**Equality Outcomes**

**2021 to 2025**

**April 2021**

**Glasgow Council Family**

**Equality Outcomes 2021 to 2025**

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Copies in alternative formats and community languages will be made available on request.

# Introduction

## The Equality Act 2010 sets out the public sector [general equality duty](https://www.equalityhumanrights.com/en/public-sector-equality-duty-scotland/public-sector-equality-duty-faqs) that requires public authorities to pay due regard to the need to eliminate unlawful discrimination, victimisation and harassment; advance equality of opportunity; and foster good relations. These requirements apply across the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation, and (to a limited extent) marriage and civil partnership. Definitions of each of the protected characteristics can be found on the [Equality and Human Rights website.](https://www.equalityhumanrights.com/en/equality-act/protected-characteristics)

## The Scottish Government introduced [specific duties](https://www.equalityhumanrights.com/en/public-sector-equality-duty-scotland/public-sector-equality-duty-faqs) for Scottish public authorities, to enable better performance of the public sector equality duty. One of these specific duties requires the Council to publish a set of Equality Outcomes by 30 April every four years, and publish progress towards the outcomes every two years.

## This report presents the Council Family’s third set of Equality Outcomes, which build on the existing set and establish some new priorities. These outcomes are not meant to encompass all the work the Council Family does to reduce social inequality in the city. Instead, they reflect what are considered to be the priorities.

## This report complements the Equality Progress Report 2021, which provides information on the Council Family’s progress towards mainstreaming equality in service delivery and progress towards the previous set of Equality Outcomes.

# Glasgow’s Statement of Intent for Equality (2021)

## Glasgow is Scotland’s largest and most diverse metropolitan area. Although outcomes are generally improving for residents, they are not improving fast enough for the poorest and most disadvantaged people in the city, nor for those who face specific barriers and disadvantage because of their age, disability, gender reassignment, race, religion, beliefs, sex, or sexual orientation.

## Glasgow City Council, and the arms-length organisations that make up the Council Family, will not tolerate any form of inequality or discrimination. The experience of inequality and its impact on life experience is complex. Some people may fit within a protected characteristic but may not define themselves that way. Similarly, other people may define themselves by more than one protected characteristic and experience multiple inequalities and discrimination. It is important that protected characteristics are not each viewed separately but the connections and their collective impact are considered.

## Tackling poverty and increasing economic growth are key strategic aims of the Council Family, to address the inequality that is often compounded by a person’s socio-economic status. There is evidence that people with low income have worse physical and mental health; people living in the most income-deprived areas have a life expectancy that is, on average, 10 years lower than those living in the most affluent communities. The Council Family is committed to removing the barriers that socio-economic circumstances may place on someone. But people with protected characteristics may also experience barriers and disadvantage that is not linked to socio-economic circumstances, place, or deprivation. To ensure that the Council Family’s approach to reducing inequality is flexible and able to reflect the life experience of all people, we are committed to carrying out Equality Impact Assessments of our policies and changes to service delivery.

## Glasgow City Council will not tolerate inequality and discrimination in the city and will take action to address the underlying causes and support its most vulnerable citizens. In particular, the Council Family will work to eradicate the hostility, prejudice and violence that continue to be manifested against particular groups.

## To mitigate the effects of inequality, Glasgow City Council is committed to delivering its Equality Outcomes within a policy framework that ensures that the Council Family is:

* Mainstreaming equality in all aspects of policy development and decision making, thereby demonstrating leadership;
* Promoting human rights;
* Embedding equality impact assessments into policy, service planning and decision making;
* Contributing to the development and use of a robust evidence base, which identifies the underlying causes of inequality and supports the activity by which these are addressed;
* Actively engaging with communities in order to understand their perspectives, concerns and priorities; and
* Using the framework provided by the Equality Act 2010 and the specific duties set by the Scottish Government to mainstream equality within the day to day work of the Council Family and in working with our Community Planning Partners.

# Impact of COVID-19 on Equality

3.1 It is widely acknowledged that the impacts of the coronavirus pandemic are significant and unequal. This is both from the effects of contracting COVID-19 and the restrictions and lockdown measures required to control the spread of the virus. The impacts of COVID-19 have compounded existing inequalities with many protected groups experiencing increased risk from health impacts, mental health and economic disadvantage. Some examples from the Scottish Governments research into COVID-19 impact on equalities has identified that ‘disabled people were significantly more likely to experience loneliness and social isolation before the pandemic, and many disabled people have been worried about becoming acutely isolated at this time’ and ‘there have been reports of an increase in hate crime in the UK against people perceived to be of Chinese, South Asian or East Asian ethnicities since the start of the COVID-19 pandemic’. Each of these factors can be further heightened by intersectionality of protected characteristics or socio-economic disadvantage. Further information on the impacts that have been identified, so far, of COVID-19 on equality can be found on the [Scottish Government website](https://www.gov.scot/publications/the-impacts-of-covid-19-on-equality-in-scotland/).

3.2 Tackling these issues will be challenging but there is opportunity as part of recovery and renewal to tackle many inequalities and by including them in our Equality Outcomes it will ensure that equalities are at the forefront of any goals, Equality and poverty will be considered as part of Glasgow’s renewal plans and specific actions identified to measure the new equality outcomes for 2021 to 2025.

# Tackling Poverty and Financial Exclusion

4.1 As part of the Equality Act, the Fairer Scotland Duty came into force on 1 April 2018. It requires public bodies to pay due regard to how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making decisions. We have incorporated this duty into the Equality Impact Assessment process and each strategic decision requires an assessment to identify potential impacts on the grounds of socio-economic status and to take steps to mitigate this risk wherever possible.

## 4.2 As outlined in Glasgow’s Statement of Intent for Equality (Section 2), people who may face barriers as a result of their protected characteristics may have this further compounded by experiencing socio-economic disadvantage.

4.3 While recognising that considerable social and economic improvements have been delivered and continue to transform our city, data in 2020 showed that almost half of Glasgow’s residents (275,320 people) live in the 20% most deprived areas in Scotland.

## The city’s Poverty Leadership Panel (PLP) leads the work to reduce poverty in the city. The [People Make Glasgow Fairer Strategy (Tackling Poverty)](http://povertyleadershippanel.org.uk/node/95) is an all-age, all-city strategy developed by the partners of the PLP, with particular input and direction from the members of the Community Activist Panel, a group of volunteers from Glasgow communities who have lived in and experienced poverty. The strategy includes practical improvements to services that will help reduce poverty for all of our citizens. A key focus is tackling Child Poverty and a Local Child Poverty Action Report is produced on an annual basis.

* 1. Financial exclusion is both a symptom and a cause of poverty. Poor financial wellbeing impacts on all aspects of life and can leave lasting damage on future life chances. The [Financial Inclusion Strategy](http://www.glasgow.gov.uk/councillorsandcommittees/viewSelectedDocument.asp?c=P62AFQDN0GZ3Z3T1T1) sets out the Council Family’s commitment to providing access to the best financial advice and products to support people to build their financial resilience and confidence to manage their money and deal with financial difficulties and enable them to fully contribute to and participate in the social and economic life of the city. The new strategy for 2020 to 2025 emphasises the need for organisations to work closely together in order to achieve the key principles which includes; reaching out to people who do not currently use advice services and working with citizens, in particular those with the lived experience of poverty, to better understand and improve services aimed at meeting their needs.

