>Unknown</b>	8715	59.53	8659	59.89	7965	55.25%	8579	51.21	increase

Since 2020 there has been an increase in both the numbers of and % of total employees who are lesbian, gay, or bisexual 0.9% - 1.14%. There has been an increase in the numbers of people who have not recorded in this category 59% in 2020 and-55% in 2022.

<b>Leavers by sexual orientation</b>	Unknown	Bisexual	Gay	Lesbian	Heterosexual	Prefer not to answer
	4.68%	0.69%	1.04%	0.21%	43.08%	4.30%

1.94% of all people who left the Council were gay or bisexual.

Most gay people who left their position\_resigned

No applications for flexible working were received by Lesbian, Gay or Bisexual employees

56% of all promotions were to heterosexual employees, however 41% had not recorded in this category.



## RELIGION AND BELIEF

### Composition of the workforce by religion

<b>Unknown</b>	8969
<b>Buddhist</b>	7
<b>Church of Scotland</b>	1795
<b>Hindu</b>	7
<b>Humanist</b>	23
<b>Jewish</b>	<5
<b>Muslim</b>	41
<b>None</b>	2035
<b>Other Christian</b>	344
<b>Other religion</b>	58
<b>Pagan</b>	9
<b>Prefer not to answer</b>	493
<b>Roman Catholic</b>	2967
<b>Sikh</b>	<5

Over 55% of employees have not recorded under this category. The largest minority religion is Muslim with 41 employees recording in this category. Of those recorded Roman Catholics are the largest religious group followed by people with no religion.

### Leavers by Religion

<b>Buddhist</b>	<5
<b>Church of Scotland</b>	181
<b>Humanist</b>	<5

<b>Muslim</b>	<5
<b>None</b>	278
<b>Other Christian</b>	40
<b>Other Religion</b>	12
<b>Pagan</b>	<5
<b>Prefer not to answer</b>	41
<b>Roman Catholic</b>	243
<b>Sikh</b>	<5
<b>Not Known</b>	639

#### **Promotions by religion in 2022 by number and %**

<b>Buddhist</b>	0 (0.00%)
<b>Church of Scotland</b>	13 (9.49% <sup>1</sup> )
<b>Hindu</b>	0 (0.00%)
<b>Humanist</b>	0 (0.00%)
<b>Jewish</b>	0 (0.00%)
<b>Muslim</b>	0 (0.00%)
<b>Other Christian</b>	5 (3.65%)
<b>Sikh</b>	0 (0.00%)
<b>Pagan</b>	0 (0.00%)
<b>Roman Catholic</b>	38 (27.74%)
<b>Other Religion</b>	0 (0.00%)
<b>None</b>	12 (8.76%)
<b>Prefer not to answer</b>	5 (3.65%)
<b>Unknown</b>	64 (46.71%)
<b>Total</b>	137 (100%)

## Applications - Smarter Working – Religion number and %

<b>Church of Scotland</b>	<5
<b>None</b>	7
<b>Prefer not to Answer</b>	<5
<b>Roman Catholic</b>	11
<b>Not Available</b>	18
<b>Grand Total</b>	<b>41</b>

## MARRIAGE AND CIVIL PARTNERSHIP

### Composition of employees by marital status

Unknown	Divorced	Living with partner	Married / Civil Partnership	Prefer not to answer	Separated	Single	Widowed
6179	512	693	5867	245	367	2622	162

### Leavers of the Council by marital status

Unknown	Divorced	Living with partner	Married / Civil Partnership	Prefer not to answer	Separated	Single	Widowed
492	60	56	430	29	22	325	29

### Promotions by marital status by number and %

<b>Married/Civil Partnership</b>	52 (37.96%)
<b>Not Recorded</b>	41 (29.93%)
<b>Prefer not to answer</b>	2 (1.46%)
<b>Other</b>	42 (30.65%)
<b>Total</b>	<b>137 (100.00%)</b>

**Recruitment by marital status by number and % of total**

	<b>Married/Civil Partner</b>
<b>Applied</b>	8753 (36.17%)
<b>Interviewed</b>	2247 (35.66%)
<b>Appointed</b>	709 (34.30%)

**PREGNANCY AND MATERNITY**

**Number of employees who have taken maternity/adoption leave**

Adoption Leave 0
Maternity Leave 293

**Number of employees who have returned from maternity/adoption leave**

Adoption 0
Maternity 47

**Paternity Leave**

<b>No of Employees</b>	<b>No of weeks taken</b>	<b>Total Weeks Taken</b>
6	1	6
24	2	48
5	3	15
12	4	48
<b>Total 47</b>		<b>Total 117</b>

## TRAINING AND DEVELOPMENT

The Council has had issues around gathering information about the training and development undertaken by its employees. To try and remedy this the Talent and Organisational Development Team have produced a monitoring form that all employees accessing face to face training through LearnNL must complete. This form was introduced in September 2022 and to date 1360 employees have completed this form. The following is a diversity breakdown of those employees.

