**PROGRESS IN ACHIEVING OUR EQUALITY OUTCOMES 2017-21**

The purpose of setting equality outcomes is to address disadvantage and advance the General Equality Duty. When we set our eight equality outcomes in 2017 we developed a performance management framework to be able to track and measure the change. In the Mainstreaming Equality Report we published in 2019 information was provided on the progress of these outcomes in the first two years. The following section provides information on the results of those measures over the last 4 years; further information describing some of the work we have undertaken to progress each outcome; and what aspect of the general duty the outcome supports:

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

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| **Equality outcome 1**  **Older people, disabled people and those with other specific needs have improved access to a range of housing options which meets their needs and supports independent living.**  **General Duty 1, 2 and 3** |
| From 2017 - 2020   * We have completed construction of *695* 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 * 10,607 older and disabled people were helped with repairs and maintenance to their homes in the private sector * 3520 adaptations were undertaken across all tenures. * 2035 people with long term health conditions were allocated a socially rented home – majority of those to people in significant need. * Applications from BAME people to the Common Housing Register has increased from 2.53% to 3.06% . |
| The following is examples of activity undertaken to achieve equality outcome 1.  Smart homes pilot, at Kerr Grieve Court  A project has been requested to review and implement smart technology options within Kerr Grieve Court Sheltered Housing complex within Motherwell. There are inherent links with this project to the councils overall digital transformation programme, Digital NL. The project will Identify best practice through research and implement a range of smart technology to assist residents: to access services online; remain connected socially; remain within their home longer; and return more easily to the home following a hospital stay. The project will also consider the use of smart technology within the building to assist in identifying reactive repairs or need for capital investment.  The sheltered accommodation at Kerr Grieve Court houses a range of residents with different health needs. This pilot project is designed to research different options to introduce smart technology within the flats and wider building to provide a greater understanding of what could be delivered to other similar complexes, or mainstream housing. A wide range of officers from a variety of services attend the working group and great efforts are being made to progress the project despite the current pandemic situation. |
| Asset Management  Through the development and management of its housing assets the council takes a pro-active approach in promoting equality, particularly in terms of people with physical disabilities. The council has developed a range of services including provision of equipment and adaptations to help ensure that people can live as independently as possible in their own homes.  The needs of older and disabled tenants are also taken into consideration in mainstream investment programmes principally through our kitchen and bathroom programmes where the needs of older tenants and those with a disability are taken into account, e.g provision of a shower tray instead of a bath where this is assessed as being appropriate to meet the needs of a tenant.  The council proactively identifies ways in which it can further promote equality to help achieve better outcomes for tenants and residents. As such a recent programme of investment to make stock more accessible and suitable for people with a range of needs has been completed. This work included upgrading all door entries within tower blocks and sheltered complexes to fit automated door openers, improving accessibility and usability for tenants in mainstream and specialist older people’s housing. It also included a range of dementia friendly design improvements implemented in sheltered housing complexes to provide more usable common space to better meets the needs of tenants with more complex needs.  The council’s continued commitment to reducing inequality by improving access to services is evident in the recent further development of Making Life Easier. This online self-assessment tool provides access to a broad range of equipment, information, advice and signposting to services to promote independence, health and wellbeing.  Other developments which are technology solution focussed include the development of SMART towers. Initially this will focus on implementing I.T. infrastructure within older people’s towers to enable a range of telehealth and assistive technology to be employed to improve the health and wellbeing of older people, reducing the need for other formal, more costly supports. |
