



# EQUALITY STRATEGY

2019-2024

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# foreword

This Equality Strategy focusses on furthering all ‘We Aspire’ ambitions and priorities. It recognises that the poverty, disadvantage and inequalities that exist for some people in North Lanarkshire can be further exacerbated if they have particular characteristics. For instance, if you are disabled, you are more likely to live in poverty than a non-disabled person, if you are a woman you will statistically earn less than a man and have a one in five chance of experiencing domestic abuse at some time in your life, if you are transgender you are quite likely to experience poor mental health and if you are Black you are more likely to experience unemployment.

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

**Leader North Lanarkshire Council**

## Commitment to equality and human rights

The ‘We Aspire’ ambitions programme aims to transform lives and deliver better outcomes for all of the people of North Lanarkshire. Equality is at the heart of that programme. A commitment to equality and an understanding of diversity are crucial to making the We Aspire ambitions a reality. The council is determined to be an exemplar of good practice in equality, diversity and human rights. We see this commitment and understanding as critical to achieving the best possible outcomes for all those who live, learn and work here.

# North Lanarkshire diversity profile

## Population

Approximately 2.1% of NL population are people from a Black or minority ethnic group

828 people use British Sign Language at home, 2715 speak Polish at home, 6678 speak other language at home other than English. 483 speak Gaelic.

Our population is getting older with the over 65 age group set to increase by over 11,000 by 2026 whilst the working age population decreases by 5,000.

Of the 10,134 people living in North Lanarkshire who were born outside the UK, 55.2% of those arrived after 2001

Just under ¼ of NL people have no religion (way below the Scottish average of 36%). 34.6% are Roman Catholic, more than double the Scottish average.

## Education

7339 people in NL understand but do not speak, read or write English, and 9857 speak but do not read or write English.

42.1% of visually impaired learners gained national qualifications at Level 3 and above in Maths or English within the SCQF framework in 2018 compared with 54.8% in 2017

51.7% of exclusions were pupils with additional support needs in 2017/18 (46% of distinct pupils)

81.82% of pupils with additional support needs (ASN) were participating post-school. The Scottish average is 90.4%

6% of NL Modern Apprentices in 2017/18 were disabled. The Scottish average was 11.3%. This rose to 9.84% in Q3 of 2019. 0.55% are BME as compared to the Scottish average of 2.1%

1 in 4 Scottish pupils said they were aware of peers suffering prejudice based bullying.

## Economy

all of the following is about people who are economically active aged 16+ in North Lanarkshire

The unemployment rate in NL is the lowest for white Polish people at 7.09%. For all white people it is 9.68%. The rate for BME people is 10.76%, however this jumps to 17.15% if you are Black Caribbean or African. Caribbean or Black males experience the worst at 29.68%.

The unemployment rate is higher for Asian females (11.02%) than males (7.49%) and white females (7.75%)

20.89% of economically active BME people are self-employed compared to 7.9% of white people. There are 736 BME people who are small employers (that is 9.83% of the total BME working age population and 4.64% of these are run by women). In comparison 5.9% of the total white population are small employers

For people whose activities are limited a lot the unemployment rate is 11.95%

The rate of full-time self-employment for disabled people is 6.32% slightly more than for non-disabled people.

6.2% of people over 16 are economically inactive due to long term illness or disability.

Disabled people spend £550 more per month than non-disabled people, because of the extra costs of being disabled. All of this means that 47.5% of disabled people live in poverty

*Note: Many of the statistics under Economy were taken from the 2011 Census. We will look closely at the unemployment rates when the 2021 Census results are available*

## Communities

Charges reported to Airdrie Procurator Fiscal Office relating to disability and sexual orientation hate crime have increased significantly since 2010-11 while racial and religious based hate crime have decreased.

12.2% of households are one person aged over 65.  
9.1% are lone parent households with dependent children.

19.05% of Adult Literacy and Numeracy learners are BME

By 2037 the older population in North Lanarkshire will have increased by 68.4% from 2012. Younger households and ethnic minority households are more likely than others to live in overcrowded properties.

10% of disabled people responding to a NL youth survey never feel safe when out and about in their community

In 2014, 27% of people who volunteered had a disability, a long term illness or had both.

2% of volunteers were from an ethnic group other than 'white' and 54% of people who volunteer are of the Christian faith.

