**NLC EQUALITY OUTCOMES 2021-25**

The Council’s ambitious Plan for North Lanarkshire to be the place for people to Live, Learn Work, Invest and Visit is reflected in our equality outcomes for 2021-25. Setting equality outcomes allows us to focus this ambition on people protected by the Equality Act 2020 who experience continuing disadvantage. Our equality outcomes sit within the Council’s business priorities and Programme of Work ensuring they are integral to what we do.

To set our outcomes the Council considered.

* the Council’s ASPIRE programme and priorities;
* the progress made in relation to the Council’s equality outcomes 2017-21;
* Community engagement undertaken with North Lanarkshire’s communities and what that tells us. For instance the research into the lived experiences of North Lanarkshire’s Black, Asian and Minority Ethnic people; the development of the Community Boards and the Local Outcome Improvement Plans; the Listening Events and the Council’s Citizens survey to explore people’s experiences of Covid19; the Children and Young People’s Survey etc;
* Statistical local and national information relating to inequality experienced by people whose characteristics are protected by the Equality Act and in particular how the Covid19 pandemic has impacted particular groups;
* Information gathered from Council services in relation to their areas of work, for instance the review of the Council’s Housing Strategy and the ASN Review; and
* the Public Sector Equality Duty (General Duty).

The equality outcomes for 2021-215 are:

1. The housing needs of older and young people, disabled people and others with specific needs are met.
2. Women, disabled people, young people and BAME people access employment and business opportunities and support.
3. Older and young people, women, disabled people and BAME people on low incomes and benefits access welfare and financial advice and support.
4. The educational attainment for children and young people with disabilities and/ or additional support needs, Gypsy traveller children and young carers is improved.
5. Our schools are safe, accessible and inclusive.
6. Increased opportunities for children and young people with protected characteristics to develop their employability skills to enable them to leave school with a positive destinations
7. The decisions by the Council’s community engagement and participation mechanisms are influenced by the contributions. of young people, women, BAME people and disabled people.
8. NLs communities, town centres, facilities, parks and open spaces are safe, inclusive and accessible to older people, disabled people, women, people of different faiths, LGBT people and BAME people.
9. Young, BAME, Disabled, LGBT and female employees are provided opportunities to work for, thrive and progress in their employment in NLC.

The following tables detail:

* The equality outcomes for the years 2021-2025
* the authority the outcome relates to – Council, Education or NL Licensing Board
* The Council’s Business Plan priority the outcome aligns to;
* which aspects of the General Equality Duty the outcome advances.

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

* The equality outcomes for the years 2021-2025; and
* the equality issues and evidence that came from the engagement and evidence gathering that informed the setting of the outcome.

**Equality Outcome 1**

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| **This is an outcome for the Council.**  **It aligns to the NLC priority - Improved economic opportunities and outcomes**  **It advances general duty numbers 1,2 and 3.** |
| **E.O. 1 - The housing needs of older and young people, disabled people and others with specific needs are met.** |
| **Equality evidence**  Young people were more likely to be in private rented accommodation than other tenure.  Just under 31% of all homeless applicants are aged 16-25 years. The North Lanarkshire figure is 6% above the Scottish average.  Many disabled people lived in homes that did not meet their requirements to live independently. NLC has an estimated shortfall of about 1000 wheelchair accessible homes.  22% of all housing stock in North Lanarkshire has been adapted, most of this is in the social rented sector, in which 39% of council stock is adapted and mostly within homes occupied by an older household (43%).  LGBT people experience greater mental health problems and increased risk of homelessness.  People from ethnic minority groups, are more likely to rent from a private or social landlord but less likely to own their own home. The BAME research carried out in NL found that 41% of BAME people owned their own home this is about 10% lower than the Scottish average. |

**Equality Outcome 2**

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| **This is an outcome for the Council.**  **It aligns to the NLC priority - I**mproved economic opportunities and outcomes  **It advances general duty numbers 2 and 3.** |
| **E.0.2 - Women, disabled people, young people and BAME people access employment and business opportunities and support.** |
| **Equality evidence**  Young people are most likely to be in precarious employment – low pay, temporary and zero hours contracts, gig economy.  Disabled people were less likely to be in employment and more likely to be unemployed;  In NL 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.  Black people more likely to be in low paid work  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.  Women were less likely than men to be in employment and more likely to be in part-time low pay work. Women’s experience of poverty is directly linked to their experience of the labour market. One of the key consequences of COVID-19 is labour market disruption and an expected ‘jobs recession’ is therefore particularly problematic for women’s poverty as women’s pre-existing inequality in the labour market puts them at particular risk of unemployment, reduced working hours and furlough |