| Gender Based Violence  To help reduce gender-based violence housing services have implemented a range of revised procedures for front line housing staff to encourage reporting and further skill staff in the provision of support, advice, and assistance in relation to gender-based violence. |
| Gypsy Travellers  As a result of the monitoring group reports we have recently changed how we engage with the Gypsy/Traveller community when encampments occur, and we will continue review how we consult and engage with them going forward.  This information reinforces that access to public services remains an issue and recognises the importance of services such as the ‘Keep Well’ programme to improve access to health services and signpost gypsy travellers into other services. It is intended that other ways in which we can improve access to services will continue to be developed further through the operational and strategic groups.  We are engaged the national pilots on Negotiated Stopping and will take the learning from this project into account in our planning to meet the needs of Gypsy/Travellers in North Lanarkshire. |

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| **Equality outcome 2**  **Disabled people, BME people, lone parents and carers are supported to access employment opportunities**  **General Duty 2 and 3** |
| * NL Industries employs 32 disabled people and provides work tasters, work trails and work experience for our supported employment clients as well as pupils from our ASN and mainstream schools. * SES has supported 260 people into work within the local community. * 65% of people via the SES have kept their jobs for over 2 years. * Since 2017 there have been 670 business starts by women, 42 by disabled people and 108 by Black and Minority Ethnic people * The prospects programme aims to help unemployed people of all ages from North Lanarkshire into work. since 2017 has supported   136 lone parents into employment exceeding the target of 91. In addition the following have registered and been supported since 2017 - 105 disabled people; 131 BME people; 262 Lone Parents and 83 Carers   * Pupils and students from ASN schools, Communication and Learning Units within education and Supported Learning Department at New College Lanarkshire have gained from 606 development hours through work tasters via Supported Enterprise Service. |
| The following is examples of activity undertaken to achieve equality outcome 2.  Project SEARCH is a training for employment programme for young people aged 18 - 24 with learning disabilities and autism. The project is a partnership with NHS Lanarkshire, Serco and New College Lanarkshire and the Council has two sites based in University Hospitals Monklands & Wishaw. NLC was the first council in Scotland to take that leap of faith and invest in starting a project search within University Hospital Wishaw closely followed by a site a Monklands Hospital. To date:   * 140 young people have graduated from the programme * 75% gained Jobs, 77% sustained in work with an average length of service 3 years * Working an average of 23 hours a week and earning an average of £8.63 an hour, above the minimum wage of £8.21 an hour * The first graduate to gain employment with Serco is still employed with the company - 10 years on. * Some graduates from the project have got married , learned to drive , bought their first house etc . All have advised that being part of the project changed their lives. * graduates from 2017/2018 won Learner of the Year at NHS Lanarkshire 2020 Staff Awards. |
| No Limits is for young disabled people who are furthest removed from the job market and require a high level of support in their journey to get a job.  No Limits offers 1-1 support from a job coach and mentor to ensure that the young person is given the support they require to succeed. |
| Meghan was referred to Routes to Work in October 2019. Aged 21 Meghan had undergone 40 surgeries throughout her life due to her Disability condition Hydrocephalus which affects the brain. She has missed a lot of time out from school and felt that she had no skills or experience to offer an employer. At initial appointment she stated that she did not want to spend the rest of her life on Disability Benefits and had a real desire to get into employment.  She was realistic about her physical capabilities and through action planning discussion she expressed an interest in Photography as this was a hobby that she really enjoyed and felt it therapeutic. Case Worker engaged with the EDO’s at NLC and working in partnership a work placement was sourced with a local Business John Wilson Photography. Meghan was able to accompany the photographer to the local primary schools to support with taking the yearly intake of school photos and was being considered for an apprenticeship just as lockdown happened. This opportunity will still be available to Meghan when normal Business resumes, but she has also with support from the case worker applied for a trainee researcher role with Channel 4 to keep her options open.  Both Meghan and her Mum stated that they were overwhelmed at the support and encouragement offered to Meghan as she never believed that she would be able to be seen as an individual as she has faced so may barriers in life due to her disability. |