### Learning and Development Equality Questionnaire

1360 responses

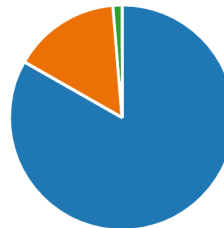
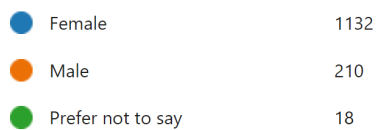
#### What is your sex?

Female	1132
Male	210
Prefer not to say	18

2. What is your sex?

[More Details](#)

 Insights

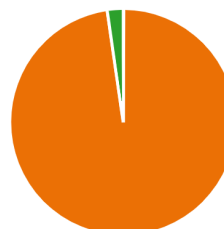
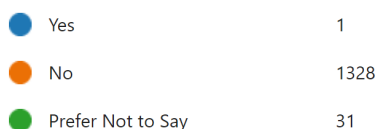


#### Do you consider yourself to be trans, or have a trans history?

Yes	1
No	1328
Prefer not to say	31

3. Do you consider yourself to be trans, or have a trans history?

[More Details](#)



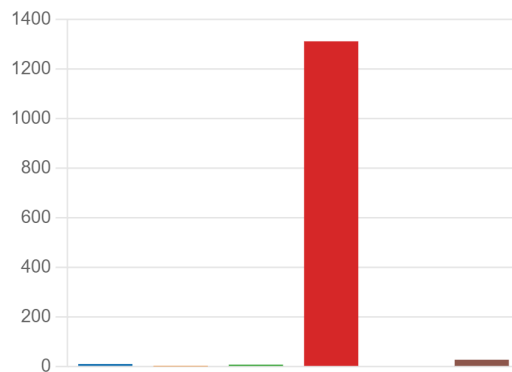
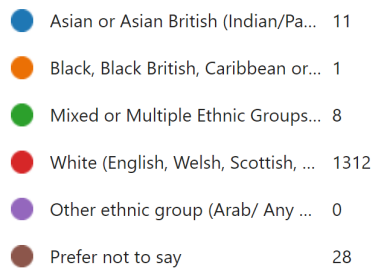
### Please select the ethnic group you consider you belong to

Asian or Asian British (Indian/Pakistani/Bangladeshi/Chinese/Any other Asian background)	11
Black, Black British, Caribbean or African (Caribbean/African/Any other black, Black British or Caribbean background)	1
Mixed or Multiple Ethnic Groups (White and Black Caribbean/White and Black African/White and Asian/Any other Mixed or multiple ethnic background)	8
White (English, Welsh, Scottish, Northern Irish or British/Irish/Gypsy or Irish Traveller/Roma/Any other White background)	1312
Other ethnic group (Arab/ Any other ethnic group)	0
Prefer not to say	28

4. Please select the ethnic group you consider you belong to

[More Details](#)

[Insights](#)



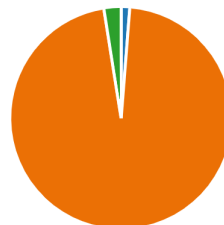
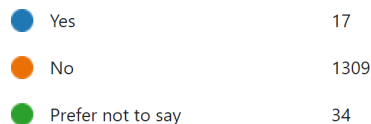
### Are you disabled?

Yes	17
No	1309
Prefer not to say	34

5. Are you disabled?

[More Details](#)

[Insights](#)



Please select one of the options below to identify which age range you are currently in

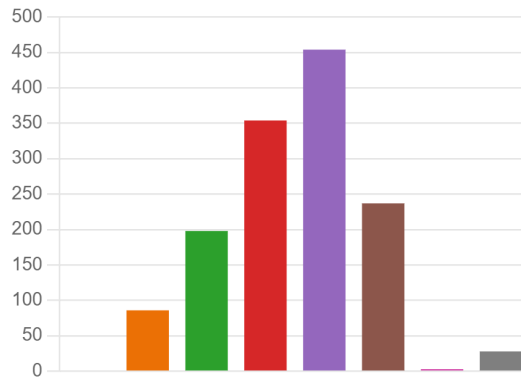
16-17	0
18-24	86
25-34	198
35-44	354
45-54	454
55-64	237
65 and over	3
Prefer not to say	28

6. Please select one of the options below to identify which age range you are currently in

[More Details](#)

[Insights](#)

<span style="color: blue;">●</span> 16-17	0
<span style="color: orange;">●</span> 18-24	86
<span style="color: green;">●</span> 25-34	198
<span style="color: red;">●</span> 35-44	354
<span style="color: purple;">●</span> 45-54	454
<span style="color: brown;">●</span> 55-64	237
<span style="color: pink;">●</span> 65 and over	3
<span style="color: grey;">●</span> Prefer not to say	28



Do you work full-time or part-time?

Full-time	280
Part-time	58
Prefer not to say	10

7. Do you work full-time or part-time?

[More Details](#)

<span style="color: blue;">●</span> Full-time	280
<span style="color: orange;">●</span> Part-time	58
<span style="color: green;">●</span> Prefer not to say	10

