

**BLACK LIVES MATTER -  
ADVANCING RACE EQUALITY  
IN NORTH LANARKSHIRE  
COMMUNITY CONFERENCE 2022**



# Museums, Archives & Local Studies



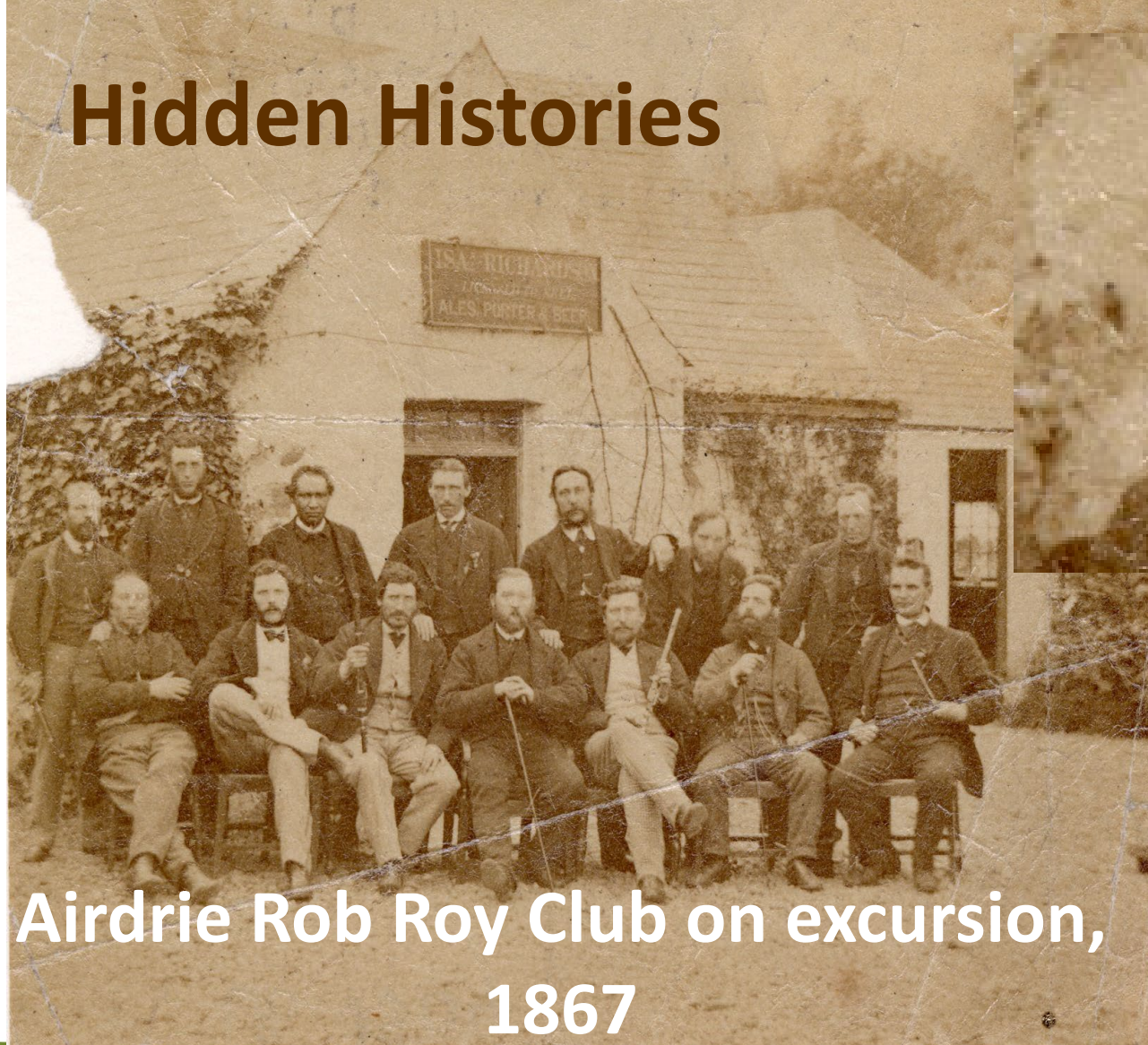
RECOGNISED

The Industrial and associated Social History Collections  
cared for by North Lanarkshire Council  
are Recognised Collections of National Significance to Scotland