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| **Equality outcome 3**  **The educational attainment for children and young people with disabilities and/ or additional support needs, Gypsy traveller children and young carers is improved.**  **General Duty 1, 2 and 3** |
| Evaluation against performance measures  The attendance rate for Gypsy Traveller pupils dropped slightly from 78.4% in 2017/18 to 76.64% in 2019/20, but it rose for disabled primary school pupils from 90.1% to 91.88%.  100 % of gypsy traveller learners gained national qualification at level 3 and above in Maths & English. (This equates to 2 children.)  There was a significant increase in the number of visually impaired leaners gaining national qualifications at Level 3 and above in Maths or English within the SCQF framework, rising from 54.8% in 2017 to 85.29% in 2019.  The number of hearing impaired pupils gaining national qualifications at Level 3 and above in Maths or English within the SCQF framework also increased from 65.45% in 2018 to 83.80% in 2020.  Although the number of exclusions for pupils registered with an Additional Support Need (ASN) is continuing to decrease (59.58% 2018-19 to 57.39% 2019/20) the service is committed to continuing to reduce this figure and this will be a main focus moving forward.  Despite the Covid pandemic and associated restrictions, during 2019/20, 2328 young people with Additional Support Needs (ASN) participated in extra-curricular sport and physical activity in ASN establishments. |
| The following is examples of activity undertaken to achieve equality outcome 3.  To increase levels of attendance, engagement and attainment, particularly for young people at risk of disengaging or being excluded, schools across the authority are making greater use of bespoke curriculum packages and vocational partnerships and links. Strategic use of Scottish Attainment Challenge (SAC) funding and Pupil Equity Fund (PEF) is also supporting positive outcomes for young people.  Simultaneously, the service has offered a range of professional learning opportunities to build staff capacity. Every educational establishment across NLC participated in Getting it Right for Every Child (GIRFEC)– refresh training this session 2020/21. This training increases practitioners understanding of the core components of GIRFEC and the associated planning processes enabling them to plan more effectively to meet the needs of all pupils, including those with protected characteristics.  Virtual School (VS) Scottish Qualification Assessment Information  20 young people have engaged in support to gain qualifications around Literacy and Numeracy; 16 achieved National 3 Applications in Maths, 18 achieved National 3 English and 3 achieved National 4 English. All of these young people were school non-attenders who would have been leaving education without any formal qualifications. Input was delivered out with school by VS teachers and in partnership with other support workers eg; Community Alternatives, Social Workers, Community Learning & Development staff. Engagement was secured through the establishment of good relationships with young people, their families and those who know them. Many of the young people were also involved in other VS supports eg; Vocational courses, targeted group work, bespoke individual programme.  Currently a further 18 young people have been identified as requiring support to access learning to undertake qualifications. Again, this is mainly for National 3 English/Maths with some aiming to achieve National 4. Input from teachers has started for some and most are already involved with VS in some way accessing other supports. A small number are engaging with the Positive Leavers Pathways Programme.  Assessments completed are returned to the young person’s school for checking, verification purposes and accreditation to SQA.  Digital school provision – devices and access to online resources also helped to support learning. Requests from VS have been met and families issued with device/connectivity requirements.  Vocational Opportunities  30 young people are currently engaged in one or more offers of vocational learning. All are non-attenders who have disengaged from school.  Current offers are Construction and Rural Skills, Hospitality, Automotive Skills, Hair and Beauty and Music Technologies. Alongside this are bespoke opportunities in animal care, equestrian care and bike maintenance for a small number who require a high level of individual support.  Construction/Rural - two young people have 100% attendance the other young people have over 60% attendance. Young people will achieve Rural Skills Award at SCQF Level 4  Hospitality – attendance rate on average 65%  Automotive - attendance rate on average of 70%. Some are working towards City and Guilds awards.  