

# Progressing Equality Outcomes and Mainstreaming Equality

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Progress Report 2019



**Renfrewshire**  
Council

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## 1. Introduction

The report provides an update on our progress and is intended to meet our duties to report this progress publicly and in an accessible manner. The report provides information on the actions agreed to deliver each of our equality outcomes, along with information on what activities have been delivered in the reporting period from 2017-2019. The report also details a range of information that we are required to publish by the end of April 2019.

Renfrewshire Council is committed to embedding equality into all our functions. We know how challenging this can be, so are systematically assessing our progress through our Council Plan. This also means that progress against our overall Council Plan has equalities reporting as an integral part of it. You can find our Council Plan at <http://www.renfrewshire.gov.uk/councilplan>.

### 1.1 The Law & our duties

Equality law (The Equality Act) protects people from unfair treatment and asks public bodies like the Council to show how they make a positive difference to different groups of people.

The Equality Act 2010 brings together more than forty years of equality legislation and aims to make Britain a more equal society. It protects many people from unlawful discrimination. It covers “protected characteristics” which include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

We usually refer to people covered by the protected characteristics as “equality groups”. The Equality Act 2010 requires that all public bodies take account of the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality
- Foster good relations between different groups

The Act also asks key public bodies to publish a set of equality outcomes, which we did in 2017.

## 2. What we know about our communities

We used a range of data and analysis to inform our equalities outcomes in 2017. Much of the data used for this has not been updated significantly since then, and so it will not be repeated in any detail here. Renfrewshire, in common with most of Scotland has an ageing population. Renfrewshire is less ethnically diverse than Scotland as a whole, with almost 95% of Renfrewshire citizens identifying as

White Scottish or White British, although this shows signs of changing in our schools data. There is some evidence to suggest there are more disabled people in Renfrewshire than in Scotland as a whole. 20.5% of economically inactive people between 16-74 are long-term sick or disabled. We find that our highest rates of disability are also in our most deprived wards, as measured by the Scottish Index of Multiple Deprivation (SIMD). Reliable statistics on sexual orientation and gender reassignment remain an issue.

We have updated some of our monitoring data in specific Council service areas to understand better who our citizens are and how we can best meet their needs. Appendix 1 shows the quantitative data we have gathered about the equalities profiles of our children and young people in education. We find that our primary school rolls continue to become increasingly ethnically diverse.

In Renfrewshire, we have the Diversity and Equality Alliance in Renfrewshire (DEAR) Group, facilitated by our Community Planning Partnership. This group is formed by representatives of equality led local community groups and some national groups also. The group develops objectives and a workplan each year to further equalities work in the area. This group has been helpful in articulating aspirations for equality in Renfrewshire and checking what is going well and not so well. We are conscious that our equality led groups on the DEAR group do not represent all equalities groups in Renfrewshire and so national qualitative information has been used also. We have been proactive in ensuring that equalities led groups in Renfrewshire are involved with Council developments and the Council is responsive to articulated needs.

### **3. What we know about our staff**

In common with our communities data, our staff data has not changed significantly since the 2017 report. We have introduced a new piece of software in Renfrewshire Council, intended to support many business functions, including employee records. It will significantly improve the quality of the management information that the Council holds, and will support the continued promotion of equalities monitoring. Employees can now update their own records directly, which it is hoped will increase declaration rates for equalities monitoring. To ensure that full data can be extracted, the previous system has also been used. Our supplementary booklet provides the most recent detailed statistics in relation to our staff.

We have provided some commentary and analysis of our findings from our equalities data below, but more detailed information can be found in the accompanying Equalities Staff Data report.

#### **Headcount in the Council overall and in Children's Services (including Education)**

While broadly employees of Renfrewshire Council reflect the population they serve, there are some noteworthy patterns. We know we have an overrepresentation of women in Council employment, in common with most other Councils. Overall approximately 73% of our staff are female and this rises to 84% in Children's Services.

In terms of disability, our workforce significantly under represents the proportion of disabled people in Renfrewshire. 20% of Renfrewshire residents report that they experience a condition that affects their day to day activities a little or significantly, whereas Council staff only declare a 3% rate of disability and in Children's Services this drops to 2.5%. It is difficult to compare the ethnicity of Council staff overall and Children's Services staff in particular, to that of the local population because our declaration rates are low. While the data is limited, it gives some indication that Asian and African groups as well as Eastern European and other white groups may be underrepresented in Council employment. There also appears to be a slightly higher representation of those from mixed or other non-stated ethnic groups in the Council workforce. Our statistics related to religion look to be broadly in line with the local population, with perhaps a slight underrepresentation of the dominant local

religions (Church of Scotland and Roman Catholic), again a pattern also reflected in Children's Services. Both the Council and Children's Services have a slightly higher representation than the local community of people who identify with a religion which is not stated, and a lower representation of those declaring they have no religion. We find we are overrepresented in the groups from 31 years old to 60 years old, with our largest age group proportion falling within the 51 to 60 year old age profile (around 30% of our workforce). In Children's Services, the spread is relatively even within the 31 to 60 year old groups, but again underrepresentation below 31 years old and 61 years old and over.

The majority of our declaration rates for equalities monitoring have increased since last year which is positive. The 'prefer not to answer' rates vary by protected characteristic. We have full declaration of age and sex. For other protected characteristics our proportion of those preferring not to answer is around 30 to 40%. These declaration rates have improved by 3% to 4% since 2017 with the exception of ethnic origin which has seen a significant 33% increase. These general patterns also hold for Children's Services staff, where education staff are based. Our declaration rate is lowest for pregnancy and maternity in the Council overall and in Children's Services specifically.

### **Recruitment**

Our recruitment data for the Council reveals the rate at which applications convert into appointments for all applicants. Of all applicants, 2.9% are appointed overall. This equates to 1025 posts being filled from 35,370 applications. Caution should be applied within the interpretation of these figures, due to low numbers 'skewing' percentages and that the figures for applications cannot identify where there have been multiple applications from the same applicant. Women are slightly more successful in their applications having a 3.0% conversion rate compared to 1.9% for men. It is quite difficult to compare the conversion rates for ethnicity, but it appears that all minority ethnic groups have lower conversion rates, with the exception of those who identify as being from the Other – Arab and Caribbean groups and who prefer not to answer. Our sexual orientation figures look broadly in line with our average conversion rate, except for those identifying as being from a non-stated group having a lower rate, and people who prefer not to answer having a higher rate. The conversion rate for those with a disability is low, as it sits at 1.2%, whereas those who preferred not to answer this question have a conversion rate up at 8.2%. Most of our religious groups have average conversion rates of around 1.0% or above, with the exception of those applicants of Hindu and Jewish faith who have lower conversion rates.

### **Development**

We have looked at our corporate training and development figures, which include e-learning. Our split of training and development between men and women looks to be reflective of the overall proportion of men and women in overall Council employment. In terms of age, religion and sexual orientation, all groups are represented in the training and development figures broadly in keeping with the levels in overall employment. Low figures have hampered attempts at analysis of our pregnancy / maternity figures and ethnicity figures, which also look broadly in line. The number of disabled staff undertaking training and development is similar to their overall proportion in the organisation.

### **Retention**

We have compared the profile of our leavers to that of our overall headcount. As above, caution should be applied when looking at percentage figures due to low numbers. We find that while men only make up 27% of the workforce, they make up 29% of leavers. In terms of age, we find that those aged 51 to 60 years old are far more likely to leave, but this is not a surprise bearing in there are earlier options to access pension benefits. We find that 21 to 30 year olds are also much more likely to leave. They make up 20% of leavers, but only 13% of headcount. Those who are bisexual and gay

separately accounted for around 1% of leavers, while each of these groups comprise 0.5% or less of the workforce. There were no significant patterns related to religion or gender reassignment. As above, declaration rates for ethnicity are low and therefore lessen the reliability of this data. However, there is some indication that White Scottish employees are more likely to leave, and those from other ethnic backgrounds not stated or who identify as White – Other British are slightly more likely to leave than we would expect from the respective workforce figures. The pregnancy and maternity figures were so low, no patterns could be identified. Single people seemed more likely to leave and those married / in a civil partnership were less likely to leave than their headcount figures. While the disability declaration figures are low, with only 3.2% of staff declaring they have a disability, they make up 5% of leavers.