**Equality Outcome 3**

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| **This is an outcome for the Council.**  **It aligns to the NLC priority -** Improved economic opportunities and outcomes and Improve the health and wellbeing of our communities.  **It advances general duty numbers 2 and 3.**Council |
| **E.O 3 - Older and young people, women, disabled people and BAME people on low incomes and benefits access welfare and financial advice and support.** |
| **Equality evidence**  Older women more likely to be living in poverty than men.  YP most likely to experience a reduction of earnings due to pandemic and be in precarious employment – low pay, temporary and zero hours contracts, gig economy.  Women and children’s poverty is inextricably linked. Women will also bear the brunt of the pandemic economically, women in low-paid jobs will be particularly affected by job disruption, placing them at greater risk of poverty.  Women are disproportionately affected by the need for more unpaid care, impacting their ability to do paid work and are more likely to be in part time and/or insecure work as a result. 90% of lone parents are women, further compounding issues regarding unpaid care and access to paid work.  Women were more likely to be in poverty; more likely to experience in-work poverty; and were more likely to experience persistent poverty than men  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  Disabled people were more likely to experience severe material deprivation.  Ethnic minority groups are more likely to live in poverty, both before and after housing costs and most likely to experience a reduction of earnings and job loss due to pandemic  Relative poverty rate after housing costs is higher for lone mothers than for single working age adults, most likely to experience a reduction of earnings due to pandemic  Prior to the outbreak of COVID-19, poverty in Scotland was gendered. |

**Equality Outcome 4**

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| **This is an outcome for Education**  **It aligns to the NLC priority -** Support all children and young people to realise their full potential  **It advances general duty numbers 2 and 3.** |
| **E.O.4 - The educational attainment for children and young people with disabilities and/ or additional support needs, Gypsy traveller children and care experienced young people is improved** |
| **Equality evidence**  Boys are more likely to be excluded than girls.  Exclusions are higher for disabled pupils and attainment levels are lower for disabled pupils. 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.  The attendance rate for Gypsy Traveller pupils dropped slightly from 78.4% in 2017/18 to 76.64% in 2019/20  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, the service noted that 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 |

**Equality Outcome 5**

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| Education  **This is an outcome for Education**  **It aligns to the NLC priority -** Support all children and young people to realise their full potential  **It advances general duty numbers 2 and 3.** |
| **E.O. 5 - Our schools, are safe, accessible and inclusive.** |
| **Equality evidence**  At present, North Lanarkshire Council has over 9081 children and young people registered with additional support needs. Some of these young people are educated in mainstream settings. 1028 young people with ASN are educated in our ASN establishments. The ASN Review highlighted the need to strengthen the ‘presumption of mainstream’ and to create a more fluid interplay between mainstream and specialist provision.  The service is currently engaging in 5 statutory ASN consultations and 1 non statutory ASN consultation to redesign the additional support needs offer, within North Lanarkshire Council. The overarching aim is to ensure children with additional support needs benefit from bespoke learning environments that increase their health and wellbeing, aspirations and attainment  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.  Schools are seeing more young people articulating their need to undergo gender transition . Many teachers not feeling equipped to support pupils and their families appropriately.  LGBT pupils experience high rates of bullying, whilst SG bullying recording and monitoring system is voluntary.  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/> ) |

**Equality Outcome 6**

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| **This is an outcome for Education**  **It aligns to the NLC priority -** Support all children and young people to realise their full potential  **It advances general duty numbers 2 and 3.** |
| **E.O. 6 - Increased opportunities for children and young people with protected characteristics to develop their employability skills to enable them to leave school with a positive destinations** |
| **Equality evidence**  Disabled young people are twice as likely to be NEET compared with non-disabled young people. The number of Additional Support Needs pupils employed post school has decreased from 20% to 13.95%in NL  Subject choices continued to show differences based on gender stereotype, with likely implications for career paths in adult life.  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.  NEET levels are higher for Gypsy Traveller pupils. |

**Equality Outcome 7**

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| **This is an outcome for the Council and Licensing Board**  **It aligns to the NLC priority - Enhance participation, capacity and empowerment across our communities**  **It advances general duty numbers 1, 2 and 3.** |
| **E.0.7 - The decisions by the Council’s community engagement and participation mechanisms are influenced by the contributions. of young people, women, BAME people and disabled people.** |
| **Equality evidence**  Disabled people under-represented in all areas of public life and there had been a fall in the number of disabled people on public boards. Disabled people also more likely to be excluded from accessing digital services.  Ethnic minority groups are under-represented in all areas of public life. Less than 10% of Muslim people in North Lanarkshire participate in community activities . 38% feel that their culture is not acknowledged in the community.  Women under-represented in all areas of public life although there had been an improvement of women on public boards  The Council has committed to ensuring through its Youth Engagement Strategy and its Community Engagement Strategy that communities of identity and harder to reach groups have opportunities to be heard and included in the Community Board. |