Hair and Beauty – average attendance rate is 65% although membership of groups has recently changed. Young People attending Hair and Beauty will work towards a SCQF Level 4.  Music Technologies – attendance rate on average was 70%.  Forest School – Outdoor Learning  We currently have 11 young people (Primary 3 – 7) engaged in two groups over the week. This is a therapeutic intervention for children who are struggling to maintain their school placements and for whom learning is hugely challenging due to the significant trauma they have experienced. Attendance at school and behaviour in school are significant factors.  Five have previously been excluded from school and have been considered for specialist/out of authority placements and two attend SEBN school. However, all are engaging in the Forest School positively.  Average attendance at Forest School is 86%  Group 1 – 100% attendance since August  Group 2 – 98% attendance since August \*  \*one individual 46% mainly due to significant issues in care placement and Covid isolation period  No exclusions from school for this group this session.  Young people involved are also working towards Forest and Outdoor Learning award at SCQF Level 3 and John Muir Award. One young person has already achieved the Forest and Outdoor Learning award at SCQF Level 3 with another due to complete soon.  The successful delivery of this support has been due to the excellent partnership working between schools, VS staff, residential staff, Social Work (Families First) and Forest School provider.  Care Experienced Exclusions  In May 2019, North Lanarkshire Council published clear guidance for establishments entitled Preventing and Managing Exclusions.  In extreme situations, if exclusion is being considered, it is important that the delegated member of staff, the Virtual School Leader and/or team around the child and parents/carers, are contacted to discuss alternatives to exclusion. This must include the child or young person’s allocated social worker (if appropriate).  To this end the Virtual School have a system of recording exclusions of care experienced young people to analyse trends or patterns and assist in the reduction of exclusions for the future. As this in-depth data has not been recorded before it is difficult to draw comparisons from previous years, at this time. Going forward it is intended that staff from the Virtual School will be able to scrutinise and analyse this for the future.  To establish a baseline, we have noted 42 care experienced young people have been excluded since August 2020. (68 exclusions episodes of care experienced young people.) Virtual School has been contacted on 15 occasions - discussion with VS has prevented 8 exclusions taking place with alternative offers or supports being utilised. Three school based vocational groups have been created as part of these preventative discussions.  Active Schools  Bespoke Active schools offering during lockdown (ASN)   * Active Pupils: 106 * Sessions Delivered: 185 * Total attendance: 2046   Redburn and Glencryan have been offered weekly inclusive outdoor activity sessions for their pupils. These sessions will be adapted for the pupils and their needs/ability levels. The coordinators delivering the activity sessions have combined their sports knowledge with their ASN delivery backgrounds.     Glencryan  Pupils will be attending the park over 3 days from the week beginning 8th March. Pupil numbers will range between 4 to 10 with staff accompanying the pupils.  Redburn  Outdoor school delivery (multi-sports) starting in March/April 2021. Pupils will attend the park one day a week for 4 weeks.  Pupils will take part in a range of activities including walking, orienteering, bushcraft, cycling and boats. Activities will be tailored to the needs and interests of pupils. We will document it on our social media page and send on pictures. |

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| **Equality outcome 4**  **Our schools, are safe, accessible and inclusive.**  **General Duty 1, 2 and 3** |
| Evaluation against performance measures   * There has been a slight increase from 88 to 93 in the number of schools engaging on the Rights Respecting Schools Programme. * 14 schools involving over 200 senior pupils got involved in raising awareness activities on suicide prevention. * 11 new staff members have completed Moving and Handling Training and 6 staff members have completed refresher training. * 20 Active School co-ordinators are trained in Moving and Handling. * 12 Racist incidents have been recorded, monitored and dealt with across our school estate. * 2500 devices have been distributed to young people (Dec 2020) * 324, 225 Free School Meals (FSM) Vouchers have been issued with 85% uptake of these vouchers.   Access to free sanitary products rolled out across the school estate |