The data related to leaving method has also been difficult to interpret. Both women and men are most likely to resign as a method of leaving the organisation, in line with the overall proportion of women and men in Council employment. Retirement is another significant reason for men and woman to leave the organisation, and retiral totals are again consistent with overall Council workforce gender levels. A further key reason for leaving is temporary contracts coming to an end. This appears to impact on a higher proportion of men than women compared to the levels in overall employment. The propensity to resign from Council employment is highest for those aged 31 to 50 years old, with totals consistent with their proportion to the overall workforce. The figures for those leaving due to retirement are highest for those aged 51 years old and over as would be expected. Those aged 21 to 30 years old are most likely to leave Council employment due to the end of temporary contracts, at a level higher than would be expected from their workforce numbers.

#### **4. National research & issues affecting Renfrewshire**

EHRC's 'Is Scotland Fairer?' 2018 report gives updated data on those areas still experiencing significant inequalities and where those disparities are deepening or improving. The findings of this report have been fed into the local Community Planning Partnership and have acted as a springboard for some of the equalities related work across the partnership. The disability employment gap is also experienced in Renfrewshire and formed the basis for one of our outcomes developed in 2017. The gender pay gap has also been closely monitored within Renfrewshire Council and has been a priority to address. Renfrewshire Community Planning Partnership have used the EHRC report as part of the impetus for starting work to assess and improve local equalities data and information.

The new Fairer Scotland Duty was launched in Renfrewshire and addressing socio economic disadvantage is part of Renfrewshire's overall approach. Having the new duty enacted as part of the Equality Act means we have changed our equalities impact process to ensure it reflects socio economic considerations, rather than just relying on staff to include this as a matter of course in project and policy planning.

Our response to the BSL (Scotland) Act 2015 has been produced since our last equalities report. We are in the process of improving significantly our approach to British Sign Language (BSL), with the development of our BSL action plan. While the extensive consultation on the national plan gave us a good indication of views from Scotland's Deaf community, our Renfrewshire consultation gave us much more information about aspirations for BSL provision locally. We held a very lively and well attended event with Deaf BSL users in Renfrewshire. This was extremely helpful in developing our BSL Plan and revealing more general points to improve our accessibility. The Renfrewshire Council BSL Plan sets out our actions for improving Council practice and services for BSL users. There is some crossover with this equalities reporting process and so where particularly relevant, some elements of the plan are reflected in this report.

As Renfrewshire Council's 2017 Equality Outcomes and Mainstreaming report was being approved, further research was being undertaken with specific equalities groups in Renfrewshire. The first of these pieces of research was commissioned from University of the West of Scotland (UWS) by the Community Planning Partnership and comprised qualitative research with local Black and Minority Ethnic (BME) individuals and groups. The research set out to explore the perceptions of individuals representing Renfrewshire's largest visible and invisible ethnic minority communities on issues such as living in Renfrewshire, community engagement and experience of service provision. The research deployed a qualitative approach involving focus groups with four ethnic minority groups representing the Polish, Syrian, Indian-sub-continent and Black Afro-Caribbean communities. To a significant extent the findings reinforced what we heard while engaging with groups and individuals to develop our equality outcomes. This subsequent research has helped to strengthen our outcomes and better inform the implementation of them.

## **5. Mainstreaming Report**

Renfrewshire Council has been working hard since our last report to develop the implementation of our outcomes and bring together all the good practice going on in relation to equalities across the Council. We have detailed our mainstreaming activities in line with the new 2017 – 2022 Council plan. This means that the progress we are making, and measuring is reported on through mainstream mechanisms. Our 5 outcome areas are covered below, with the key areas of activity also provided for context.

### **5.1 Reshaping our place, our economy and our future**

Key areas of activity:

- Driving economic and cultural regeneration
- Growing our working age population
- Promoting learning and skills for life
- Driving our local economy/new sectors
- Delivering required infrastructure
- Promoting tourism
- Maximising the benefits from City Deal and City Region investment
- Supporting youth employment
- Fostering "Inclusive Growth"
- Regenerating town centres
- Being ready for Brexit
- Embracing digital opportunities

The Invest in Renfrewshire Employability Service supports unemployed people with additional and multiple barriers to prepare for and access work. The service offers a service to any unemployed person in Renfrewshire but the majority who use the service tend to be those most disengaged from the labour market. During 2018 the Invest in Renfrewshire team underwent a full service review to ensure that the key employability elements were fit for purpose for today's economic environment and most effective for the client groups supported by the service. A single, all age service, has been designed to provide a wide range of supports to anyone who needs it and the key advantages of the new service are:

- better integrate and align employability provision;
- increased co-location, outreach and sharing of services;
- mainstreaming areas of good practice around local programmes, local delivery models and local approaches;
- a new focus on maximising local opportunities from key growth sectors.

Over the last 18 months the team have delivered a joint employability project with the Criminal justice team and Scottish prison Service to raise awareness of employability opportunities for people serving community sentences, and those leaving prison, with a view to encouraging more people into employability programmes and services. The success of the programme (funded jointly by Scottish

Government and the Invest in Renfrewshire programme) has meant that the Invest Service will be mainstreaming this approach from April 2019.

A three year programme “Working Matters” to target very long term unemployed people with health conditions is due to end in March 2019. This is a City Region approach with the other 7 local authorities in the Glasgow City Region working collectively on employability and health issues. The main focus is to work with those with health conditions and to prepare them for a future return to work. For Renfrewshire the average length of unemployment is in excess of 14 years but with some clients being over 30 years out of work. The approach has been very beneficial to the development of new and different services and the Renfrewshire programme has significantly over performed against the targets set. The Invest team are mainstreaming some of the approaches into their main service provision from April 2019 and the Scottish Government have additionally procured alternative services for the client group until 2020 through their new FairStart Scotland programme.

We are undertaking much work to improve access to the historical environment, cultural events and performing arts and film for Deaf BSL users. Our Paisley Museum redevelopment project includes at its core involvement with a wide range of equalities groups, particularly those related to access needs, whether cultural accessibility, physical accessibility or sensory accessibility. This approach is mirrored in other redevelopments, such as the extensive engagement with disability led groups for the Paisley Town Hall redevelopment. We also continue to host weekly BSL learning sessions in Paisley Arts Centre, which are open to all and attended by many Renfrewshire Council employees.

Our CHEF funding continues to promote many equalities led arts organisations. In 2018, we also launched the Cultural Organisational Development Fund to support organisations to build and grow their capacity. The Fund is open to all groups, but particular care has been taken to raise awareness of the fund with local equalities led groups to ensure that diversity of the arts culture in Renfrewshire continues to grow. This has been done on a group by group basis and also through presenting to the DEAR group. The application process is also designed to support organisations to improve their equalities sensitive practice.

We have been developing our readiness for Brexit in a way that is responsive to the needs of our local communities and staff. Ongoing communication and cascading information when it is made available on the EU settlement scheme will continue to take place as we seek to reassure residents and staff.

In 2017 a major project was implemented to improve the infrastructure of Barshaw Park in Paisley and Robertson Park in Renfrew. The project concentrated on road and path reconstruction / resurfacing and the laying of new kerb lines to include drop kerbs at all path and road intersections. Additionally, in Barshaw Park the car park was completely resurfaced, overflow parking created, and additional parking bays designated for disabled badge holders. The work carried out to improve the roads and paths means that both parks are more welcoming and easier to negotiate for wheelchair / mobility scooter using visitors, and also for less mobile and visually impaired users.

We are currently developing revised plans with the local community for the Tannahill area of Ferguslie Park to regenerate the area. This significant piece of work follows previous consultation with the local community and these new proposals are currently being consulted on. The approach recognises the diversity of the community and the need to tackle socio economic inequality through the Fairer Scotland duty.