# Reducing Health Inequality

## In addition to reducing poverty, the Council Family works closely with NHS Greater Glasgow and Clyde through the Integration Joint Board (IJB) that oversees the Health and Social Care Partnership (HSCP) to deliver social care services and reduce health inequality.   As a public body, the IJB are also required to develop and publish a set of Equality Outcomes.

## The IJB published its second [equalities mainstreaming report](https://glasgowcity.hscp.scot/sites/default/files/media/file_storage/Final%20Equalities%20Mainstream%20Report.pdf) in October 2020 and agreed their [equality outcomes for 2020 to 2024](https://glasgowcity.hscp.scot/equalities) in February 2021.

## The IJB sets out its priorities in the [Strategic Plan for Health and Social Care 2019 – 2022](https://glasgowcity.hscp.scot/sites/default/files/publications/GCHSCP_Strategic_Plan_2019_1.pdf). This plan presents the IJB’s vision and priorities including nine National Health and Well Being Outcomes, three of which are:

* People, including those with disabilities or long term conditions, or who are frail, are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community
* Health and social care services contribute to reducing health inequalities
* People who provide unpaid care are supported to look after their own health and wellbeing, including to reduce any negative impact of their caring role on their own health and well-being

5.4 Given these policy documents and the role of the IJB, we have made limited reference to health-related outcomes that in the past would have been partly delivered by the Council’s Social Work Services. Officers representing the IJB continue to participate in the Council Family officers Equality Working Group to share information and best practice.

# British Sign Language

6.1 In 2018, Glasgow developed its first [local British Sign Language (BSL) action plan](https://www.glasgow.gov.uk/BSL) showing how we will promote and support BSL. The action plans themes were identified by the Scottish Government, Service Users, Services and Partners. Where appropriate, BSL actions will be drawn into the delivery of the Equality Outcomes in order to support and drive forward the delivery of both plans.

## For further information on the implementation of the Glasgow BSL Action Plan see the progress update from 2020 [here.](http://www.glasgow.gov.uk/councillorsandcommittees/submissiondocuments.asp?submissionid=96320)

# Empowering Communities

## The Council Family is part of the city’s Community Planning Partnership (CPP), which includes the NHS, Police Scotland, and others. The Community Empowerment Act (2015) requires each CPP to develop and publish Local Outcome Improvement Plans, commonly known as a [Community Plan](https://www.glasgowcpp.org.uk/index.aspx?articleid=21363).  Each CPP in Scotland will submit annual monitoring returns to the Scottish Government to report on progress towards outcomes.

* 1. The Community Empowerment Act places an expectation on the CPP that it will focus its collective energy on where its efforts can add most value for its communities, with particular emphasis on reducing inequalities and that the partnership develops locality and thematic approaches as appropriate to address these with participation from community bodies representing the interests of persons experiencing inequalities. The CPP will engage with equality groups as part of the development process, to ensure that the views of people with protected characteristics are included in the plans.  One way that the CPP does this is via the Equalities Working Group, which includes public and Third Sector partners who represent people with protected characteristics.  A Social Recovery Taskforce has been established, with partners, to coordinate a response to COVID-19, the work plan from the Taskforce will become the refreshed Community Action Plan for Glasgow Community Planning Partnership which is due to be revised later this year.

# Equality Outcome Development Process

## Outcomes are the changes or effects that result from an action the Council Family has taken. Specifically, an Equality Outcome should achieve one or more of the following: eliminate discrimination, advance equality of opportunity, or foster good relations. Equality Outcomes must be evidence-based and authorities should take reasonable steps to involve people who share a relevant protected characteristic and people who represent the interests of those people.

## On 3rd March 2020, General Purposes City Policy Committee agreed the [development process for a new set of Equality Outcomes for 2021 to 2025.](https://www.glasgow.gov.uk/councillorsandcommittees/viewDoc.asp?c=P62AFQDNDXT1T1NT2U) In response to the COVID-19 Pandemic some changes were made to the timeline. These changes took into consideration pressures on time for organisations and individuals as a result of COVID-19 response and the need to avoid face to face meetings to gather views. The revised process included various stages of formal engagement and evidence review during 2020/21 to ensure the Equality Outcomes are evidence-based and developed in consultation with stakeholders.

8.3 Developing Draft Outcomes

 The following stages outline the approach taken to develop the draft Equality Outcomes: In addition to the overall consultation work there was some targeted consultation in schools and with Council staff to support developing outcomes related to Education and GCC as an Employer.

|  |  |
| --- | --- |
| Evidence Review | Collecting research and data to form a database of evidence to establish our baseline of facts, figures and key issues. |
| Online consultation with stakeholders | Open from June to mid September for Elected Members and equality organisations in the city. The purpose was to review existing outcomes and identify key equality priorities.(23 respondents) |
| Workshops | Three workshops were held for; the Glasgow Equality Forum and wider Third Sector, Elected Members and staff from across the Council Family, including frontline, service development staff and Peer Support Network. The workshops considered consultation findings and produced an initial set of priorities for consideration in outcome development. (13 Third Sector Representatives, 6 Elected Members, 26 members of Council Family Staff) |
| Follow up engagement | Workshop materials were shared with equality groups through the Glasgow Equality Forum and staff to support feedback from those unable to attend the workshop. |
| EHRC Event | Participation in the Equality and Human Rights event for Local Authorities. This event focussed on aiding Local Authorities to identify and tackle the most significant and persistent inequalities. |
| **GCC as an Employer** |
| Consulting as an Employer | In addition to the above, there was specific development for outcomes relating to GCC as an Employer, led by Corporate HR:* Employee Survey (247 responses)
* Discussions with Network Sponsors and Coordinators
* Review of yearly peer support network surveys
 |
| **Education** |
| During the Pandemic Education Services are prioritising frontline support for schools, which has had an impact on consultation activities. |
| Staff in schools | * The Education Improvement Service carried out an extensive audit across the estate to ascertain the needs of schools on taking forward equalities issues.
* Next steps to take forward the race equality agenda were identified following presentation to city Headteachers in partnership with CRER.
* Schools have been reissued an equalities self-evaluation tool to improve re equalities in their school.
 |
| Pupils | * A young people’s forum (YPF) has been established which links closely with the QIO Equalities and the Education Equality Working Group to inform progress and developments through their lived experiences in Glasgow schools.
* Evidence was collated by Glasgow Psychological Services who worked with LGBTI+ young people in focus groups to understand their experiences.
* Examining the impact of COVID-19 an children and young people, including the evidence in relation to mental health and wellbeing, digital and remote learning, resilience building and more.
 |
| Parents | Views and experiences of the Glasgow Parents Forum have been continually sought to inform and support strategies, It is important to ensure that the Forum has a cross section of parents that represent the diverse communities of Glasgow, this will be monitored to ensure diversity of links and developments.  |

8.4 The number of responses were lower than hoped for, but not unexpected given the pressures on time for organisations and individuals as a result of COVID-19 response. However, the quality of responses was high with a wealth of detail provided by respondents and specific actions that will be considered by the Council Family as part of the associated action and measure development during 2021. We would like to thank all those who responded and contributed to our consultations.