## Health, wellbeing and care

85% of employees in care and personal services occupations are female.

167 children under 16 provide 20 + hours of unpaid care every week. 76 of those over 50 hours/ week.

3.1% of all people provide 50 + hours unpaid care a week, the Scottish average is 2.5%

25.29% of people over the age of 16 are limited in their day to day activities either a little or a lot. The overall rate for Scotland is 22.79%.

29.9% of people are living with one or more long-term health conditions.

Many Asian women in particular are prevented from walking alone due to fear of harassment. Access to a car is crucial for getting out and about.

The % of women who are repeat victims of domestic abuse has reduced from 45% to 15.6% since 2017.

393 referrals were made to Multi-Agency Risk Assessment Conference (MARAC) in 2017/18 period.

## North Lanarkshire Council's workforce

There was an almost threefold increase in the number of people from a white minority group applying to work with the Council between 2017 and 2018 but a reduction in applications from BME people. In 2017 the second largest number of applications received were from BME people but this group was the least appointed. They were the least appointed also in 2018.

The numbers of disabled people employed is disproportionately low 1.75% in comparison to the local population. However in 2017 83.24% of employees (12,187) had not recorded under this characteristic. In 2018 this was 82.3%.

The percentage of employees who haven't recorded personal information on MySelf doesn't allow us a clear picture across many characteristics – disability, sexual orientation, religion or belief and gender re-assignment.

The gender pay gap within the non-teaching workforce has decreased from 2017-2018 from 8.97% to 6.94%.

The gap in the teaching workforce in 2017 was 0.18% with males earning 3p less than females. In 2019 this has turned on its head with females now earning £1.10 less per hour than males making the pay gap 5.03%.

The GPG for all Council employees is 4.42% with males earning 69p more per hour than females.

At the gathering of employment information in 2017 gender occupational segregation (grades and occupations) was very marked within particular sectors in the Council in particular.

	Female	%	Male	%
	Composition	76.70	Composition	23.3
Occupations	Early Years	98.93	Environment and cemeteries	98.82
	Teaching Support	97.21	Fleet operations	93.07
	Catering	98.41	Regulatory and waste	90.09
	Cleaning and Janitorial	84.31	Trainees (infrastructure)	100.00
	Housing property admin	72.97	Housing property	72.31
Grades	NLC 1	97.43	Chief Officials	65.00
	NLC 1-7	76.16	NLC 16-18	54.76



# NLC equality outcomes

In April 2017 the Council set its evidence based Equality Outcomes for the years 2017-2021.

Setting equality outcomes is a requirement of the Equality Act 2010 Public Sector Equality Duty and provides the focus to help us meet the needs of the general equality duty to eliminate discrimination, advance equality and foster good relations.

Our outcomes sit within the Council's Business Priorities and are monitored through a Performance Management Framework.

**The protected characteristics are; age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.**

Drivers	North Lanarkshire Priorities	North Lanarkshire Council Equality Outcomes
<p><b>Equality Act 2010 Public Sector Equality Duties</b></p> <p><b>General Duty</b> Eliminate unlawful discrimination, harassment and victimisation and any other prohibited conduct Advance equality of opportunity between people who share protected characteristics and those who do not Foster good relations between people who share protected characteristics and those who do not</p> <p><b>Specific Duties</b> Report on mainstreaming equality Publish equality outcomes and report progress Employment gathering information Equality Impact Assessments Consider award criteria and conditions in procurement</p> <p><b>The Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018</b> Ensure websites and other digital media are accessible to everyone, including those with disabilities</p> <p><b>Fairer Scotland Duty</b> Reduce socio-economic disadvantage in strategic decision making.</p> <p><b>Others</b> Domestic Abuse (Scotland) Act 2018 Children' and Young People (Scotland) Act 2014 Public Protection Agenda Human Rights Act 1998 Child Poverty (Scotland) Act 2017</p>	<p>Improve economic opportunities and outcomes</p> <p>Support all children and young people to realise their full potential</p> <p>Improve the health and wellbeing of our communities</p> <p>Enhance participation, capacity, and empowerment across our communities.</p> <p>Improve North Lanarkshire's resource base</p>	<p>Disabled people (including people with a sensory impairment), BME people, lone parents and carers are supported to access employment opportunities.</p> <p>Young women and disabled and Black and minority ethnic young people are supported and leave school with positive destinations</p> <p>The educational attainment of children with disabilities and/or children with additional support needs, Gypsy Traveller children and young carers are improved.</p> <p>Our schools are safe, accessible and inclusive.</p> <p>Older people, disabled people and those with other specific needs have improved access to a range of housing options which meets their needs and supports independent living.</p> <p>Our communities and town centres are safe, accessible and inclusive.</p> <p>Participation and engagement with underrepresented groups is improved.</p> <p>NLC as an employer is accessible and all employees are valued and supported to work to their full potential.</p>