Our DigiRen project continues to grow and support those most excluded from the use of digital. Previously we reported on our project to build digital skills with disabled people and older people, in partnership with local voluntary sector organisations. The Community, Housing and Planning Service have now mainstreamed this project into all 10 sheltered and amenity housing complexes and beyond, with digital skills training being provided to over 400 older tenants. Digital training and access work

also continues through the Disability Resource Centre and ROAR (older adults organisation) joint work, which was initiated by our DigiRen work. Renfrewshire Council's accessible IT suite at the Disability Resource Centre provides IT access for many disabled residents and plans are in place to provide more training and access support to ensure as much access as possible to these resources.

## **5.2 Building strong, safe and resilient communities**

Key areas of activity:

- Empowering communities
- Working with partners to keep people safe
- Embedding community justice arrangements
- Protecting children and adults
- Supporting vulnerable people
- Tackling issues related to private landlords
- Tackling serious and organised crime
- Ensuring availability of affordable housing
- Driving housing regeneration
- Supporting independent living and social isolation
- Providing high quality care and support services
- Delivering community based services
- Leading on civil contingencies and resilience planning

The community level governance review has given us the opportunity to ensure that equalities groups could feed into the review and the resulting partnerships can reflect the diversity of Renfrewshire. During the consultation phase, specific events were held in partnership with equalities led groups. For example, undertaking one consultation during a busy BME led advice drop in session, or others at young peoples' drop in events. New Local Partnerships have been established as a result of this review. During the set up phase, this focus on diversity ensured a range of equalities groups applied to be community representatives. The wider empowering communities agenda, including grant giving and asset transfer has allowed equalities led groups to access support and move forward with potentially running local assets.

Much work has been done to promote gender equality over 2017 and 2018. The 16 days of action to tackle Violence Against Women was launched with our annual Reclaim the Night march. This year there was a particular focus on young people, with many young people marching and attending the event at the Town Hall following the March. A high profile Women's Conference took place in November as part of the 16 days programme. This event brought local women from all walks of life together to celebrate the valuable work going on in Renfrewshire. 98 people attended the conference and participants were keen that this be made an annual fixture.

Over 160 Communities, Housing and Planning staff attended a staff conference in December 2018 where the key note speaker was the President of the CIH, speaking on the topic of domestic abuse and how housing professionals can make a difference.

Renfrewshire Multi Agency Risk Assessment Conference (MARAC) continues to contribute to safety planning for high risk victims of serious harm with a robust partnership approach and compliance with Renfrewshire's MARAC Operational Protocol. Since April 2017 there has been 207 MARAC referrals with 92 victims known to the Community Mental Health Team. It is known that people experiencing mental health problems will face additional barriers; to disclosing, being believed and to accessing services. As such they form a "hidden" group, whose voices are rarely heard. To help identify these barriers, basic Domestic Abuse training was rolled out to Renfrewshire Community Mental Health Service, sensitive routine enquiry, how to apply the Risk Identification Checklist (RIC) and referral pathways for practitioners to exercise their professional judgement.

Multi agency forums such as MARAC provide a framework in which agencies can upskill each other in their particular area of expertise and share examples of good practice to help establish links to fit the local need.

Other victim data such as 28 Disability referrals, 6 LGBTQ, 6 BME and 3 Male victims have been discussed at the Renfrewshire MARAC and in partnership with our colleagues within the Health and

Social Care Partnership. Training will continue to be rolled out to ensure early intervention approaches are applied to those victims who are currently or have suffered from Domestic Abuse. To date over 300 practitioners have received Domestic Abuse Training including Family Nurses, Health Visitors, Community Mental Health, Housing & Homeless Officers and children Social Workers.

Section 7 contains more detail on Renfrewshire's approach to Gender Based Violence (outcome 2), as it is integral to building strong, safe and resilient communities.

Part of the Strengthening Opportunities for Older People in Renfrewshire programme, the SOOPIR bus is now ready to be launched to provide transport for our sheltered and amenity housing groups including Forever Young, Cotton Club, Quality Circle and Cairn Heights for trips and activities that, until now, not everyone could attend. Provision of the bus may also be extended in future to allow other community groups to use this new form of accessible transport. The bus will allow people to retain their independence and address the issue of loneliness.

Street Stuff is Renfrewshire's multi-award winning youth engagement and diversionary project which has helped reduce youth disorder in every area of Renfrewshire in which it operates. The service is delivered throughout Renfrewshire in locations which are identified through the Renfrewshire Community Safety Partnership using relevant datasets. These include areas of multiple deprivation as well as areas with high incidences of youth disorder and anti-social behaviour. Partners in the project include; Renfrewshire Council, St. Mirren Football Club, Engage Renfrewshire, Police Scotland, and Scottish Fire & Rescue Service. Streetstuff engages with young people in their own community, in a fun and innovative way. It has been successful in reducing antisocial behaviour across Renfrewshire by improving engagement with those hardest to reach. The project has been a winner at the CoSLA, ROCCO Business, National Public Service and the National Risk Management awards.

Street Stuff are also delivering activities throughout the school holiday periods as part of the tackling poverty agenda providing football, gaming, DJ sessions and much more in the popular culture buses. A healthy meal is provided each day as part of the activities. There were over 6,000 recorded attendances during the summer at core evening activities and summer camps. The summer programme also provided more than 3,000 healthy meals to children and young people in Renfrewshire

Street Stuff is seen as a pathway to employment with participants encouraged to volunteer within the programme with many leading to sessional workers and progressing through College, University, Police, Fire and many more positive destinations.

Strong communities are at the heart of outcome three related to supporting Renfrewshire's equalities led community groups to have a strong and sustainable voice. More detail on this can be found in section 7.

### **5.3 Tackling inequality, ensuring opportunities for all**

Key areas of activity:

- Promoting skills and learning for life
- Fostering "Inclusive Growth"
- Developing new approaches to tackle in-work poverty
- Tackling drug and alcohol misuse
- Celebrating youth!
- Improving mental health and wellbeing
- Addressing health inequalities
- Tackling the poverty related attainment gap
- Driving attainment for all
- Delivering on expansion of early years provision
- Ensuring young people achieve positive, sustainable destinations
- Supporting young carers
- Celebrating diversity

Promoting active lifestyles

Our Council plan, through this outcome, recognises the important role community groups and employees have in developing and monitoring our equality outcomes.

We have recognised the read across between the Equality Act 2010 and the Child Poverty Act. As part of our mapping and engagement for Child Poverty Act reporting, we have ensured that we reflect the higher risk of poverty can sometimes be because of a protected characteristic.

Over 2018, we have delivered a vibrant and engaging 'Celebrating Youth' programme designed by, and for, our young people as part of the Year of Young People calendar of events. A youth events panel was recruited and supported by youth services and helped plan a key Year of Young People Halloween festival event. Our Annual Positive About Youth Awards also took place in November which celebrated the achievements of Renfrewshire's young. We also supported young carers, with approximately 50 Young Carer Statements being completed to date. Outreach work within secondary schools is growing and support groups are operational in three schools.

The ALISS network (formerly Well in Renfrewshire) has now been established, so people can find useful groups and contacts in an easily accessible way. The Integration Network – New Buddies – is still in the process of being set up, with the hope of securing funding for further development. This started as part of our work to welcome Syrian refugees but is being extended with the support of local BME led community groups.

In August 2018, the Education and Children's Services Policy Board approved a revised anti-bullying policy which is being implemented in all Renfrewshire Council schools. This policy states that the aim in Renfrewshire's schools is to create environments where bullying cannot thrive. The approach to tackling bullying is one where children's rights are promoted and respected, and where diversity is celebrated. The policy sets out explanations of prejudice-based bullying and protected characteristics as defined by the Equalities Act 2010.

In relation to specifically Lesbian, Gay, Bisexual, Transgender + (LGBT+), schools in Renfrewshire have worked variously with organisations such as Time for Inclusive Education, Stonewall Scotland, LGBT+ Scotland, and LGBT+ Youth Scotland, to promote and support the wellbeing of LGBT+ young people. As well as these, schools also make use of resources from organisations including the NHS, Respectme, and the Scottish Catholic Education Service.