**Equality Outcome 8**

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| **This is an outcome for the Council and Licensing Board**  **It aligns to the NLC priorities - Enhance participation, capacity and empowerment across our communities and Improve the health and wellbeing of our communities.**  **It advances general duty numbers 1, 2 and 3** |
| **E.O 8 – North Lanarkshire’s communities, town centres, facilities, parks and open spaces are safe, inclusive and accessible to older people, disabled people, women, LGBT people and BAME people.** |
| **Equality evidence**  The % of women who are repeat victims of domestic abuse has increased from 15.6% to 25% since 2017 However this may be explained by the programme of work carried out with Housing Services who 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. This required to be monitored.  In Lanarkshire, breastfeeding rates remain lower than we would wish them to be. In partnership with NHS Lanarkshire and the Community & Voluntary Sector we are aiming to become a Breastfeeding Friendly Local Authority.  Deaf people impacted by COVID – communication, isolation.  Disabled people were more likely to have experienced discrimination and harassment than non-disabled adults and disabled people still feel discriminated in relation to participation in sport or attending sporting events and were less likely to say most people in their neighbourhood could be trusted.  People from ethnic minority groups reported lower levels of trust and belonging in their neighbourhood.  Muslim women less likely to go out alone or use parks and open spaces due to fear of street harassment and dogs.  Nationally there was an increase in the number of charges aggravated by prejudice related to religion.  LGBT adults were more likely to experience discrimination and harassment than heterosexual or straight adults. LGBT people also reported that they continued to feel discriminated against while participating in sport or attending sporting events and most did not believe there were enough safe places where they could socialise safely.  There was an increase in the number of charges aggravated by prejudice related to transgender identity and sexual orientation. |

**Equality Outcome 9**

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| **This is an outcome for the Council.**  **It aligns to the NLC Priorities - Improve economic opportunities and outcomes and**  **Improve North Lanarkshire’s resource base**  **It advances general duty numbers 2 and 3.** |
| **E.0 9 - Young, BAME, Disabled, LGBT and female employees are provided opportunities to work for, thrive and progress in their employment in NLC.** |
| **Equality evidence**  86.6% of our workforce are aged between 20 and 59. There has been a sharp decrease in the numbers aged under 20 from 148 employees in 2018 to 50 in 2020 – almost two-thirds.  2.1% of our employees have recorded that they are disabled. This is the highest percentage total of employees recorded since 2010-11. This is still disproportionately low in comparison to the % of disabled people in the local population. 74% had not self-recorded in this category.  The disability pay gap is **9.79%** with those who consider themselves to be disabled earning £1.50 less on average per hour than those who do not consider themselves to be disabled.  Within NLC Grades 1- 18 disabled employees are concentrated in NLC 12 and below . There are no disabled employees in NLC 13 -18 with the exception of NLC15. This perhaps explains the pay gap  Nearly 3% of leavers in 2020 were disabled – higher than the proportion of disabled employees but 2.6% of promotions went to disabled employees.  77 % of the workforce are women. 90% of part-time workers in NLC are women and they undertake significantly more part time work in lower grades than males.  The gender pay gap for all employees including teachers is 4.59% with females earning £0.82 less on average per hour than males.  This increases to 7.07% with females earning £1.09 less on average per hour than males when teachers are not included.  For Chief Executive and Chief Officers the pay gap is 26.5% in favour of males despite a fairly even ratio of females to males in this grouping. However, it should be noted that the top three roles within the Council are held by males  Just over 80% of promotions in 2020 went to women.  There is strong gender-based segregation noted in traditional “female” roles of cleaning, caring and catering and for “male “roles such as drivers, cleansing and janitorial work.  No-one has recorded that they are a Trans person. There were no Trans people appointed in 2020 who applied.  92 (0.63%) employees have recorded their ethnicity as Black, Asian or minority ethnic (BAME). This does not include white minority groups. *The number of employees not recording has also increased from 21 % 23 %.*  The number of Asian Pakistani employees recorded has increased from 15 to 37 employees since 2017  The ethnicity pay gap is 2.3%. Those who have recorded that they are BAME earn £0.41 more /hour than those not from a BAME background.  The total of LGB employees recorded in the Council is 0.9% there has been a decrease in the numbers and % of people who have not recorded in this category. |

**Next Steps**

Council services are considering the action they will take to deliver the equality outcomes and the measures which they will put in place to manage progress. These actions and measures will be contained within a performance management framework (PMF) and will be subject to ongoing monitoring on an annual basis.

This Mainstreaming Equality Report, Equality Outcomes 2021-25 and the employment gathering information will be published on the Council website by 30 April 2021 as required by the Public Sector Equality Duty.

The Council, Education Authority and North Lanarkshire Licensing Board will continue its work to mainstream and keep equality at the heart of its business. They will continue to:

* Implement the five mainstreaming objectives for success as detailed with the Equality Strategy 2019-24; and
* build on the progress already achieved through all our previous equality outcomes to eliminate discrimination, promote equality and foster good relations.