| The following are examples of activity undertaken to achieve equality outcome 4.  Training to support staff and parents to understand and manage children and young people’s behaviours in a safe and inclusive manner  Solihull Approach 2 Day Foundation Training  A total of 386 practitioners were trained between Aug 2019 and March 2020  Parenting Programmes  4,424 have registered for the courses below over the past 4 years  1,760 actual learners – engaging in the programmes (see break down below)   * Understanding your Pregnancy, Labour and Birth – 191   (this includes 6 for same sex couples)   * Understanding Your Baby – 204 * Understanding Your Child – 959 * Understanding Your Teenager – 236 * Understanding Your Teenage Brain (for teenagers) – 68 * Understanding Your Child with Additional Needs – 102   Staff from the Learning Hub delivered bespoke Literacy and Numeracy training for 14 of Children’s House staff to enable them to support improved educational outcomes for care experienced young people.  The service is also continuing to review their GIRFEC pathways and allocation processes.  School based counsellors  In March 2020, over 224 young people across the authority were continuing to have access and receive support from school based counsellors, via the SAC/PEF procurement framework.  Workstreams  NLC has a number of complimentary workstreams undertaking targeted improvement work around wellbeing. Examples include:  Mental Health and Suicide Prevention, GIRFEC Wellbeing App.  The Covid 19 pandemic has impacted significantly on children, young people and families with protected characteristics. (The Scottish government has produced a series of reports outlining the impact. <https://www.gov.scot/collections/equality-evidence/> )  To support children and families during lockdown NLC have given out 2500 devices (Dec. 2020). They also created a Virtual Classroom which to date has had 338,186 site visits. This support has enabled our children and young people to continue to access education. They have also established a supporting Families Team and distributed Free School Meals (FSM) vouchers. |

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| **Equality outcome 5**  **Young women and disabled and black and minority ethnic young people are supported and leave school with positive destinations.**  **General Duty 2 and 3** |
| Evaluation  There was a slight increase in in the number of females presenting for Highers in Design and Manufacture (24.61% to 31.71%) and Physics (25.19% to 27.55%). The number of female participants in Higher Computing Science has decreased (22.43% to 19.12%). Across the three science subjects, Physics, Computing Science and Design and Manufacture the percent of Higher (A-C) passes has decreased. STEM subjects will continue to be a focus moving forward.  The service organised a STEM Ambassador event in Jan 2020. This was attended by 40 teachers across Nursery, Primary, ASN and Secondary, representing 33 establishments  The number of Additional Support Needs pupils employed post school has decreased from 20% to 13.95%. |
| The following is examples of activity undertaken to achieve equality outcome 5.  Education and Families service understand that raising attainment, success in participating in programmes of personal achievement and leaving school to a positive destination are important barometers of success. In 2019/20, all 90 participants in the Pathways programmes (Previously Winter Leavers) achieved a positive destination. A further review completed after lockdown 1, found that 84 of the young people participating had sustained their positive destination. In session 2020/21 the programme has been extended to include 122 participants. As of Jan 2021, 117 young people had either secured a positive destination or remained in continued support or on the full time Pathways programme until such times as a relevant post school destination can be secured.  Improved Outcomes for children at risk of disengaging with education  School based Vocational Groups  The Virtual School, in discussion with Designated Managers for Care Experienced young people has facilitated a small number of wellbeing/vocational groups for young people at risk of disengaging from secondary education. These are currently running as pilots in three secondary schools. The focus of each group is around supporting pupils’ wellbeing and providing opportunities for learning new skills to encourage and increase attendance and engagement in school. Course content and delivery was agreed through planning in partnership with VS staff, schools, providers, young people and NL Vocational Education team. Upon request, other partners are involved in supporting delivery including Fire Scotland, Police Scotland and Active Schools.  Feedback from schools December 2020;  Braidhurst – two afternoons per week; Catering and Construction (X2)  A catering group and construction group have been delivered on-site at Braidhurst High School.  Both groups have proved to be positive.  The construction group was aimed at young people who struggled to manage their behaviour in typical classroom settings.  4 out of 5 attendees have experienced a reduction in the number of behaviour referrals.  They have all been learning new skills which will enhance their Curriculum Vitae (CV).  