8.5 There were consistent themes that emerged through the research and consultation. These were:

* In general, the themes of the existing outcomes continue to be a priority but some adjustments are required to make them more specific to particular groups and to incorporate recommended targeted actions to improve the effectiveness of our work.
* Improve the measurement of outcomes so that we are more able to demonstrate the impact of the work instead of volume.
* Involvement of groups in service design from the earliest stage.
* Commit to the principles of Inclusive Communication.
* Improved communication both internally and with partners about the work being done, sharing best practice and learning.
* Partnership working and utilising specialist knowledge of equality organisations

## The above presents only a brief summary of the feedback generated through the outcome development process. The Council’s Strategic Policy and Planning team is able to provide more detailed feedback from the various stages of engagement and consultation.

Consulting on draft outcomes

8.7 Working with the Equality Working Group and specialist officers, the [existing set of outcomes](https://www.glasgow.gov.uk/CHttpHandler.ashx?id=37295&p=0) were amended to reflect the feedback from the consultation and research and suggested areas were developed into new draft outcomes.

8.8 Equality Outcomes were proposed on the following criteria:

* Ability to measure and adequately evidence progress;
* Whether there is a real opportunity that action by the Council Family will bring about positive change; and
* Delivery supports the Council Family’s role in society.

8.9 The draft outcomes were then opened up for comment and suggestions with stakeholders in order to highlight and potential gaps and identify any changes required prior to proposing a final set.

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| Online consultation with stakeholders | Open from December to first week in February for equality organisations in the city, Council Family staff and Elected Members. The survey was also targeted at the Public Petitions and General Purposes Committee. (44 responses) |
| Continued engagement with equality groups via the Glasgow Equality Forum | Individual meetings with organisations were available on request.  |

8.10 The feedback on the draft outcomes were generally positive and some adjustments were made in line with comments. There were further recommendations for specific actions, particularly around intersectional issues and this will be taken forward through the development of actions.

8.11 During the development phase, no specific issues were raised for the protected characteristic of marriage and civil partnership. A specific follow up question was asked through the survey on the draft outcomes and no specific actions for the Council Family to act upon were identified at this stage. This will be monitored throughout the term of these outcomes and reconsidered if a specific issue is identified.

# Glasgow Council Family Equality Outcomes 2021 to 2025

## The Equality Outcomes for the next four years are a mixture of a revised outcomes from the set for 2017 to 2021 and a number of new priorities that were identified through research and stakeholder engagement.

## Based on the feedback we received from stakeholders, we have also made some more general changes to the set of outcomes including:

* We have separated the outcomes for the Council as an Employer and for the Education Authority, although there is crossover and areas of joint working between the outcomes this ensured clarity over the key target audience.
* The previous outcome on training will not be carried forward in the same way. Although, based on the consultation and research, staff training and awareness continues to be a priority, the feedback also suggested tailored training may have more impact, therefore training and awareness actions and measures will be incorporated into each of the new outcomes in order to aid in the facilitation of change.

## Each Equality Outcome is aligned to the relevant element of the Equality Act 2010’s General Duty and to a theme in the Council Strategic Plan. The Equality Outcomes are shared and adopted by the Education Authority (Glasgow City Council’s Education Services) and the Glasgow Licensing Board, as well as applying to the Council Family of services and arms-length organisations.

## In previous years, when we have presented our new Outcomes, we have set out the actions and measures to achieve them. However, this is not required by the legislation and given COVID-19 response and the flexibility required in the way we deliver services over the short to medium term, we have postponed this section of the development for service delivery outcomes. This will also allow the opportunity to align any actions and measures to Renewal Plans.

## The following 14 outcomes are the Council Family’s Equality Outcomes for 2021 to 2025. They form a structure for equality-related work by the Council Family, but do not encompass everything we do to address and reduce the inequality experienced by some communities in our city.

## Further information for each of the outcomes is available in the appendices. Depending on what stage of development the associated action plans are at, there will be a slight variation in presentation across Service Delivery, GCC as an Employer and Education Authority. This will include evidence to support why each outcome is a priority, linked strategies and some of the areas for potential action that will be considered as part of the next steps. Fuller actions and measures to support the employment outcomes have been developed and are available at appendix 2.

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| Glasgow Council Family Equality Outcomes 2021 to 2025 |
| 1. | An increased proportion of women, black and minority ethnic people, younger people, disabled people and LGBTI+ are supported to enter employment or training. |
| 2. | Disabled people, black and minority ethnic people and older people have an improved experience in accessing services that meet their needs through more regular and systematic involvement in design of service delivery across the Council Family. |
| 3. | Service users are provided with information accessible to them on services provided by the Council Family particularly, those who face barriers through disability, language and digital exclusion. |
| 4. | Glasgow’s work to end violence against women and girls results in: * women and girls can access the right services based on identified need and are protected from further harm;
* experiences of women and girls inform the planning and activity to eradicate gender-based violence and
* prevention approaches support tackling the root causes of violence against women and girls
 |
| 5. | LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to;* + prevent hate crime before it happens
	+ encourage people to report hate crime when it happens
	+ improve service responses to victims
 |
| 6. | The importance of tackling social isolation and loneliness is recognised and prioritised through our work with partners. |
| **GCC as an Employer** |
| 7. | Glasgow City Council create and celebrate a diverse and inclusive workplace. |
| 8. | Black and minority ethnic people and disabled people have increased representation within Glasgow City Council’s workforce |
| 9. | Glasgow City Council has reduced barriers faced by women in the workplace. |
| 10. | Glasgow City Council employees are supported to have improved mental and physical health and wellbeing. |
| 11. | Glasgow City Council has progressed LGBTI+ inclusion in the workplace |
| **Education Authority** |
| 12. | Glasgow City Council (Education Services) has developed a more strategic approach to delivering equality and diversity curriculum in schools that has been developed in partnership with the third-sector and achieves external validation where possible. |
| 13. | Glasgow City Council (Education Services) has developed a more strategic approach to challenging discrimination in schools and ensuring that everyone is engaged in taking forward this approach. |
| 14 | Glasgow City Council (Education Services) has continued to improve outcomes in relation to attainment and achievement for children and young people including those experiencing socio-economic disadvantage, those for whom English is not their first language, those who identify as black and minority ethnic and disabled children and young people. |

# Other Areas for Further Development and Action

10.1 Equality outcomes are not all that the Council Family do to tackle inequalities in the City. There are a number of areas of activity where evidence continues to be gathered and approaches developed. Although their current status does not support our evidence-based outcome approach, these areas will be closely monitored and reported on in the mid-term review of outcomes. We will look to enhance our evidence base for these areas and where appropriate develop outcomes that reflect the delivery aims of clear targeted work. These include:

Black Lives Matter

10.2 In line with the motion approved by the Council in September 2020; the Council acknowledges the anger, frustration and anguish of our black citizens who experience racism in their daily lives and who expressed that through joining Black Lives Matter protests and in online teach-ins across Scotland during the summer.

10.3 Much work in these areas has been undertaken; and will continue to be undertaken across the Council by key strategic groups; including but not limited to; the BME Employment Working Group, the Hate Crime Working Group, Education Services and the ongoing work of both Glasgow Life ‘s Agent for Change and, their newly appointed Museum’s Curator (Legacies of Slavery & Empire).

## Forum of Faiths

10.4 Originally founded in 2002, the Forum was reinvigorated in 2020 to reflect on the fact that there had been a gap, both in terms of a consistent civic engagement with the Lord Provost’s office; and a more policy focussed link to the Chief Executive Department; in order to directly raise matters relevant to faith groups, that could inform the Council’s approach to the Public Sector Equality Duty.