Several secondary schools have LGBT+ groups for pupils, and in one school the group has developed PSE lessons for other pupils. Teachers reported that this had a positive impact on pupil relationships across the school. Another school is establishing an LGBT+ working group which will be made up of staff and pupils and will look at ways in which the school can make positive changes and celebrate diversity in Renfrewshire schools. In November 2018, teachers from each secondary establishment, including ASN schools, have been invited to attend training provided by LGBT+ Youth Scotland, in conjunction with Renfrewshire Health Improvement Team and Children's Services.

In 2017, Renfrewshire's two main parks, Barshaw Park and Robertson Park, benefitted from the addition of two all new children's play areas. The brief for the design of the play spaces required that they be an inclusive setting for children with many and varied abilities to play together in one shared space. Following on from the installation of the new play areas a new enclosed ability swing, designed specifically for wheelchair users, was added to both locations. This type of swing is rarely seen outside of supervised care settings but recent improvements to the design, and the use of standard RADAR key locks, mean that they can now be incorporated into unsupervised spaces such as public parks.

## **5.4 Creating a sustainable Renfrewshire for all to enjoy**

Key areas of activity:

- Driving carbon management activities
- Leading on local environmental management issues
- Addressing flood management issues
- Ensuring effective business regulation
- Supporting fairtrade

Keeping local places clean and attractive • Facilitating increased recycling and reducing waste • Supporting access to woodlands, public spaces, and cycling paths • Promoting sustainable food

The regeneration of the West End of Paisley is being undertaken with care to protect the needs of local residents, with many from BME backgrounds and older people. We also recognise the broader role for the area, as many local businesses in the area cater for a large diversity of cultural needs.

Our outdoor access strategy continues to be implemented to the benefit of wheelchair users and other people affected by mobility issues in accessing our parks and open spaces and being better able to participate in active travel. Equally improvements continue in the street scene and in the bus shelter facilities to improve access for those with mobility issues and also improve navigation for those with sensory impairments. We are continuing to monitor disabled parking bays in Renfrewshire to prevent misuse including processing Traffic Regulation Orders for all disabled parking places to make them legally enforceable through the warden service.

## **5.5 Working together to improve outcomes**

Key areas of activity:

- Ensuring financial sustainability • Providing good quality services • Delivering the Better Council Change Programme • Being ready for potential structural change e.g. education governance • Strengthening our partnership approach • Embedding a new approach to self-evaluation • Improving the customer journey/My Account • Implementing our agreed approach to workforce planning • Promoting learning and development opportunities for employees • Achieving employee recognition • Embracing new ICT developments and opportunities

Our new Business World system enables employees from across the organisation to update their equalities profiling information easily and securely. As part of the roll out of the system, staff have been encouraged to take ownership of their own data. It is hoped that this will improve confidence in the security of the data and so improve declaration rates.

The Lens intrapreneurship programme aims to harness and nurture creative and innovative problem solving ideas like entrepreneurs, but within our own organisation. Renfrewshire Council is the first local authority in Scotland to adopt the scheme which offers unique training and mentoring backed by financial investment. This allows members of staff from across the organisation, at all levels to pitch their ideas. Often these ideas address known inequalities. In our most recent round the 'Girls Night In' project was successful, recognising the particular needs of care experienced young women for personal development in an informal and supportive environment. In the previous round, the Renfrewshire Language Bank project recognised that interpretation support could be provided in a more responsive and locally based way.

Mental health first aid training has been rolled out to several service areas across the Council, with key staff now able to support colleagues. This is part of a wider approach to support disabled employees across the Council, with a focus on mental health, including for example the new Employee Disability Equality Network.

Our LGBTQIA+ Staff Network formed and grew over 2018/2019. The Network hosted a very successful meet and greet session for all employees in Autumn 2018, which contributed to increasing the number of representatives on the network. The Network now has several office bearers, including a Chair and Communication Liaison officer and a terms of reference to guide their work. They have developed a communications plan, with multi media channels being used for other staff to hear from the Network. There are plans in place for 2019, including IDAHOT Day and commemorating the Stonewall riots.

Renfrewshire Council has also taken the decision to fly a Rainbow flag during 2019, following agreement in 2018. The exact times for flag flying are to be agreed in consultation with local LGBT+ groups and the Staff Network.

We have developed a new Council website, with accessibility as the key focus. We are particularly working with older people and disabled people to ensure they can access council services online as easily as possible. This has come up as a priority from our consultation with Renfrewshire's Deaf community. A priority for the coming year will be increasing BSL presence on the Council website.

Our DEAR group shows good practice in working in partnership with the council as part of our community planning processes.

Face to face equality and diversity training was provided as part of the induction process for new Councillors in 2017. This helped to make attendees aware of their responsibilities with regard to checking for impact and other equalities issues in their decision making processes.

We remain a Disability Confident employer, undertaking regular reviews of our practices in relation to demonstrating robust recruitment, selection and retention of disabled employees. We work in partnership with ACCESS to WORK who help provide solutions and advice on supporting disabled employees to enter and remain at work.

We continue to invest in the health and wellbeing of our employees to strengthen employee resilience skills and support improved attendance at work. Over 300 employees across services attended Mindfulness Workshops, Drug Awareness sessions and Mental Health First Aider training in 2018/2019. Further employee wellbeing initiatives are planned to be delivered in partnership with our Occupational Health and Employee Assistance providers throughout 2019 and a new Health, Safety and Well-being Strategy 2019-2022 is being implemented in April 2019.

Our investment in the development of our employees is central to ensuring we have a flexible workforce with the right skills to reach their full potential and deliver the services of the future. Feedback from our 2018 People Development Review is informing a new suite of flexible learning and development options which will be offered out to employees throughout 2019. This will help to strengthen the resilience of our workforce and will be delivered using a more modern and inclusive approach, ensuring employees receive the necessary skills training on key subject matters on demand.

To support and expand career pathways and remove barriers that entry qualifications can bring, some of our employees began participating in the Graduate Level Apprenticeship programme during 2018. This is providing opportunities for employees who have often never been in formal higher education to gain Degree Level qualifications. Skills and experience are considered in the application process in addition to qualifications. These courses are free of charge, except for the time given for employees to attend. There is significant interest in 2019 courses.

As the future demand to use technology becomes more essential for work, life and learning, we continue to look at opportunities to develop employee digital skills. Our digital skills programme in 2018 saw approximately 100 front line employees complete training to improve their digital skills. A 'Digital Skills Leadership Board' has been established, which meets every 6 weeks focusing on digital challenges and innovations. Further development for the front line will be designed in 2019, and Office 365 sessions and digital taster sessions will be part of our Learning at Work week in May 2019.

To ensure that procedures and systems used to determine the pay and conditions of employment of all employees do not discriminate unlawfully and are free from bias, the Council has an Equal Pay Policy in place which is subject to regular review for relevancy and compliance. This policy outlines the Council's commitment to equal pay and the benefits for work of equal value for all employees.

## 6. Assessing Impact

Our impact assessment process has undergone some changes during 2018. It has been simplified, so staff can more easily highlight the key equalities issues and also the Fairer Scotland duty has been incorporated. Staff have found this helpful, as socio economic inequality and equality are often intertwined and so reflect the complexity of different interventions.

Our recent extensive consultation training is supporting an improvement in quality of EQIAs. It has skilled up staff across Council service areas to better seek out seldom heard voices, particularly from equality groups. They are now equipped with a range of tools and practiced skills to involve equality groups effectively. The network of good practice arising from the training is being spread across the Council, where members of staff can act as critical friends. In addition to the improvement this should lead to in our EQIA practice, it will ensure that equality groups are more actively and better involved in council developments.

There have been several high profile EQIAs related to the regeneration of Paisley town centre. Paisley Museum has been the most complex and involved EQIA so far. This EQIA process has moved forward following the various project phases. Initially this meant focussing on the building itself, to ensure features such as gender neutral toilets and appropriate disabled access can be included. This has moved on to how the space can be best used for the diversity of the community. Reporting on the progress against the actions has now been mainstreamed into project reporting milestones. The User Panels who are key resources for the Museum have been drawn from diverse backgrounds. This is the product of extensive engagement and dialogue with equalities led groups to ensure the panels include disabled people, Deaf people, older people, younger people and many other groups.