Attendance has been consistently good.  The catering group was aimed at pupils with low confidence and who struggle with their literacy.  They have found this group very beneficial and enjoyable.  Although levels of confidence can be difficult to quantify, the school note this as being a very positive experience for these pupils. Following an initial pilot period of 3 months it has been agreed to continue both groups following the Christmas break.  Coatbridge High – three afternoons per week; Wellbeing, Catering and Construction  The project started on 9 November and took place over 3 sessions: Monday afternoon with a member of staff from Coatbridge High School working on Health and Wellbeing and Wednesday and Friday afternoons, with visiting staff for Construction and Catering.  There are six young people involved two of whom are because of alternative to exclusion discussions with the Virtual School and Coatbridge High.   The group involves six young people in S2/S3 and has seen all six young people have an average increase in attendance by 4% since their involvement.  The school has also noted a reduction in demerits and referrals.  From the initial plans for the group, the support offered has expanded to include inputs from Fire and Rescue Scotland and the school campus police officer.  Kilsyth Academy - three afternoons per week; Hairdressing, Catering and Construction  All groups had positive outcomes with the young people working through SQA units in each intervention.  Feedback from parents of young people involved, particularly in the Hair and Beauty intervention, evidenced an increase in self-esteem and confidence.  Some groups had additional young people added and one of the young people initially identified did not participated.   There has also been an improvement in the engagement with core lessons for young people engaged as they see the benefits and rewards of participating.  The original pilot was extended into the new term, January – March, and is being continually reviewed.  Addressing Inequalities in STEM subjects (Science, Technology, Maths)  NLC has now launched the NLC Primary Science Curriculum which was developed over session 2019/20 by NLC Pedagogy Team, as part of the Raising Aspirations in Science Education (RAiSE) programme. The Curriculum is supported by a suite of professional learning opportunities. During session 2019/20, 454 practitioners participated in STEM Professional learning. 74% of participants were primary practitioners. 88.8% of participants were female (235) and 11.2% were male (32). (We must reflect on these figures with caution as primary and early years is a predominantly female profession.)  It is hoped that new curriculum materials and professional learning experiences for staff will, in time, impact positively on the number of female participants undertaking STEM subjects. |
| Through our ASN schools programme the Support Employment Service currently support all the young people in ASN schools who are looking to get a job and do not wish to attend college.  At times, young people in the Language and Communication Units and Learning Support pupils in other schools are supported, so long as they have the time within their timetable to work with us and the support from the school that is required.  All suitable young people that are supported will be considered for a ‘No Limits’ placement following a vocational profile to determine their suitability. Currently 16 young people are supported who on transitioning will be offered a placement on Project Ability or No Limits. Both of these programmes are 52 weeks paid placements where young people will gain transferable skills which can be adapted and utilised within any work environment. During the placement and beyond the Job Coach will support the young to gain and sustain employment. |

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| **Equality outcome 6**  **Our communities and town centres are safe, accessible and inclusive.**  **General Duty 1, 2 and 3** |
| Since 2019   * The % of women who are repeat victims of domestic abuse has increased from 15.6% to 25% since 2017. * 99.9% of cases of anti-social behaviour reported, resolved, and dealt with within locally agreed targets * 94% of tenants satisfied with the management of the neighbourhood they live in a rise of 4% since 2017. * 41 Tenant and Resident Associations operate in communities across North Lanarkshire an increase of 6 since 2017 * 9 nightclubs were visited by Licensing Services to promote the Ask Angela scheme that aims to provide women who feel unsafe in a licensed premise to seek support from staff discreetly. * 9 nightclubs were visited to promote the Nightwatch scheme where Late night opening venues are encouraged to look out for children and young people who may be at risk |