10. The purpose of the group includes; promotion of good relations/community cohesion, provision of advice to public bodies, acting as a consultative forum on local issues for local government and directly link faith groups to the civil and policy infrastructure of the city. As work develops across these areas; we will reflect in equality progress updates, on the development, scope and activities of the Forum.

# Next Steps

11.1 Development of actions and measures will be ongoing throughout 2021, working closely with officers from the Equality Working Group, the Glasgow Equality Forum and wider Third Sector. The action plan and baseline will be reported, in line with the first year of the outcomes.

11.2 We will work to set ambitious actions, which are more robust and demonstrate impact rather than volume. This may not always possible due to the nature of the work delivered, however it is something we will continue to improve. When we report on progress, we will also include more comparative data where possible. We will align equality-related performance reporting with existing public performance reporting and embed actions within the Council’s annual service planning documents (the ASPIRs).

**Appendix 1: Council Family Equality Outcomes 2021 to 2025**

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| **Outcome 1** |
| **An increased proportion of women, black and minority ethnic people, younger people, disabled people and LGBTI+ are supported to enter employment or training.** |
| *General Duty: Advancing equality of opportunity* | *Strategic Plan Theme: A Thriving Economy* |

| **WHY WE HAVE PRIORITISED THIS OUTCOME** |
| --- |
| The Council’s vision for Glasgow to be a world class city with a thriving, inclusive, economy where everyone can flourish and benefit from the city’s success. Employment rates across the identified groups are still below the Scottish average and continue to be a priority for Glasgow. The impact of COVID-19 has resulted in greater levels of unemployment and it is estimated that the unemployment rate in Scotland could take between 3 and 6 years to recover to pre-crisis levels. To improve the economic outcomes of people with protected characteristics, we will continue to support people into employment and training opportunities, specifically people who face additional barriers because of a protected characteristic.**Employment Rates of People of Working Age (16 to 64 years)***Source:* *[Annual Population Survey](https://www.gov.scot/publications/regional-employment-patterns-scotland-statistics-annual-population-survey-2017/pages/5/) (2019)*

|  |  |  |
| --- | --- | --- |
|  | Glasgow | Scotland |
| Employment Rate (16 – 64 years) | 67.3% | 74.8% |
| Black and Ethnic Minority | 47.8% | 59.3% |
| Disabled People | 45.2% | 49% |
| Young people (16 to 24 years) | 47.5% | 57.9% |
| Women | 66.9% | 71.7% |

In Scotland, the employment rate for the minority ethnic population aged 16 to 64 was 59.3%. This is lower than the rate for white population (75.7%) giving a gap in employment rates between minority ethnic and white of 16.4 percentage points. The white population has consistently had an employment rate that exceeds the minority ethnic population. The minority ethnic employment gap was much higher for women than men. For women the gap was 22.0 percentage points and for men it was 9.5 percentage points.Across Scotland, the employment rate for the disabled population was 49.0% which was significantly lower than the employment rate for those not classed as disabled (81.6%). In 2019, the disability employment gap was 32.6 percentage points, lower than the gap the year before which was 35.5 percentage points. Glasgow has one of the lowest youth employment rates in Scotland of 47.5%, although it should be noted that youth employment rates in university areas are likely to be lower due to higher levels of economically inactive students.*Source:* Annual Population Survey 2019Sex also plays a role in someone’s economic outcomes, and although the gender pay gap in Scotland has improved over the last few years, there is still a difference of 4% between men and women’s pay levels.*Source:* [*Office of National Statistics*](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020)Further support is required to support LGBTI+ young people to enter training and employment. From a survey carried out by LGBT Youth Scotland in 2018, 18% of respondents were unemployed, significantly above the unemployment rate in Scotland of 4.2%.*Source: LGBT Youth Scotland -* [*Life in Scotland*](https://www.lgbtyouth.org.uk/media/1354/life-in-scotland-for-lgbt-young-people.pdf) |

| **How We Will Deliver this Outcome** |
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| **Areas that will be considered for potential action, but not limited to:** | * European Regional Development Fund
* Community Business Boost Programme
* Glasgow Guarantee
* Apprenticeship programme
* RSBi
* Adult learning (literacy and numeracy)
* ESOL classes
* European Social Fund
* The Scottish Government’s Young Persons Guarantee
* Draft Transport Strategy Outcome: Transport responds and contributes to continued and inclusive economic success and a dynamic, world class city
* LGBTI+ Working Group
 |
| **Linked Strategies and Plans:**  | * [Glasgow Economic Strategy](http://www.glasgow.gov.uk/CHttpHandler.ashx?id=36137&p=0) and its [refresh](http://www.glasgow.gov.uk/CHttpHandler.ashx?id=48028&p=0).
* Economic Recovery Plan
* [Glasgow Community Learning and Development Plan](https://www.glasgowcpp.org.uk/CHttpHandler.ashx?id=42691&p=0)
* [Glasgow’s Volunteering Strategy](http://www.volunteerglasgow.org/downloads/Glasgows-Volunteering-Strategy-2019-24-as-presented-to-GCPP-26-03-2019.pdf)
* [Disability Employment Gap Action Plan](https://www.gov.scot/news/tackling-the-disability-employment-gap-1/)
* [People Make Glasgow Fairer Strategy](https://www.glasgow.gov.uk/CHttpHandler.ashx?id=35640&p=0)
* [Digital Glasgow Strategy 2018 - 2023](https://www.glasgow.gov.uk/CHttpHandler.ashx?id=43572&p=0)
* Inclusive Growth Programme
* [Child Poverty Delivery Plan](https://www.gov.scot/binaries/content/documents/govscot/publications/impact-assessment/2018/03/tackling-child-poverty-delivery-plan-2018-22-annex-3-equality/documents/00533633-pdf/00533633-pdf/govscot%3Adocument/00533633.pdf)
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| **Outcome 2** |
| **Disabled people, black and minority ethnic people and older people have an improved experience in accessing services that meet their needs through more regular and systematic involvement in design of service delivery across the Council Family.** |
| *General Duty: Fostering good relations and Advancing equality of opportunity* | *Strategic Plan Theme: Resilient and Empowered Neighborhoods and* *A Well Governed City That Listens and Responds* |

| **WHY WE HAVE PRIORITISED THIS OUTCOME** |
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| We aim to empower our citizens, giving them a stake, and a say, in what happens in their local communities and communities of interest and the services they use. Stakeholders responded to our consultation to ask that we involve people with protected characteristics more systematically in our decision making and design at the earliest possible stage, and we have set a commitment to ensure this happens and that services meet the needs of all of the city's residents. Percentage of respondents who agree or strongly agree:

|  |  |
| --- | --- |
|  | 2019 |
| The council rarely takes residents’ views into account when making decisions that affect them | 41% |
| Would like to be more involved in decisions that affect their area | 52% |
| The council designs its services around the needs of the people who use them | 43% |