Other high profile impact assessments in the regeneration of Paisley town centre include the re development of Paisley Town Hall and the new Paisley Library. The Town Hall is a historic building and so has presented several challenges for physical accessibility. The project team has worked closely with the Renfrewshire Access Panel and others through the EQIA process to establish how best to ensure access and have come up with some creative solutions to meet the needs of local disabled people.

Our overall strategic planning documents, such as the new Council Plan and Community Plan have undergone overarching EQIAs to ensure that they have equality and diversity woven through them. This can present more of a challenge for an EQIA process, as such a broad range of areas are covered, but the process ensures that we are pulling these plans together using the local equality data, both qualitative and quantitative.

Further training and awareness campaigns are planned over 2018 to ensure that all staff remain aware of their responsibilities and are able to produce high quality impact assessments. This includes amending our Board reporting templates, so that officers can better reflect the findings of their EQIAs and better equip elected members with sufficient equalities information for them to make equalities sensitive decisions.

## 7. Equality Outcomes Progress

Renfrewshire Council's equality outcomes were developed in consultation with local equalities led community groups and as responses to local and national equalities data and research. The sections below explain what current activity is contributing to the outcomes; what activity is planned to contribute to the outcomes and what success will look like.

**Outcome 1: Public spaces improve access and promote dignity for disabled and older people**

Both disability led and older people led community organisations spoke about access and dignity when out and about. They spoke about this in terms of both outdoor spaces and indoor public facilities.

### Current Activity

- Renfrewshire Leisure, Renfrewshire Council, Renfrewshire Access Panel and other disability led groups have been in ongoing detailed discussion in relation to the Paisley Library, Paisley Town Hall and Paisley Museum projects. This ensures that physical accessibility remains paramount during the various project stages. Full equality impact assessments have been undertaken on these projects, with physical access one of the main priorities. This has allowed design work to incorporate all desired accessibility features. This process of engagement and accessibility checking will continue as the project phases progress. The Paisley Museum Re-Imagined team have recruited an Accessibility Panel to influence all aspects of design as it progresses. The team have been successful in ensuring that a range of accessibility needs can be covered by the groups, for example using British Sign Language or responding to the needs of those with autism.
- The installation of 10 Changing Places toilets has been approved by the Council and will contribute significantly to improving accessibility and dignity. The locations of the first set of facilities has been agreed in consultation with Renfrewshire Access Panel and are being installed.
- The Regulatory Functions Board made a decision on 31st October 2018 to agree to publish a designated list of wheelchair accessible taxis and private hire cars under section 167 of the Equality Act 2010, which legislation became effective in 2017. The effect of publishing this list is that taxi and private hire car drivers who drive one of the vehicles noted on this list will have a legal duty to carry and give specified forms of assistance to wheelchair passengers, failure to comply with which will be a criminal offence. The Regulatory Functions Board decided that the list should be published as at 31st May 2019. Renfrewshire Council's Civic Government Enforcement Officer has been continuing to attend meetings of the local Access Panel, who have been supportive of our taxi licensing approach on accessibility. While this is not a public space in itself, it addresses a clearly articulated need from Renfrewshire's disabled residents use taxis to travel to and use public spaces.
- Initial meetings have taken place with ROAR (Older peoples' organisation) and Renfrewshire Access Panel in relation to looking at common access issues when out and about. While the two organisations have differing priorities and methodology for this work, there is some overlap. Various council services have contributed to developing this work, which ranges from young people conducting street audits to specialist assessments from Renfrewshire Access Panel.

### Planned Activity

- Continue the EQIA process on to the next phases of the Paisley town centre capital projects, beyond physical accessibility.
- Link ROAR and Renfrewshire Access Panel with the appropriate Council services to take forward street scene work. Renfrewshire Access Panel may be able to act as the expert assessor.
- A consultation is currently taking place to develop a Renfrewshire Dementia Strategy. There may be the potential for developing further Dementia Friendly communities, following

Lochwinnoch. There may also be scope for Renfrewshire Council to become a dementia friendly organisation, depending on what arises from the consultation.

### Success Measures

Paisley town centre capital developments all have full impact assessments completed, with the appropriate local equality led community groups involved beyond the assessment.

Changing Places toilets are in place in appropriate places in Renfrewshire, having worked with Renfrewshire Access Panel on locations.

Audits of the street scene by specialist local equalities led groups show satisfaction.

### **Outcome 2: Our staff and communities fully understand the causes and consequences of gender based violence and are equipped to respond**

Women's groups told us about good work to tackle gender based violence happening locally, and an opportunity to make our new multi-agency strategy for gender based violence even better.

### Current Activity

- The new Gender Based Violence strategy was launched in 2018 - Equally Safe in Renfrewshire: [Renfrewshire's NO to Gender Based Violence Strategy 2018- 2021](#).
- In addition to contributing to national priorities, the strategy establishes four local priorities, which will greatly contribute to delivering this equality outcome:
  - Ensure strong partnership working within Renfrewshire's GBV Strategy Group
  - Provide high quality local services which meet the needs of victims and address the behaviour of perpetrators.
  - Improve the knowledge, skills and behaviour of local workers around GBV through training and awareness raising activity.
  - Improve the knowledge, skills and behaviour of the wider community around GBV through training and awareness raising activity.
- Housing services staff from Johnstone, Paisley and Renfrew attended training sessions to develop a better understanding of the impact of gender based violence within a housing setting. The sessions help staff to develop their expertise on domestic abuse and GBV more broadly; recognise the impact that coercive control has on victims; understand the need for appropriate, speedy and sufficiently detailed referrals; and understand the requirement of the duty to consider 'persons at risk of domestic abuse' as a priority category in housing legislation. The sessions also provided staff with an opportunity to contribute to developing a quick guide and referral process chart, which will be finalised in early 2019 and circulated to all staff within Housing Services.
- We became part of the Make a Stand campaign, which was launched in June 2018. It centres around a pledge that has been developed in partnership with the Domestic Abuse Housing Alliance (DAHA) and Women's Aid. Renfrewshire Council has signed up to the pledges, as follows:
  - Put in place and embed a policy to support residents who are affected by domestic abuse

- Make information about national and local domestic abuse support services available on Renfrewshire’s website and in other appropriate places so that they are easily accessible for residents and staff
- Put in place a HR Policy, or amend an existing policy, to support members of staff who may be experiencing domestic abuse
- Appoint a champion at a senior level in your organization to own activity you are doing to support people experiencing domestic abuse
- Now the pledge is signed we have until September 2019 to put the four elements in place. A small Working Group has been set up to deliver a Statement of Intent on domestic abuse for employees and we are currently working closely with colleagues within HR around creating a Renfrewshire Council Domestic Abuse Policy.

#### Planned Activity

- Safe and Together training will be rolled out to all staff in a Child Welfare setting, bringing international best practice to Renfrewshire’s approach to domestic abuse.
- Following the successful launch of the workplace domestic abuse policy, further training and publicity is planned for other service areas.

#### Success Measures

The action plan from the strategy is updated annually, with a progress report published during the 16 days of action. Performance indicators are included in the action plan, also available [here](#).

### **Outcome 3: Equalities-led organisations are supported to become sustainable and influential partners**

We recognise the role of a strong third sector, and in particular, the importance of community-led groups as sign posters, referrers and intermediaries for diverse communities accessing public services. Some of our smaller equalities-led community groups were keen to explore opportunities for collaboration and networking, and are concerned about sustainable funding arrangements. We’re also aware of representation gaps for some communities and voices that are rarely heard, and understand that the Council has an important role in facilitating this. This outcome has been subsequently reinforced by UWS research with local BME groups who felt that the Council could provide more support and resources to help BME led support organisations to build capacity.

#### Current Activity

- The new Community Plan: Our Renfrewshire and the new Local Partnerships are intended to put equalities led community groups at the heart of developments.
- The DEAR Group has grown and developed significantly in the last year and now supports many more organisations to network with one another.
- Undertaking a DEAR Group review to ensure the role and remit meet the needs of all involved and develop the new work plan.

#### Planned Activity

- Supporting the development of the New Buddies Integration Network.