| The following is examples of activity undertaken to achieve equality outcome 6.  The % increase in repeat victims of high-risk domestic abuse is due to a programme of work carried out with Housing Services.  Housing Services have refreshed their policy on domestic abuse including if a worker receives a disclosure of domestic abuse they are required to carry out a risk assessment and if appropriate refer to MARAC. Although it doesn’t look positive in terms of the data there are some positives to be taken as women will be offered other support as part of this process. |
| Statement on prostitution  North Lanarkshire Violence Against Women Strategic Group (VAWSG) supports this definition of prostitution and has developed a Position Statement on Prostitution which supports a challenging demand approach. The challenging demand approach advocates a change to the legal framework in Scotland that addresses the causes of commercial sexual exploitation and prostitution i.e. gender inequality and the demand from men to buy sex from women, by:  • decriminalising those selling sex; and  • criminalising the buyers of sex in all settings.  The Position Statement also advocates the implementation of measures to provide support as well as exiting services for those exploited through prostitution.  This position statement was supported and endorsed by the Council’s Policy and Strategy Committee in March 2021. |
| The CLD Youthwork service worked in partnership with Airdrie locality Social Work team to help to refer young people with ASN who were identified as vulnerable and struggling during Covid-19 lockdown especially around issues of mental health and isolation.  The challenges faced by staff were to create a safe, youth friendly and fun space where youth work could take place for the young people with additional support needs. It was apparent that support was required out with the home setting and the young people struggled with online engagement. CLD Youthwork worked in partnership with Social Work and the local Community Hub to identify one room within the Community Hub that could be utilised for the group. All government guidelines were followed in terms of physical distancing. Staff worked in allocated bubbles, incorporating smaller group work activities within the guidelines of the Community Hub. Staff followed protocols ensuring specific laptops for each person, I-pads and all necessary cleaning and sanitising was carried out.  The group worked with Deep Fried Films, using creative arts to look at the effects of lockdown, through a range of mediums from music, writing and art as a way to express their thoughts and ideas. This proved a cathartic experience for the young people.  The group managed to continue to fulfil its aims of supporting young people with additional support needs to increase their independence, improve their social and emotional support and engage in activities to support social skills in a nurturing environment.  The feedback from young people has all been positive with end evaluations including the following: **“having fun”**  **“getting the chance to meet face to face”**  **“getting out of the house and learning new things”**  Social work staff who supported the young people noticed the programme had a huge effect on building the young people’s confidence and provided the chance to increase their social circle. |

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| **Equality outcome 7.**  **Participation and engagement with under-represented groups is improved.**  **General Duty 2 and 3** |
| * 7 % of CLD adult learners are disabled a slight increase since 2018 * 75% of ALN learners are BME. This was 19% in 2017.This is explained by the focus on ESOL. * 2% of CLD adult learners are LGBT as light reduction on previous years * A survey on the experiences of Deaf BSL users during the pandemic has been undertaken by Lanarkshire BSL Steering Group. * There have been 4905 ESOL learners and 1259 ESOL learning outcomes achieved since 2019. * Nine community listening events took place in September 2020, one in each of the Community Board areas. 91 people participated in total with 56% of those from groups representing people with protected characteristics.   A public consultation was undertaken in respect of proposed licensing of sexual entertainment venues following a change to the Civic Government (Scotland) Act 1982 which introduced the option for local authorities to licence such premises. A total of 325 responses were received. |
| The following is examples of activity undertaken to achieve equality outcome 7  Over the past year CLD Youth Work has opened up its web space to allow young people to publish articles on topics of their choosing.  This allows young people to have a platform and offers marginalised voices the chance to be heard. We also hope that it provides insight to others who do not have lived experience of that issue and gives strength to those who do.  Articles have included ‘Coming Out Stories’ written by three LGBT young people from Motherwell, which was further promoted on social media during LGBT History Month and ‘ But Where are You Really From?’,  a narrative of mixed race twins living in Wishaw, which was shared during Black History Month. ‘Here’s to the Girls’ was written by Shannon, a young person from Airdrie about how all women should be treated the same. We have a blog about to be published from a Trans young person about the importance of gender-neutral language and how it impacts on them. Wiktoria discusses mental health in ‘My Journey of Recovery’ as does Sophie in her ‘Cover Up’ poem.  