*Source:* [*Glasgow Household Survey*](https://www.glasgow.gov.uk/article/17712/Glasgow-Household-Survey-GHS)Those aged 16 – 34 (31%) and black and minority ethnic people (35.4%) were least likely to agree that the Council rarely takes local residents’ views into account when making decisions that affect them. People with a disability in the household were the most likely to agree (46.9%).People who identified as black and minority ethnic were the most likely to agree that the Council designs its services around the needs of the people that use them (56.5%). Women (39.2%) and those with a disability in the household (41.1%) were less likely to agree. Black and minority ethnic people (60.2%) and younger people were more likely to want to be involved in decisions that affect their local area. People with a disability (41.9%) in the household and those aged over 65 were least likely to want to be involved. (65 – 74 years 31.3%, 75+ 21.3%)The findings from the Glasgow Household Survey and the consultation we conducted to develop these Equality Outcomes suggests that there is more we can do to ensure that people do not experience barriers when accessing our services. We will continue to work to improve access to the services we deliver as well as satisfaction with these services.Percentage of respondents who agree or strongly agree

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|  | 2019 |
| Overall satisfaction with Council Family services | 67% |
| Overall satisfaction with Council Family services (BME) | 73% |
| Overall satisfaction with Council Family services (Disability in the household) | 64% |
| The Council provides high quality services | 48% |
| The Council provides high quality services (60 – 74) | 39% |
| *Source:* [*Glasgow Household Survey*](https://www.glasgow.gov.uk/article/17712/Glasgow-Household-Survey-GHS) |  |

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| **How We Will Deliver this Outcome** |
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| **Areas that will be considered for potential action, but not limited to:** | * Targeted actions should be considered for each characteristic
* Thriving Places
* Participatory Budgeting
* Community Empowerment
* Community Councils
* Consultations - different techniques for different target groups
* Accessibility of public spaces
* Placemaking Principles
* Recovery Plans
* Community development approaches in local communities.
* Draft Transport Strategy Outcomes: ‘Transport has a positive role in tackling poverty, improving health and reducing inequalities’ and ‘Places are created where we can all thrive, regardless of mobility or income, through liveable neighbourhoods and an inclusive City Centre.
* Contact Centre
* Information for staff on translations
* Contact Scotland Training
* Museum and Art Gallery access
* Sports and Physical Activity
* Financial Support
* Roads and pavements – safe access for people living with a disability and older people
* Availability of information about services in an accessible format via our websites or social media
* LGBTI+ Working Group
 |
| **Linked Strategies and Plans:**  | * [Locality Planning](https://www.glasgowcpp.org.uk/index.aspx?articleid=16044)
* [Community Plan](https://www.glasgowcpp.org.uk/CHttpHandler.ashx?id=39367&p=0) and [Action Plan](https://www.glasgowcpp.org.uk/CHttpHandler.ashx?id=40944&p=0),
* [Consultation Principles](https://www.glasgow.gov.uk/CHttpHandler.ashx?id=1487&p=0) and [Guidance](https://www.glasgow.gov.uk/CHttpHandler.ashx?id=44861&p=0)
* [Community Learning and Development Plan](https://www.glasgowcpp.org.uk/CHttpHandler.ashx?id=42691&p=0)
* National Standards for Community Engagement
* GCHSCP [Participation and Engagement Strategy](https://glasgowcity.hscp.scot/participation-and-engagement-strategy)
* GC IJB [Strategic Plan and Locality Plans](https://glasgowcity.hscp.scot/node/92)
* GCHSCP [Consultation Guidelines](https://glasgowcity.hscp.scot/publication/consultation-good-practice-guidelines-full-version)
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| **Outcome 3** |
| **Service users are provided with information accessible to them on services provided by the Council Family particularly, those who face barriers through disability, language and digital exclusion.** |
| *General Duty: Advancing equality of opportunity* | *Strategic Plan Theme: A Well Governed City That Listens and Responds* |

| **WHY WE HAVE PRIORITISED THIS OUTCOME** |
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| The findings from the Glasgow Household Survey and the consultation we conducted to develop these Equality Outcomes suggests that there is more we can do to ensure that people do not experience barriers when accessing our services. One way we will do this is by improving the information about the services available and how to access them as well as ensuring that information is available in a suitable format for the target audience. Responding to COVID-19 has highlighted the importance of how we share information with Glasgow residents, particularly those who face barriers due to their protected characteristic or those who are digitately excluded.Percentage of respondents who agree or strongly agree

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|  | 2019 |
| The council is good at letting residents know about the services it provides | 39% |

**Online Service Use:**Respondents aged 16-24 years were more likely to have a lack of awareness of council’s online services (20%) compared to the average (14%). Those aged 65+, were more likely than average to say they did not like using computers (33% compared with 13%) and did not have access to the internet (25% compared with 10%). BME residents were more likely than non-BME residents to say they were not aware any of the council’s online services were available (21% compared with 13%).*Source:* [*Glasgow Household Survey*](https://www.glasgow.gov.uk/article/17712/Glasgow-Household-Survey-GHS) |

| **How We Will Deliver this Outcome** |
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| **Areas that will be considered for potential action, but not limited to:** | * Inclusive Communications
* Web accessibility
* BSL translations
* Use of translated materials for service communications eg Roads and Lighting
 |
| **Linked Strategies and Plans:**  | * [Connecting Scotland Strategy](https://connecting.scot/)
* [Digital Glasgow Strategy 2018 - 2023](https://www.glasgow.gov.uk/CHttpHandler.ashx?id=43572&p=0)
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| **Outcome 4** |
| **Glasgow’s work to end violence against women and girls results in:** * **women and girls can access the right services based on identified need and are protected from further harm;**
* **experiences of women and girls inform the planning and activity to eradicate gender-based violence; and**
* **prevention approaches support tackling the root causes of violence against women and girls**
 |
| *General Duty: Eliminating discrimination, harassment and victimisation* | *Strategic Plan Theme: A Well Governed City That Listens and Responds* |

| **WHY WE HAVE PRIORITISED THIS OUTCOME** |
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| Violence against women and girls is a global issue and one that we all have a part to play in finding the right solutions to ensure safety and wellbeing for everyone who lives, works or visits the city. The risk of domestic abuse has been magnified by the COVID-19 pandemic and the resulting lockdown. As well as escalations in abuse and increased difficulty in accessing help.On 1st April 2019 the Domestic Abuse (Scotland) Act 2018 was enacted. This piece of legislation criminalised behaviour known as coercive control. In the first year this legislation was in place 1,681 crimes were recorded. Of those new crimes, 94% (or 1,577) involved a female victim and 6% (or 104) had a male victim.*Source:* [*Scottish Government*](https://www.gov.scot/publications/recorded-crime-scotland-2019-2020/)* **Proportion of the population who have been subject to domestic abuse.**

*Source:* [*Scottish Government*](https://www.gov.scot/publications/domestic-abuse-recorded-police-scotland-2017-18/)There were 112 incidents of domestic abuse recorded by the police in Scotland per 10,000 population in 2018-19. At a local authority level, Glasgow City (147) recorded the highest incident rates per 10,000 population. * **Number of recorded incidents of domestic abuse.**