During the lifetime of this strategy we will require to review these outcomes and in line with the One Plan approach we will work with our community planning partners to develop a set of joint equality outcomes in addition to those specific to the Council, the Education Authority and the Licensing Board.

## Recent successes

Construction completed of 231 new homes for Social Rent. All of these are designed to Housing for Varying Needs standards including 36 of which are designated amenity housing and 19 are designed for wheelchair users.

% of women who are repeat victims of domestic abuse has reduced from 45% to 15.6%.

The Council is an Early Adopter in Equally Safe at Work Employer accreditation which aims to tackle workplace gender inequality and ultimately reduce violence against women and girls.

Three LGBT youth groups have been established within the last year and have joined together to form NL LGBT Youth Network

There were 9095 participants' sessions for extracurricular sport and physical activity in ASN Schools – exceeding the target of 7500.

Pupils in secondary schools are volunteering as Mental Health Ambassadors.

The Supported Employment Service (SES) has supported 180 people into work within the local community and 65% of people via the SES have kept their jobs for over 2 years.

Our very positive relationship with the Deaf and Deafblind BSL community.

## Future challenges

Engaging with seldom heard people will require innovation and commitment.

Reducing the school exclusion rates for ASN pupils

Meeting the needs of transient Gypsy Travellers

Very high unemployment rates exist for Black males.

Occupational segregation is still marked in many grades and occupations across North Lanarkshire.

Gathering equality data on service users and encouraging our employees to self-record their personal characteristics on Myself

# Mainstreaming equality - five objectives for success

Embracing the Equality Act 2010 and the Public Sector Equality Duties and taking a human rights based approach to our work will ensure equality and human rights are mainstreamed into the everyday work of the Council. We have set the following five key underpinning work objectives to achieve this.

## Objectives

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

We will gather and analyse equality data and work with a wide range of partners to develop a robust understanding of the changing identities and needs of our local communities.

This evidence based knowledge will inform our planning and decision making so that we can ensure best quality services and deliver better outcomes for all our residents.

### 2. To involve our communities effectively

We will use new and creative forms of community engagement so that all of our residents – including seldom heard groups – feel that they can participate in public life and that the council listens to them. This engagement will be an ongoing dialogue and centred on the ‘nothing about us without us’ philosophy.

We will reflect on lessons learned from our history and the experiences of our partners to improve our practices and our ability to identify potential impacts on equality when making changes.

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

Our commitment to diversity and equality will be at the heart of the council’s vision, ambitions, priorities and plans. We will encourage political leaders and senior officers to demonstrate leadership by championing equality, promoting respect, challenging prejudice and addressing negative stereotyping of any groups.

We will work with a wide range of partners to foster good relations and build resilient, cohesive communities that take pride in and feel a sense of responsibility towards their neighbourhoods.

We will share good practice with and benchmark our practice against local authorities and other relevant organisations.

We will take effective action where disadvantage exists using positive action measures where appropriate.

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

Commitment to equality and human rights is integrated into our business planning and delivery, including service level procurement, resource allocation and performance management.

We will ensure that our decisions, policies and practices are assessed so as they are fair and that opportunities to promote equality and deliver positive outcomes for all communities, service users and employees are pursued.

We will ensure that the best possible quality local services are provided, appropriate and accessible to the diverse and changing needs of all our residents and service users.

We will ensure the information we produce and the way we communicate is effective and accessible – we understand that one size does not fit all.

**5. To develop and sustain a skilled and committed workforce able to meet the needs of all local people.** Our commitment to equality and diversity is integral to all employment policies, practices and procedures. We will recruit and retain a diverse, highly skilled and motivated workforce and create an inclusive workplace where all of our diverse employees feel engaged and able to be themselves, and are responsive to local communities.