- Completing a corporate review of grant giving and exploring further service level agreements should give some stability and sustainability to organisations who receive these funds.

### Success Measures

Increased number of equalities led community groups in Renfrewshire

New Buddies Network is in place and known by many Renfrewshire residents

### **Outcome 4: Council services are responsive to the needs of equalities groups, with well-designed and flexible services**

We received a lot of feedback from communities about making sure our services are accessible and meet the needs of diverse communities, both from a physical accessibility point of view – but also by improving the cultural competence of our services. We've started doing significant work around customer access, and equalities have been an important consideration in developing some of our digital channels. We intend to apply some of these principles more broadly to service design within the Council. This outcome has been subsequently reinforced by UWS research with local BME groups who felt that there should be more done to remove ignorance and tackle bullying, particularly in schools. There was also a recommendation that all BME people (not just new arrivals) should be made more aware of the council services available to them.

### Current Activity

- The new Customer Strategy has made a significant contribution to achieving this outcome. The strategy has undergone an equalities impact assessment, which highlighted issues around digital access and communication needs amongst others, which have fed into our planned activity in this area
- The work ongoing related to Paisley Library and Paisley Museum (covered elsewhere) contributes significantly to achieving this outcome.
- Online forms have been reviewed with a local transgender+ organisation and changes are underway to ensure that those who don't identify as male or female have equal access.
- Employees from across the Council services have undertaken a significant amount of training on consultation. This is the start of the good practice network of Council staff who can deliver and advise on best practice in engagement and consultation. The most significant element of this piece of work is about ensuring that seldom heard voices are brought to the fore. This means that when we are designing services, strategies or programmes of work, we are ensuring that the full diversity of the community can input.

### Planned Activity

- Building on the poverty stigma training to build our inclusive customer experience.
- Working with local BME community groups to develop a shared understanding of issues and work on resolving areas of concern.
- As part of implementing the Customer Strategy, a number of areas for specific equalities training have been identified. Plans are in place to deliver refreshed deaf awareness training for front line staff, together with an introduction to British Sign Language. Other areas to cover may include specific section related to cultural practices and gender identity.

## Success Measures

Enhanced equalities training focussing on specific local issues is delivered to customer facing staff and opportunities for shadowing with local equality led community organisations made available to staff

### **Outcome 5: Renfrewshire Council promotes itself as and becomes an employer of choice for disabled people**

Our employee data indicates that we have a significant underrepresentation of disabled staff and/or disabled employees don't feel comfortable to disclose their disability. We also note that disabled people have a lower than average success rate when making job applications to the Council. We are already a Disability Confident employer, but want to do more to engage with our disabled staff to understand any barriers they might face at work. This outcome has been subsequently reinforced by UWS research with local BME groups who felt that the council employee profile should be more representative of the diverse community it serves. Further to this, it may be that there is further work to do in identifying progression routes and whether there are any issues in employees from BME backgrounds progressing to management positions.

## Current Activity

- The launch of the Employee Disability Equality Network started on the UN International Day of Disabled People 2017. This generated interest from staff in services across Renfrewshire Council and beyond. Initial discussion led to a wide range of aspirations from members. While many interested had a disability, many were interested in their capacity as a carer, or supportive colleague. The Network and associated publicity are part of an overall approach to improve the employment experience of disabled employees and enable to Council to become an employer of choice for disabled people.
- People with learning disabilities have skills and talents and want to achieve their full potential. People with learning disabilities consistently indicate that they want to work. However, there is an estimated employment rate of 7% for people with learning disabilities compared to over 74% for the general population and 45% of disabled people at large. It is clear that the employment aspirations of people with learning disabilities are far from being met.

Renfrewshire Council (Economic Development team) have been operating a successful Project Search Model since 2015, bringing 12 young people each year with Learning Disabilities into traineeships at the Council for 9 months (3 different 3 month opportunities per person) with the aim of them securing employment at the end of the programme. Project Search received the People Award at the Staff Recognition award ceremony.

The programme has proved very successful with around 50% of trainees securing work immediately on completion and others continuing to be supported to find future employment. Renfrewshire Council employs a number of the trainees each year and further work is being done to look at encouraging more people with disabilities to be supported into employment.

## Success Measures

There is well attended and vibrant Disability Staff Network in place

Management training courses show attendance from disabled employees and BME employees

### **Outcome 6: Equalities implications are clearly and consistently considered in decision making**

While we routinely consider equality impacts of our decision making, this could be more consistent across the organisation, and more clearly reported to citizens. We'll be doing more to support officers to perform high quality assessment of potential equalities impacts, and to support members in their decision making and scrutiny.

#### Current Activity

- The Equality and Human Rights Impact Assessment has been refreshed to increase uptake by making it more user friendly and including the Fairer Scotland duty.
- High profile programmes of work have had impact assessments undertaken, such as the Council Plan, Our Renfrewshire (the Community Plan), the Customer Service strategy, the Paisley Library and Paisley Museum developments, amongst others.

#### Planned Activity

- Develop a better method of reflecting the contents of impact assessments in Board reporting structures and in the content of reports.
- Programme and publicise face to face impact assessment training and refresh online impact assessment training.

#### Success Measures

All reports going to the Boards of the Council have accompanying impact assessments, approved by the relevant Head of Service.

Service Improvement Plans in each Service area have included impact assessment as a key area of performance.

## **8. Public Procurement**

Renfrewshire Council as a contracting authority has adopted a number of approaches to ensure that equality is an integral part of the procurement process. The Council's Standing Orders Relating to Contracts 2016 set out specific requirements to support equalities and prevent discrimination under Section 5.0 which states that:

- 5.1 Tenderers must be asked to produce their equal opportunities policies before they may be shortlisted or recommended for an award of contract.
- 5.2 Before entering into a contract, the Head Of Policy And Commissioning (HOPAC) shall obtain from the contractor an assurance in writing that, to the best of the contractor's knowledge and belief, the contractor has complied with all statutory requirements under the Equality Act 2010 and all previous legislation, regulations and statutory guidance relating to equality matters.
- 5.3 All contracts entered into by the Council shall contain a condition obliging the contractor to comply with all duties arising from the Equality Act 2010.

The Council's corporate procurement unit have integrated the statutory Fair Work Practices, including the Living Wage requirements, into contracts for all regulated procurements where the estimated

value of the contract is equal to or greater than £50,000 for goods and services and £2,000,000 for works contracts and which are not otherwise exempt from regulation. To ensure that the requirements are relevant and proportionate to the contract Fair Work Practices are considered at the outset when developing the contract strategy and where relevant are evaluated and scored as part of the tender process.

As a contracting authority Renfrewshire Council expects delivery of high quality services and achieving best value. Therefore, we actively require suppliers to provide evidence of Fair Work Practices and compliance with relevant employment, equality and health and safety law, human rights standards. We also expect that workers who are engaged through, for example, employment agencies, 'umbrella' companies and/or other intermediaries receive fair, equitable and non discriminatory pay, terms and conditions and reward packages.

As part of our continuous improvement regime we are working with a range of partners including officers from the Scottish Government to fully embed the Fair Work Practices statutory requirements aligned to the Procurement Reform (Scotland) Act 2014.

Renfrewshire Council continues to maintain its commitment to maximising the use of community benefits as an integral part of the procurement process and activities in addition to the core purpose of the contract. Tenderers are asked to identify the community benefit outcomes they wish to offer which include, targeted employment and training initiatives; educational support initiatives; supply chain development activity; vocational training; community, corporate social responsibility (CSR) and environmental initiatives; supported business, third sector and voluntary sector initiatives; and equality and diversity initiatives.

Community Benefit requirements are shaped and developed in consultation with various internal and external stakeholders who are members of Renfrewshire's Community Benefit Forum. A range of innovative approaches have been implemented such as suppliers delivering a recruitment and industry awareness to those who are 16 to 24 of age, participating and supporting the STEM (Science, Technology, Engineering & Mathematics) programme encouraging and raising awareness amongst women. Over 700 Community Benefits are being offered by external providers with contracts with the Council, providing a broad range of employment and education initiatives for young people and communities in Renfrewshire. Over 50% of all Community Benefits offered by external providers with contracts with the Council are providing employment and work placement opportunities for priority groups.