*Source:* [*Scottish Government*](https://www.gov.scot/publications/domestic-abuse-scotland-2018-2019-statistics/pages/4/)In 2018/19 there were 60,641 incidents of domestic abuse recorded by the police in Scotland, an increase of 2% on the previous year. Where sex was recorded, around four out of every five incidents of domestic abuse in 2018-19 had a female victim and a male accused. This proportion has remained very stable since 2011-12. In 2018-19, 16% of domestic abuse incidents involved a male victim and a female accused (where sex was recorded). Again, this proportion has remained stable since 2011-12 (ranging from 16% to 18%).Sexual crimes account for 5% of all crimes recorded in Scotland in 2019-20 (13,364). *Source:* [*Scottish Government*](https://www.gov.scot/publications/recorded-crime-scotland-2019-2020/) |

| **How We Will Deliver this Outcome** |
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| **Areas that will be considered for potential action, but not limited to:** | * Drawn from Glasgow Violence Against Women Partnership Strategic Delivery Plan
* Intersectional issues, including black and minority ethnic women and members of LGBTI+ community
 |
| **Linked Strategies and Plans:**  | * Glasgow Violence Against Women Partnership Strategic Delivery Plan
* [Equally Safe,](https://www.gov.scot/publications/equally-safe-scotlands-strategy-prevent-eradicate-violence-against-women-girls/)
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| **Outcome 5** |
| **LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to;*** + **prevent hate crime before it happens**
	+ **encourage people to report hate crime when it happens**
	+ **improve service responses to victims**
 |
| *General Duty: Eliminating discrimination, harassment and victimisation* | *Strategic Plan Theme: A Well Governed City That Listens and Responds* |

| **WHY WE HAVE PRIORITISED THIS OUTCOME** |
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| Hate crime is any crime motivated by prejudice against someone because of their actual or perceived: race, sexual orientation, religion, disability or transgender identity.We take a zero tolerance approach to Hate Crime and are committed to ensuring that all of Glasgow's residents are equally able to live, work and study without fear of being targeted due to an aspect of their identity. Along with our partners, we work to increase awareness of hate crime, prevent hate crime from happening, encourage reporting when it does happen and, ultimately, put a stop to it.Hate Crime: Number of Charges Reported in Glasgow

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|  | **2019/20** |
| Racially aggravated crime | 689 |
| Religiously aggravated crime | 254 |
| Disability aggravated crime | 70 |
| Sexual orientation aggravated crime  | 343 |
| Transgender identity aggravated crime | \*Under 5 |

\*Under 5 noted so as not to identify individuals*Source:* [*Crown Office and Procurator Fiscal Service*](http://www.copfs.gov.uk/publications/equality-and-diversity)Percentage of respondents who were aware that they could report to the police about being insulted, pestered or intimidated through….

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|  | 2019 |
| The Police Scotland website | 61% |
| A Third Party Reporting Centre | 23% |

*Source:* [*Glasgow Household Survey*](https://www.glasgow.gov.uk/article/17712/Glasgow-Household-Survey-GHS)From the 2019 Glasgow Household Survey: * 22% of respondents to the Glasgow Household Survey worried about being insulted, pestered or intimidated based on their protected characteristics; 10% worried about sectarianism; 6% in relation to their ethnic origin or race, disability, religion, or gender; 4% in relation to their age; 3% their sexual orientation; and 2% their trans status.
* 76% of those who had experienced hate crime or harassment had not reported the most recent incident.
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| **How We Will Deliver this Outcome** |
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| **Areas that will be considered for potential action, but not limited to:** | * Actions and measures for 2021 to 2025 will be aligned to the themes of the Glasgow Hate Crime Strategy:
	+ Prevention - We will work together to stop hate crime before it happens
	+ Reporting - We will work together to encourage people to report hate crime when it happens
	+ Responding - We will work together to improve Glasgow's service responses to victims
 |
| **Linked Strategies and Plans:**  | * [Glasgow Hate Crime Strategy](https://www.glasgow.gov.uk/hatecrime)
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| **Outcome 6** |
| **The importance of tackling social isolation and loneliness is recognised and prioritised through our work with partners** |
| *General Duty: Fostering good relations* | *Strategic Plan Theme: A Healthier City* |

| **WHY WE HAVE PRIORITISED THIS OUTCOME** |
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| Loneliness and social isolation can have a powerful negative effect on health, well-being and life chances. We believe that tackling this effectively is fundamental to improving the health of Glaswegians and effectively tackling health inequalities. The COVID-19 pandemic has accentuated this issue, making it harder to be with others and social and leisure activities restricted. Research and testimonials have indicated that social isolation and loneliness has had an impact across the protected groups, more so for groups already at risk prior to the pandemic.* 6%of adults have contact with family, friends or neighbours less than once or twice a week
* 21%feel that they don’t have a strong sense of belonging to their local community

*Source:* [*Scottish Household Survey*](https://www.gov.scot/%20binaries/content/documents/govscot/publications/%20statistics-publication/2018/09/scotlands-people-annual-report-results-2017-scottish-household-survey/documents/scotlands-people-annual-report-2017/scotlands-people-annual-report-2017/%20govscot%3Adocument)* 11% of adults in Scotland often feel lonely, and 34% feel lonely sometimes

*Source:* [*The Mental Health Foundation (2010).*](https://www.mentalhealth.org.uk/sites/default/files/the_lonely_society_report.%20pdf)* 31.5% of working-age adults who were disabled or off work for long periods due to illness were “frequently lonely”
* 17% of men and 15% of women living in deprived areas reported “frequent loneliness”

Source: [Loneliness in Glasgow’s Deprived Communities. GoWell](http://www.gowellonline.com/assets/0000/3722/GoWell_%20Briefing_Paper_BP_22_Loneliness.pdf)A series of short films and case studies from the Glasgow Health Commission can be found on our [website.](https://www.glasgow.gov.uk/improvingmentalhealth)Other Research and Testimonials:* [Glasgow Health Commission](https://www.glasgow.gov.uk/CHttpHandler.ashx?id=39411&p=0)
* Local Government Association. [Combating Loneliness, A guide for local authorities.](https://www.local.gov.uk/sites/default/files/documents/combating-loneliness-guid-24e_march_2018.pdf)
* [Jo Cox Commission on Tackling Loneliness](http://www.jocoxloneliness/org)
* [Supercharged: a human catastrophe](http://gda.scot/about-us/publications/2219/supercharged-a-human-catastrophe)
* [The impact of the Covid-19 pandemic on equalities and human rights](http://equalityupdates.org.uk/the-impact-of-the-covid-19-pandemic-on-equalities-and-human-rights/)
* [Social isolation and loneliness in Scotland: a review of prevalence and trends. NHS Health Scotland.](http://www.healthscotland.scot/media/1712/social-isolation-and-loneliness-in-scotland-a-review-of-prevalence-and-trends.pdf)
 |

| **How We Will Deliver this Outcome** |
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| **Areas that will be considered for potential action, but not limited to:** | * Priority in the Glasgow Community Fund
* Investment to strengthen social cohesion
* Awareness raising for front line staff
* Public Health Oversight Board
* Promoting social inclusion and community cohesion through cultural and creative activities.
* Promoting access to support and advice that enables people to develop and improve their financial capability.
* Draft Transport Strategy Outcomes: ‘Transport has a positive role in tackling poverty, improving health and reducing inequalities’ and ‘Places are created where we can all thrive, regardless of mobility or income, through liveable neighbourhoods and an inclusive City Centre
 |
| **Linked Strategies and Plans:**  | * Social Recovery Taskforce Action Plan
* [A Connected Scotland Strategy](https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2018/12/connected-scotland-strategy-tackling-social-isolation-loneliness-building-stronger-social-connections/documents/connected-scotland-strategy-tackling-social-isolation-loneliness-building-stronger-social-connections/connected-scotland-strategy-tackling-social-isolation-loneliness-building-stronger-social-connections/govscot%3Adocument/connected-scotland-strategy-tackling-social-isolation-loneliness-building-stronger-social-connections.pdf?forceDownload=true)
* People Make Glasgow Fairer
* Glasgow Community Plan/Community Action Plan
* [Health Commission](https://www.glasgow.gov.uk/CHttpHandler.ashx?id=39411&p=0)
* Financial Inclusion Strategy
* Community Learning and Development Strategy
* [Community Learning and Development Plan](https://www.glasgowcpp.org.uk/CHttpHandler.ashx?id=42691&p=0)
 |