We expect our entire workforce to play a role in achieving the equality strategy and will strengthen their skills to work with communities in new ways. We will promote a commitment to equality and human rights with those we work with and require it in those from whom we commission services.

# Roles and responsibilities

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

<b>Youth Equalities and Empowerment Committee</b>	This Committee is responsible for taking a lead in ensuring that the Equality Strategy 2019 – 2024 represents a robust and shared vision, meets the needs of the Council, is adopted across the council, and that measures are in place to monitor, challenge and review its progress.
<b>Equality Champion</b>	This senior political role demonstrates support for equality and diversity matters and initiatives both within the council and across North Lanarkshire’s communities.
<b>Elected Members</b>	Elected Members have a role to play in championing equal opportunities and promoting cohesion and fostering good relations within their constituencies. They are responsible for paying due regard to equality and human rights in all of their constituency work.
<b>Corporate Management Team</b>	CMT is responsible for ensuring that the Equality Strategy is robust, integrated into all aspects of service planning and delivery, and is effectively implemented across the council. Individual members are expected to have oversight of the strategy in their areas and ensure that information about the impact of their services on equality and human rights is gathered, made available and evaluated
<b>Heads of Service</b>	Heads of Service are responsible for ensuring that officers within their areas understand their roles in implementing the strategy and that the strategy is monitored and reviewed.
<b>Equality Network Group</b>	The Equality Network Group is responsible for ensuring all equality matters are advanced and fit for purpose.
<b>Managers</b>	All managers are responsible for ensuring that the objectives of the strategy are pursued appropriately within their teams, for gathering and making available information about the impact of their work on different communities and for ensuring that individual staff members understand their specific responsibilities with regard to equality and human rights.
<b>Employees</b>	All council staff are responsible for conducting their work in a way that supports delivery of the strategy and which demonstrates the council’s values of fairness, respect, equality and excellence.
<b>Employee Equality Forum</b>	This group, comprises employees from all areas of the council. It is involved in consultation on workforce diversity and equality initiatives.
<b>Trades Unions</b>	Five recognised trade unions within the Council support their members on matters including diversity and equality and for ensuring that they are consulted on diversity and equality initiatives

# Measuring performance -

The Equality Strategy sits within the Council's Strategic Policy Framework. As with all strategies performance will be measured using the Strategic Self-evaluation Framework. A regular schedule of self-evaluation will ask the questions:

- How well are we doing?
- How do we know?
- How can we do better?

This will allow us to assess the success of the Strategy and facilitate improvement.



# Links to other key strategies and plans

The Plan for North Lanarkshire

Community Engagement Strategy

A Shared British Sign Language Plan for Lanarkshire

Children and Young Peoples Strategy

Economic Regeneration Delivery Plan

Workforce for the Future Strategy

Empowerment Framework

Communication Strategy

Local Development Plan

Local Housing Strategy

Digital and IT Strategy

Procurement Strategy

A Strategy for Carers

Tenant Participation Strategy

Tackling Poverty Strategy

Lanarkshire Mental Health Strategy

Sport and Physical Activity Strategy

# The characteristics protected by the Equality Act 2010

**Age** - refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds)..

**Disability** - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

**Gender re-assignment** - Trans (or transgender) is an umbrella term used by people whose gender identity and/or gender expression differs from their birth sex. The term includes, but is not limited to, transsexual people and others who define as gender-variant. Trans people may or may not choose to alter their bodies hormonally and/or surgically. Known as gender reassignment or transition this is usually a complex process that takes place over a long period of time.

**Marriage and civil partnership** - Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Act). Protection is offered in employment.

**Pregnancy and Maternity** - pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race** - refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**Religion or belief or non-belief** - religion is commonly defined as belief concerning the supernatural, sacred, or divine, and the practices and institutions associated with such belief. Religion takes an almost infinite number of forms in various cultures and individuals, but is dominated by a number of major world religions. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex** - refers to the biological characteristics (genetic and anatomical) which defines humans as male or female. These characteristics are not mutually exclusive (some individuals possess both) and can be modified, but they function to differentiate humankind as female and male.

**Sexual orientation** - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes



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