## Appendix 1 – Children’s Services data

### Summary of findings

#### Ethnicity

The data shows that for younger age groups in schools, ethnic diversity continues to increase. This pattern that has been followed for a few years. The change over time shows our proportion of minority ethnic children in primary schools has risen from 3.7% in 2013/14 to 5.1% in 2016/17, to 5.8% in 2017/18. In secondary schools, this figure has risen from 3.6% in 2013/14 to 3.9% in 2016/17, to 4.1% in 2017/18. Our category of White: other has also risen from 2.6% to 3.9% in Primary and 1.8% to 2.8% in secondary over the same time period. This trend has also been followed in special schools, with 5.9% minority ethnic children in 2016/17, rising to 6.5% in 2017/18.

Pupils in Renfrewshire schools use an increasing variety of first languages. In 2017, 60 foreign languages were spoken across primary, secondary and ASN settings, a rise from 56 languages the year before. Polish is the largest foreign language group, followed in some distance by Asian languages.

We have recorded the number of racist incidents in schools (as shown on the following table). It is thought that the rise shown could be related to increased reporting. Increased reporting can give schools the opportunity to respond more effectively, as they are better aware of the scale of the problem.

Sector	Number of incidents					Number on school roll				
	2017 /18	2016 /17	2015 /16	2014 /15	2013/ 14	2017 /18	2016 /17	2015 /16	2014 /15	2013 /14
<b>Primary</b>	28	32	15	*	23	13238	13058	12,916	12,783	12,592
<b>Secondary</b>	18	20	10	*	*	9920	9886	9,953	10,097	10,388
<b>ASN</b>	0	0	0	0	0	386	371	364	367	360
<b>Total</b>	<b>46</b>	<b>52</b>	<b>25</b>	<b>10</b>	<b>29</b>	<b>23,544</b>	<b>23,315</b>	<b>23,233</b>	<b>10,464</b>	<b>23,340</b>

#### Gender

Our gender split in schools is now fairly even, whereas previously we had slightly more boys. Renfrewshire reflects the national picture, in girls out performing boys in terms of attainment. We also find that there are significant gender differences in terms of exclusion, as the table below shows.

2017/18	2016/17	2015/16	2014/15	2013/14

	male	female								
<b>Primary</b>	73	15	72	*	68	*	33	*	38	*
<b>Secondary</b>	341	69	319	106	355	97	285	63	313	87
<b>ASN</b>	16	*	15	*	11	0	22	*	34	*
<b>Total</b>	430	86	406	117	434	106	340	70	385	98

There is also a slight gender difference in the figures for looked after children, although this is slightly less pronounced in Renfrewshire than that of the national picture. In Renfrewshire there seem to be proportionally fewer looked after children from an ethnic minority group or with a disability than in Scotland overall. It is not yet known whether this is due to under recording or a genuine under representation.

Characteristics of children looked after by local authority, 31st July 2017(1),(2),(3)

	Gender			Children known to be from minority ethnic groups <sup>(4)</sup>		Children known to have a disability <sup>(5)</sup>	
	Male	Female	% male	Number	%	Number	%
Renfrewshire	351	308	53	*	1	41	6
<b>Scotland</b>	<b>8,121</b>	<b>6,776</b>	<b>55</b>	<b>492</b>	<b>3</b>	<b>1,636</b>	<b>11</b>

(1) Table excludes children who are on a planned series of short term placements.

(2) Figures for 2016-17 are provisional and may be revised in 2017-18.

(3) Cells containing \* represent numbers that are suppressed to maintain confidentiality.

(4) "Minority Ethnic Group" includes the ethnic groups Mixed Ethnicity, Black, Asian, and Other Ethnic Background.

(5) Until 2012 this category was presented as 'disability'. This was amended to additional support needs until 2015 because the information collected did not meet the definition of 'disability' outlined in the Equality Act 2010. The current binary question was introduced in 2015/16 for consistency with other parts of the UK.

(6) Statistics for 2017/18 currently being collated and still to go through validation exercise.

## Appendix 2 – Occupational segregation data

The following data was extracted in September 2018 and makes the comparison to previous data extracted in March 2017.

### Chief Officers:

The Chief Officers consist of the Chief Executive, Directors and Heads of Service. Grades range from CO1 to CO24.

- The concentration of men and women are 8 women and 14 men. This is same proportion as in 2017, 36% women.
- 15 Chief Officers have declared they do not have a disability and 8 chose not to disclose. This is same proportion as in 2017.
- 6 Chief Officers chose not to disclose if they were from a minority racial group, and 16 identified as White Scottish, British or Irish. This is same proportion as in 2017.

### Craft Employees:

Craft employees consist of key occupations such as plumbers, bricklayers, electricians, joiners, painters, glaziers, plasterers, slaters, mechanics and engineers. Grades range from SSCRAFT1 to SSCRAFT28 and TELEEC.

- The concentration of men and women are 204 men (compared to 219 in 2017) and no women.
- 133 craft employees have declared they do not have a disability (compared to 137 in 2017), 68 chose not to disclose (compared to 75 in 2017) and 3 have declared they have a disability (compared to 7 in 2017).
- 90 craft employees chose not to disclose whether they were from a minority racial group (compared to 99 in 2017), 114 disclosed they were White Scottish or British (compared to 120 in 2017) and no-one from a BME background.

### Local Government Employees (LGE):

LGE consist of key occupations such as caterers, cleaners, housekeepers, janitors, refuse collectors, drivers, home care workers, gardeners, social workers, labourers, classroom assistants, additional support needs assistants, road workers, wardens, nursery officers and all administration, professional, technical and clerical occupations. Grades range from GRA to GRQ.

- The concentration of men and women are 4,463 women (compared to 4,235 in 2014) and 1,582 men (compared to 1,525 in 2017).
- 4,107 LGE have declared they do not have a disability (compared to 3,706 in 2017), 1,715 chose not to disclose (compared to 1,825 in 2017) and 223 have declared they have a disability (compared to 229 in 2017).
- 2,029 LGE chose not to disclose if they were from a minority racial group (compared to 2,152 in 2017) and 100 declared they are from a BME background (compared to 70 in 2017) and 3,916 declared they are White Scottish, British or Irish.

**Teachers:**

Teaching employees consist of key occupations such as educational psychologists, instructors, head teachers, depute head teachers, heads of faculty, principal teachers, teachers and trainee teachers for all subject areas. Key grades range from TEACHER1 to TEACHER55, PSYCHOLS1 to PSYCHOLS3, CONCERV29 to CONSERV32, MUSIC1 and ADVISER1.

- The concentration of men and women are 1,494 women (compared to 1,407 in 2017) and 384 men (compared to 340 in 2017).
- 1,241 teaching employees have declared they do not have a disability (compared to 1,040 in 2017), 604 chose not to disclose (compared to 679 in 2017) and 33 have declared they have a disability (compared to 28 in 2017).
- 685 teaching employees chose not to disclose if they were from a minority racial group (compared to 754 in 2017), 18 declared they were from a BME background (compared to 16 in 2017) and 1,175 declared they were White Scottish, British or Irish.

## Appendix 3 – Gender Pay Gap

### APRIL 2017

The previous report of April 2017 highlighted a gender pay gap of 4.86% or £0.74 per hour in favour of male. The report stated that further work would be carried out to better understand the pay gap in the Council.

### DECEMBER 2017

Council adopted the following motion: *'The Elected Members recognise the excellent work done by previous Councils and their officers in reducing this Council's gender pay gap and clearing any backlog of gender equality claims. At a recent board meeting it was stated that a modest five percent remains. This Council, with four and a half years still to run, commits to taking all reasonable steps to reduce the gender pay gap to zero before the end of that period.'*

### APRIL 2018

Further work was carried out on the pay gap and a report was then presented by the Chief Executive to the Council's Leadership Board in **April 2018**. The report outlined the gender makeup of the Council and highlighted a slightly reduced pay gap of **4.59% or £0.70p per hour in favour of male**, along with suggested step to be taken to reduce the pay gap.