**Appendix 2: Council Family Equality Outcomes 2021 to 2025: GCC as an Employer**

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| **Outcome 7** |
| **Glasgow City Council create and celebrate a diverse and inclusive workplace.** |
| *General Duty: Fostering good relations* | *Strategic Plan Theme: A Well Governed City That Listens and Responds* |

| **How We Will Deliver this Outcome** |
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| **Action** | **Why** | **Measurement** |
| Develop Equality Diversity & Inclusion Strategy & Action Plan outlining activity to increase diversity and inclusiveness of the organisation and mitigate the impact of COVID19*Protected Characteristic: All* | Brings all activity together in one place including day to day and specific outcomes | CMT, Committee approval & UpdatesInclude Governance Structure to drive service activity. |
| Work with employees to bring together ED&I activities and showcase GCC as a Diverse Employer & Inclusive Employer*Protected Characteristic: All* | To assist cultural change.Showcase what we're doing.Internal and external activity to showcase us as an employer of choice. | Celebration Event YearlyPost Event feedbackMe@GCCActivity to influence and assist achievement of other outcome. |
| Develop a package of ED&I Training to support employees *Protected Characteristic: All* | * Feedback is it's needed
* Building on what we have already planned
 | * Materials developed
* Usage
* Training delivered
 |
| Develop our ED&I Peer Support Networks to deliver events on digital platforms to mitigate the impact of COVID-19 and connect with as many employees as possible*Protected Characteristic: All* | * Required due to COVID-19
* Feedback is that out with city centre people can't attend or don’t know about networks.
 | * Events held online
* Attendance Figures
* Membership Numbers
 |
| Develop guidance to assist the creation of local ED&I activities and networks linked to overall organisational activities*Protected Characteristic: All* | * Expand reach of ED&I activity from out with city centre
* Assist change culture
 | * Guidance developed
* Links to central groups
* Local groups established
 |
| Take action to encourage employees to disclose demographic information by raising awareness of why this information is collected and how it used. *Protected Characteristic: All* | * Carried forward outcome
* ED&I Celebration Activity should assist
 | * Reduction in non-disclosure
 |
| Develop a package of independent ED&I Support for employees through our Employee Assistance Provider*Protected Characteristic: All* | * Follows on from phone lines
* Independent
* Available through EAP
* Assist cultural change
 | * Calendar of events planned
* Attendance levels
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| **Outcome 8** |
| **Black and minority ethnic people and disabled people have increased representation within Glasgow City Council’s workforce** |
| *General Duty: Advancing equality of opportunity* | *Strategic Plan Theme: A Well Governed City That Listens and Responds* |

| **How We Will Deliver this Outcome** |
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| **Action** | **Why** | **Measurement** |
| Continue work of BME Cross Party Working Group to increase BME Representation across the organisation and ensure BME employees are supported and developed.*Protected Characteristic: Race* | * Commitment has been made by committee already.
* To be representative of the city
* Continue on the work already done with a focus on reducing barriers to progression and increasing representation at all levels of the organisation.
* Race Equality Framework
 | * Activity included in ED & I Strategy & Action Plan
* CMT & Committee Scrutiny
* % of workforce
* Workforce progression statistics
* Tailored development activity.
 |
| Continue to work with BME Partner Organisations to deliver programme of positive action to increase BME representation in the organisation.*Protected Characteristic: Race* | * Carried forward activity
* Activity is happening and producing results this will continue this activity.
 | * % of BME
* Delivery of specific recruitment events
 |
| Establish a Cross Party Disability Working Group to increase Disabled Representation across the organisation and ensure Disabled employees are supported and developed.*Protected Characteristic: Disability* | * We are not representative of make-up of city.
* Replicate model used for BME activity with disabled specific organisations.
 | * Activity included in ED & I Strategy & Action Plan
* CMT & Committee Scrutiny
* % of workforce
* Workforce progression statistics
* Tailored development activity.
 |
| Rollout 'Disability Passports' to ensure we appropriately support employees with health conditions, disabilities or impairments.*Protected Characteristic: Disability* | * Feedback is there can be issues with reasonable adjustments
* Ensure we meet legislative requirements
* Assist change culture
 | * Guidance and rollout
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| **Outcome 9** |
| **Glasgow City Council has reduced barriers faced by women in the workplace.** |
| *General Duty: Advancing equality of opportunity* | *Strategic Plan Theme: A Well Governed City That Listens and Responds* |

| **How We Will Deliver this Outcome** |
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| **Action** | **Why** | **Measurement** |
| Progress Job Evaluation and update Equal Pay Policy Statement*Protected Characteristic: Sex* | * In line with commitment made to Job Evaluation.
 | * Achievement in line with agree plans
* CMT, Committee approval & appropriate working group Updates
 |
| Continue work of Gender Pay Gap Cross Party Working Group to reduce the inequalities experience by women in the workplace*Protected Characteristic: Sex* | * Commitment has already been made through full council motion and work started
* Link to Fairer Scotland for Women Strategy
 | * Activity included in ED & I Strategy & Action Plan
* CMT & Committee Scrutiny
* Gender pay gap and occupational segregation information
* Tailored development activity.
 |
| Further develop our Gender Pay Gap Reporting to include Ethnicity & Disability*Protected Characteristic: Race and Disability* | * Proposed legislation on this
* Shows our clear commitment to other actions we're taking around progression
 | * Publication of data
* Activity on back of data analysis
 |
| Achieve accreditation as an Equally Safe at Work Organisation (in line with Scottish Government rollout)*Protected Characteristic: Sex* | * Currently on shadow group of Scottish Government Pilot project
* CMT commitment given to progress
* Regularly raised by trade unions
* Supports other outcomes
 | * Achieve Accreditation
* Outcomes from implementation action plan
* Improved survey results
 |
| Analyse recent survey of employees returning from maternity or adoption leave to ensure the Council is meeting its aim of supporting pregnant women, adopters and working parents*Protected Characteristic: Sex, Pregnancy and Maternity* | * Carried forward outcome
* Survey work and consultation completed this will move this forward.
 | * Survey established and action plan developed
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| **Outcome 10** |
| **Glasgow City Council employees are supported to have improved mental and physical health and wellbeing.** |
| *General Duty: Advancing equality of opportunity* | *Strategic Plan Theme: A Healthier City* |

| **How We Will Deliver this Outcome** |
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| **Action** | **Why** | **Measurement** |
| Develop Health & Wellbeing Strategy & Action Plan to support our employees and mitigate the impact of COVID-19*Protected Characteristic: All* | * Brings all activity together in one place including day today and specific outcomes
 | * CMT, Committee approval & Updates
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| **Outcome 11** |
| **Glasgow City Council has progressed LGBTI+ inclusion in the workplace** |
| *General Duty: Fostering good relations and Advancing equality of opportunity* | *Strategic Plan Theme: A Well Governed City That Listens and Responds* |

| **How We Will Deliver this Outcome** |
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| **Action** | **Why** | **Measurement** |
| Take part in Stonewall Scotland's Workplace Equality Index to progress LGBTI+ Inclusion in the workplace *Protected Characteristic: Sexual Orientation* | * Recently became a member of Stonewall
* Commitment and accreditation to LGBT workforce in line with other ED&I accreditations
* Supports other outcomes
 | * Take part in index
* Outcomes from implementation action plan
* Improved survey results
 |

**Appendix 3: Council Family Equality Outcomes 2021 to 2025: Education Authority**

During the Pandemic Education Services are prioritising frontline support for schools, which has had an impact on consultation activities.