The website also features a dedicated campaign section on Employability, which was collated for young people, by young people - two Foundation Apprenticeship students worked on researching and publishing this area of the website.   This collection of articles are written for young people who often face barriers entering the world of work due to age and lack of experience, and they have been shared via social media, with the council’s TOD Team and with colleagues who work directly on youth employability programmes |
| A public consultation was undertaken t proposed licensing of sexual entertainment venues following a change to the Civic Government (Scotland) Act 1982 which introduced the option for local authorities to licence such premises |
| The Young Parents Group started as a partnership between CLD Youth Work and NHS Health Improvement. Young parents were identified by their health professionals (Midwives, Health Visitors, First Steps worker, Family Nurse etc) and signposted to the group. As the number of “young” parents who attend other parents groups is significantly lower than that of their counterpart the group aims to provide young parents with a safe environment, tailored to their needs as young people, as well as young parents. Peer support and an emphasis on health and wellbeing, along side information and advice from health professionals is the main focus |
| Creating Safe Spaces was a conversation that started in partnership with Humjolie (a local South Asian Women’s group), AMINA Muslim Women’s Resource Centre and Lanarkshire Rape Crisis centre to explore women’s experiences in relation to safety and participation.  An event was held in 2019 to bring local BAME women together in a safe place where stories and experiences could be shared. This event helped develop some of the thinking around the BAME Research that is ongoing, and a further focus group was held with NL Muslim Women and Family Alliance in January 2021 to determine whether the experiences shared at the Creating Safe Space event are common for BAME women and in particular those who are Muslim. |

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| **Equality outcome 8**  **NLC as an employer is accessible and all employees are valued and supported to work to their full potential.**  **General Duty 1, 2 and 3** |
| * The % of applicants who are disabled has decreased since 2018, however slightly more were appointed. * 74.6% of employees have not recorded under the disability category this has improved from 82.3% in 2018 * For BAME people there was an increase, proportionately in applications from 2018 and a decrease in appointments. * Just over 80% of promotions went to women. In 2028 it was just over 72%. There has been a significant decrease in the number of promoted posts in this time from 226 in 2018 to 76 in 2020. * No promotions were made to BAME or white minority people in 2020 however over 27% of people did not disclose their ethnicity. * 84 flexible working applications were received in 2020 with 92.8% being approved * 13 Trans people applied to work with the Council in 2020 but no Trans people were appointed. * The Council has 11 Dignity at Work and 8 Gender Based Violence Support Officers. |
| The following is examples of activity undertaken to achieve equality outcome 8.  In the roll out of Office 365 the Council was concerned that employees who used assistive technology (AT) on their existing IT equipment didn’t lose any of the functionality of that when they migrated to O365 – we needed to ensure compatibility. To do this we identified those users of Assistive Technology and employed the skills of Access Technology Company to check compatibility with individual users before migration. |
| We include the Disability Confident Leader and Happy to Talk Flexible Working on all our job adverts. |
| As part of the Workforce for the Future strategy, we are working with the services to prepare succession plans where there is a need. There will be an opportunity for employees to shadow managers/leaders to develop their skills and prepare them for future managerial roles as they become available.  The Talent Profiling and Succession framework will support employees to develop competencies that will enable and encourage them to apply for managerial and Leadership roles through for example mentoring and shadowing opportunities. Plans are already in place to target women to take up mentoring opportunities as part of Learning at Work Week 2021. |
| Our success at achieving Bronze Standard in the Equally Safe at Work employer accreditation programme and our reaccreditation as a Disability Confident Leader, following and external validation exercise by Inverclyde Council, illustrated the Council’s commitment to being a progressive employer. |