The full report and associated infographics can be found [Here](#)

Although the pay gap is a modest figure in comparison to other local and national data, the Council has the scope and ability to take steps to improve the pay gap by implementing a balanced range of internal actions as detailed below. This can be done with input and support from key stakeholders.

Implementing the actions will ensure the Council monitors the pay gap movement more rigorously, whilst developing a better understanding of the reasons for the pay gap and outlining a range of internal interventions to be put in place. Progressing such actions will demonstrate the Council continues to take reasonable steps to 'advance equality of opportunity' to reduce the pay gap as required by the PSED.

Actions include:

1. More rigorous monitoring and benchmarking of the pay gap by officers and reporting of progress to members;
2. Implementing revised HR & OD policies to encourage men and women to share caring responsibilities;
3. Promoting flexible working provisions, making jobs at all levels across the Council available on a flexible basis where appropriate;
4. Re-launching of the Council's Mentoring scheme with a focus on encouraging women to become mentors or mentees;
5. Developing campaigns to positively encourage greater levels of applications from men for jobs traditionally dominated by women; and develop managers to use positive action when recruiting;
6. Implementing targeted development programmes supporting women in lower grades to apply for more senior roles.

## OCTOBER 2018

The pay gap was calculated again in September 2018 showing a 3.58% or £0.55 in favour of men, a drop of just over 1%. The overall reason for the reduction in the pay gap is due to employee turnover (leavers and new starters including internal movement). Improvements in the pay gap percentages can be seen in Chief Officers, Local Government and Teachers Groups. There was no change to the pay gap for Craft employees.

Although the pay gap is a modest figure in comparison to other local and national data, a number of actions are being progressed by the Council to reduce the gap.

- The pay gap is now being measured every 6 months and is being benchmarked against other Councils. Annual progress reports will be submitted to the Council's Leadership Board.
- A key focus of the Council's OD Strategy 2016-19 is to improve efficiency, modernise our ways of working and support our workforce going through change. During 2017 and 2018, 8 new HR&OD policies were approved by the Council and implemented. These included Code of Conduct, Carers Leave, Flexible Retirement, Recruitment, People, Performance and Talent Policy, Recruitment, Flexible Working, Trade Union Facility Time Policy, and Parenting Leave and Pay policies. These policies promote flexibility and inclusiveness, support a modern workplace environment and encourage employees to share family and caring responsibilities.
- The HR & OD Policy Review Plan for 2019 will update and review the Supporting Attendance, Equality and Diversity, Respect at Work, Supportive Leave, Supporting Continuous Learning and Learning and Development policies. A new policy is being developed to support employees who experience and Domestic Abuse. This policy will help to raise awareness of Domestic Abuse within the workforce and provide guidance for managers in supporting employees who may experience Domestic Abuse. Additionally, a new policy to support women experiencing symptoms of menopause is being developed. Without the right support, some of the symptoms can make it difficult for women to achieve their full potential at work. Just raising the subject of menopause can reduce the impact of some symptoms and enable employees to continue performing well in their roles.
- Since the implementation of the new Flexible Working Policy, 98 applications from across the Council were received with 90 being approved from across a range of occupations. The HR&OD team continue to work with services to promote flexible working provisions making jobs at all levels across the Council available on a flexible basis where appropriate.
- The Cross Organisational Mentoring Scheme was launched in September 2018, involving Renfrewshire, Glasgow, Inverclyde, South Lanarkshire, West Dunbartonshire Councils and NHS Greater Glasgow and Clyde. The programme is a creative and innovative partnership and supports senior managers and chief officers to build supportive one to one mentoring relationships facilitating the sharing of knowledge and expertise across partner organisations. The programme primarily supports their personal development, growth and career goals. 60% of Mentee and Mentor participants from Renfrewshire are women. Encouraging women to participate was a key objective during the launch. An internal mentoring programme is due to be launched early 2019. This programme aims to support the career pathways of all employees, particularly women across the frontline workforce.
- The Council attends various local and national recruitment fairs throughout the year alongside a number of other public and private sector employers to promote the Council, its vacancies and the

benefits of working here. Working closely with services, the recruitment team has carried out an analysis of recruitment needs and challenges. An exercise was completed with the Care at Home Service which looked at the profile of the service, retention rates, employment contracts and hours available, flexibility of work patterns in order to help build a more flexible, attractive rewarding role in the Council. A targeted recruitment campaign for home care workers was then launched using a range of on-line job advertising sites and social media campaigns, the Council and partners websites, radio and tv campaigns, local newspapers and publications and poster campaigns in local areas. For the recruitment of Teachers, the Council has a subscription with Times Educational Supplement (TES), which is a weekly professional publication and on-line portal used to advertise all promoted and unpromoted posts. In addition, the approach to recruitment has been improved and streamlined across all services resulting in a general increase in candidate interest. It is hoped these measures will improve gender balance.

- To ensure we continue to attract a diverse range of candidates from all backgrounds into the Council, a new recruitment strategy will be developed to accompany the new recruitment policy. The strategy will support targeted recruitment campaigns with associated partners i.e., schools, job centres, colleges, universities etc. To further the reach, we are also looking at expanding our use of using social media platforms, i.e., Instagram, LinkedIn etc. There is an on-going review of job adverts used by the Council to include clear Council branding, continued promotion of the Council being an accredited Scottish living wage employer, advert wording targeted to ensure more inclusion for underrepresented groups attracting greater levels of applications from males for traditionally female dominated jobs i.e., home care, early years etc and greater levels of applications from females for traditionally male dominated jobs i.e., craft/gardeners etc.
- A new Chartered Management Institute (CMI) Level 2 Certificate programme for frontline employees was launched to support front line employees with development, career pathways and a qualification around supervisory and team leader skills. From the 4 programmes being delivered, 63% of employees are women. The roll out of our Management and Leadership Development Programmes is progressing well with 404 managers and employees participating in Leaders of the Future, ASPIRE and the (CMI) Level 3 Certificate and Level 2 Award programmes. 71% of participants are women supporting our Gender Pay Gap priorities. Attendance on the programmes remains positive at 87% and evaluations of the programmes remain strong with 99% of participants reporting they have increased their knowledge because of attendance.
- Team Development sessions in “teamworking in a change environment” and “recruitment and selection” are being facilitated by HR&OD, particularly for existing Early Years Child Care Officers, in supporting the transition to 1140 hours of free childcare for 3 & 4 year olds by August 2020 and supporting the recruitment of additional employees. Team development sessions have also been requested by senior management teams, facilitated by HR&OD using personality preferences to identify individual and team strengths and development actions in capacity, problem solving, communication, prioritisation and leadership style. Employment law workshops are being developed by Legal services and HR&OD to improve knowledge and skills for managers that will cover conducting disciplinary investigations, demystifying parenting leave and mock tribunals. A ‘Mediation Service’ is also being established that will have a cohort of recently trained ACAS accredited workplace mediators who can provide mediation as a means of an alternative resolution to workplace disputes or conflict where appropriate.
- A project team has been established to deliver a programme of engagement for all employees, elected members and communities to develop new Council Core Values. These will be the guiding principles that explain what the Council stands for, what is most important to us and what our communities expect from us. Employee engagement will be facilitated by the HR&OD and Policy teams, supported by Communications and Marketing, and will use customised engagement technology to reach the widest

possible workforce audience. Employee engagement will reach over 800 employees from across the council (10% of the council's workforce), in face-to-face focus group activity. Around 30 sessions will take place across Renfrewshire during March to May 2019, with the Council Management Team actively supporting focus group participation. All employees will be encouraged and supported to take part in the engagement process. Feedback will be reported at the end of the engagement programme to share what employees have told us.

- An 'Internal Careers Advisory Service' is currently being developed to support employees with careers advice on the type of jobs in the Council and available training options helping them to make informed decisions about their future career direction. Aligned to this will be the introduction of a new voluntary work experience programme providing employees with the opportunity to register an interest in and gain voluntary work experience in other service areas, subject to relevant checks and criteria. Both these programmes will help to promote career pathways for employees and challenge perceived gender specific roles whilst giving a 'taster' of the job and the opportunities and challenges it brings.