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| **Outcome 12** |
| **Glasgow City Council (Education Services) has developed a more strategic approach to delivering equality and diversity curriculum in schools that has been developed in partnership with the third-sector and achieves external validation where possible.** |
| *General Duty: Fostering good relations* | *Strategic Plan Theme: Excellent and Inclusive Education* |

| **WHY WE HAVE PRIORITISED THIS OUTCOME** |
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| In 2017 the HSCP Health and Wellbeing survey identified that LGB young people were had poorer mental health and wellbeing outcomes. This led to a strategic review of what supports were in schools and the school environment itself in relation to the experiences of LGBT young people. Part of this identified a need for curriculum review. We have worked with partners in identifying resources and this work continues, including the external verification through the LGBT Scotland Chartermark Award. In addition, the Scottish Government published guidance which included the need for schools to review their curriculums to reflect a more positive and equitable approach with LGBT children and young people, staff, families and the wider community.Further analysis of wider equalities needs with establishments Glasgow wide in September 2020 made it clear that whilst significant developments had taken place in some schools around LGBT developments, more work needed to be taken forward. This analysis also showed that more work was required across other protected characteristics, particularly race equality.The Black Lives Matter global campaign has galvanised many young people in our schools and this was clear in the recent Pupil Voice schools’ activity (December 2020). Young people want to see more race equality development, and this includes work on the curriculum. Our school leaders simultaneously highlighted the need for change through our existing communication channels. Furthermore, with our Third Sector partnerships, the Education Equalities Working Group identified the need to do more specific development work on race equality. We are working closely with Glasgow’s Parent Forum who have identified the need to develop actions in this area, particularly with parents, schools and communities.We intend to keep listening to our stakeholders and the actions we will take may increase and change over time.  |

| **How We Will Deliver this Outcome** |
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| **Areas that will be considered for potential action, but not limited to:** | To widen the participation in the Black Young People’s forum to help inform curriculum developments in school. To establish a Curriculum Dev Group (Social subjects) involving primary and secondary practitioners to collate and develop learning and teaching resources for Race Equality.To continue to develop our online platform to make more resources available to schools. This will include both Glasgow Online and GLOW tiles.* The EAL team will support schools in developing appropriate and relevant anti-racist and equality materials. They will encourage schools to consider their context in relation to the diversity of the community they serve when developing new resources and planning activities.
* To continue to work with schools to examine their curriculum to ensure that it is reflective of all our communities.
 |
| **Linked Strategies and Plans:**  | Education Equalities Working Group Action Plan 2020/21EAL Thematic Review and Action Plan |

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| **Outcome 13** |
| **Glasgow City Council (Education Services) has developed a more strategic approach to challenging discrimination in schools and ensuring that everyone is engaged in taking forward this approach.** |
| *General Duty: Eliminating discrimination, harassment and victimisation* | *Strategic Plan Theme: Excellent and Inclusive Education* |

| **WHY WE HAVE PRIORITISED THIS OUTCOME** |
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| Working with our partners in the Education Equalities Working Group, we had already identified focusing more on our race equality work as a priority for session 2020 onwards. The Black Lives Matter global movement have propelled the need for greater race quality and anti-racist work to be taken forward across society which, of course, includes our schools. All our previous work on leadership shows that for systemic change to take place there needs to be an emphasis on working with leaders to build their capacity, understanding and commitment to challenge structural and cultural discrimination to bring about real change. |

| **How We Will Deliver this Outcome** |
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| **Areas that will be considered for potential action, but not limited to:** | * Systemic Change in ‘Leadership of Race Equality’ training will be rolled out across Education Services establishments. Schools will be identified in a pilot activity to inform the wider training rollout. Our partner, CRER, Glasgow will support this programme.
* Education Services will work to support all schools in re-establishing and reviewing their Equality policy and procedures. With the headteacher being the lead for the Equalities Policy, all schools will ensure that all developments/plans linked to equalities work will be shared through school annual reporting procedures.
* To widen the participation of the Black Young People’s forum to enable the voices of black minority ethnic young people to influence developments in education.
* Psychological Services will undertake research into experiences of black Young People. This will assist in ensuring there is clearer understanding on challenges faced by black young people as well as considering staff support needs.
* Undertake a review to ensure that we make better use of the evidence that comes from the ‘Bullying and Harassment’ SEEMIS data.
* Develop our race equality training input to probationer teachers.
* Work closer with our Higher Education partners to support race equality and anti-racism to underpin our profession.
* Continue to develop our race equality training input to our leadership and Into Headship programmes.
* Promote events to encourage diversity in career considerations, including teaching.
* Organise events such as Pride Lite to promote equalities awareness and provide opportunities for young people to network.
* Continue to work with LGBT Scotland to engage schools in the Chartermark process since this encourages systemic change.
* Encourage more Early years establishments to be involved in the Gender Friendly nurseries initiatives.
* Encourage greater use of the EQIA approach with establishments.
* Continue to promote and develop the Sense Over Sectarianism programme.
* Continue to promote events and projects which highlight the Holocaust and the importance of combating discrimination.
 |
| **Linked Strategies and Plans:**  | Education Equality Working Group Action Plan 2020/21 |

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| **Outcome 14** |
| **Glasgow City Council (Education Services) has continued to improve outcomes in relation to attainment and achievement for children and young people including those experiencing socio-economic disadvantage, those for whom English is not their first language, those who identify as black and minority ethnic, and disabled children and young people.** |
| *General Duty: Advancing equality of opportunity* | *Strategic Plan Theme: Excellent and Inclusive Education* |

| **WHY WE HAVE PRIORITISED THIS OUTCOME** |
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| The need to improve attainment and achievement is the core aim of Education Services. The statistics from Focus (Glasgow’s data tool) and Insight (the national data school) show sustained improvement and we are driven to continue to improve for all our children and young people. |

| **How We Will Deliver this Outcome** |
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| **Areas that will be considered for potential action, but not limited to:** | * Take forward initiatives and activities which support recovery for children and young people following the Covid pandemic.
* To continue to support targeted programmes and developments to improve the attainment of children and young people.
* To continue to support targeted programmes and developments to improve the achievements of children and young people.
* Work with Third sector partners to support improvements in schools for disabled children and young people.
* Review the curriculum in ASL schools to ensure it is more personalised to meet the needs of learners.
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| **Linked Strategies and Plans:**  | Glasgow’s Improvement ChallengeGlasgow’s Additional Support for Learning Reform following the national ASL Review |