LIVE HERE

# Hidden Histories

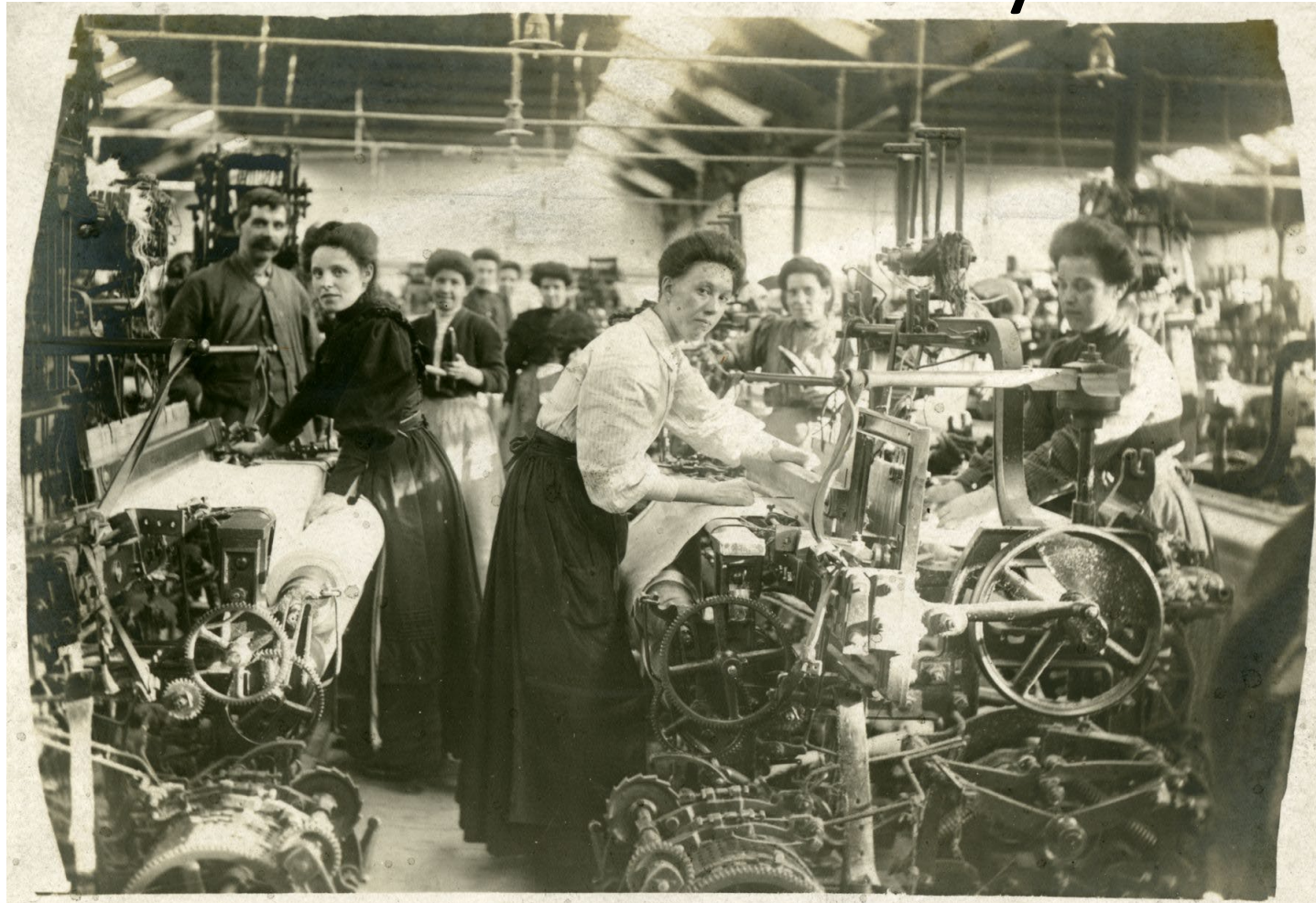


Airdrie Rob Roy Club on excursion,  
1867

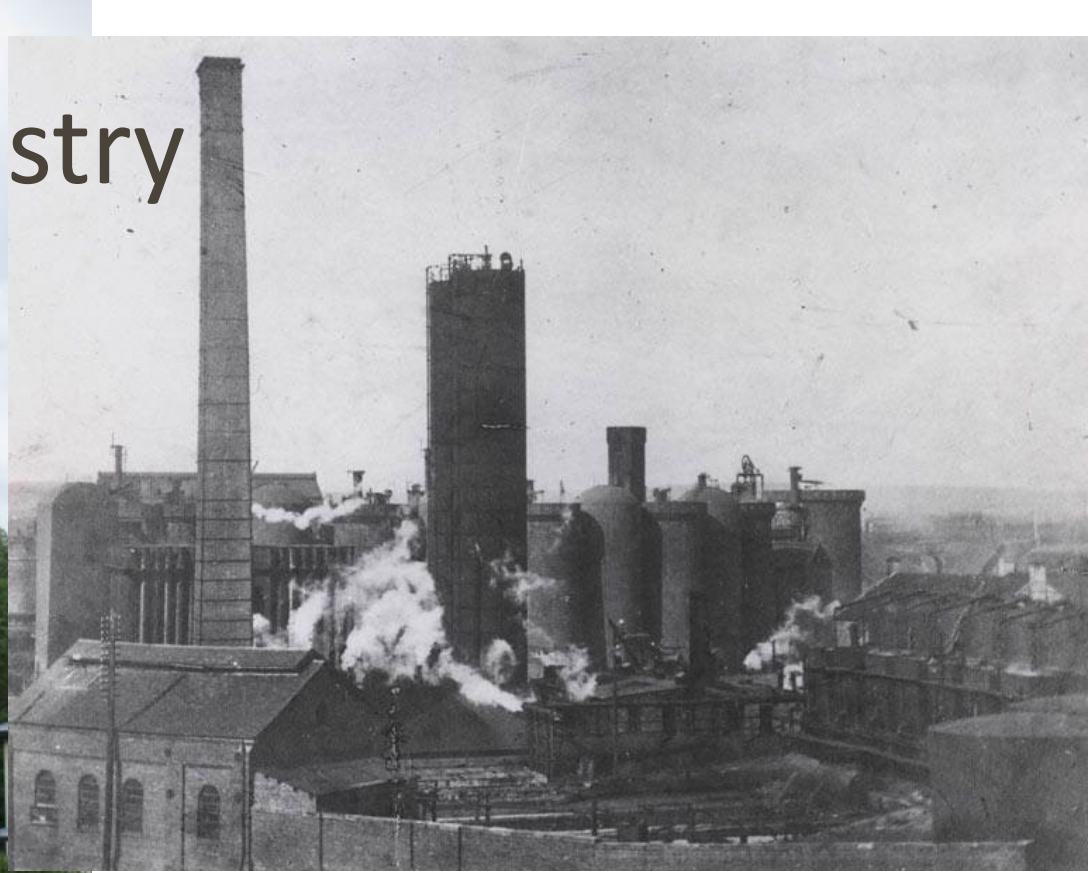




# Cotton & Slavery



# Capital & Industry





[culturenmuseums.co.uk](http://culturenmuseums.co.uk)  
[@NL\\_Heritage](https://twitter.com/NL_Heritage)



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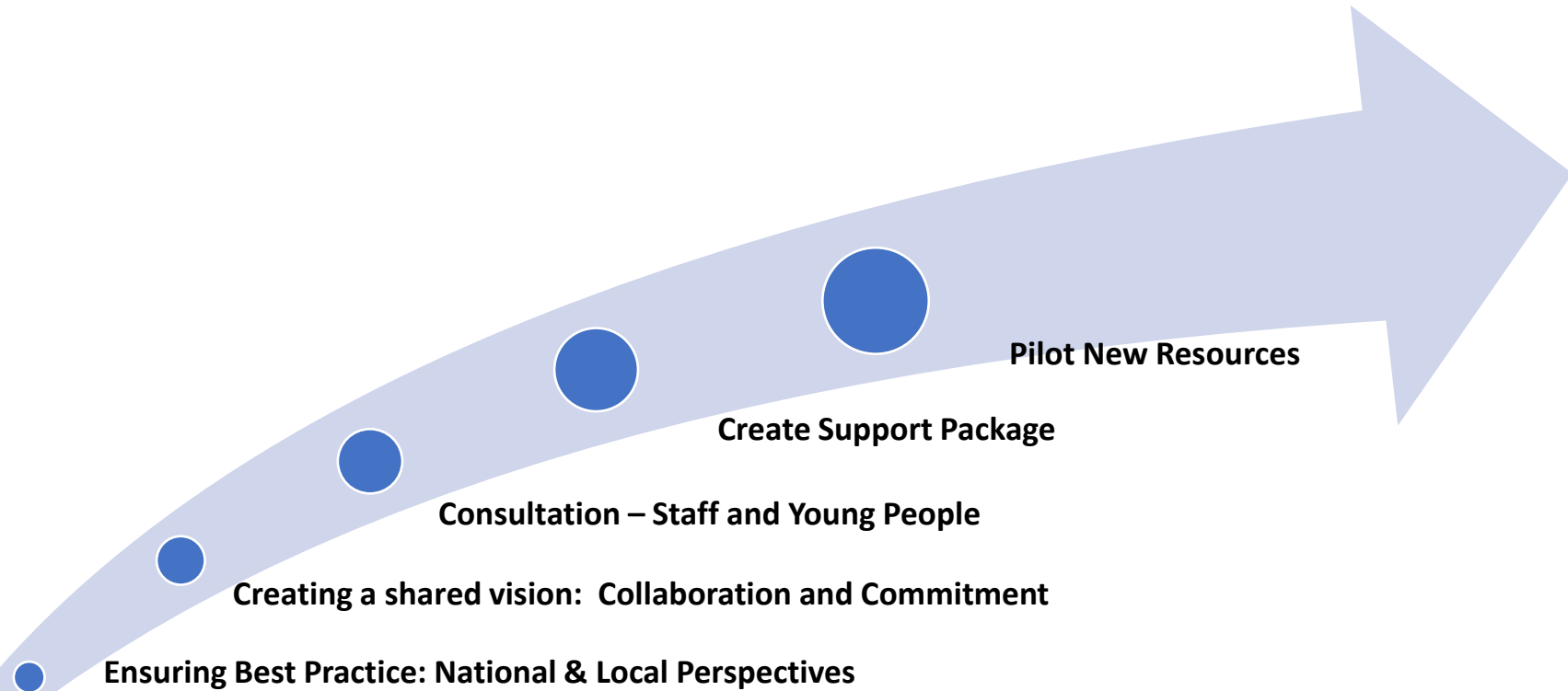
# Education and Families



# Our Commitment

- All children and young people have the right to be educated in an inclusive atmosphere that promotes equality and diversity.
- Staff, pupils and parents should be treated equally and with respect and that any form of discrimination will be challenged.

## Process Map



# How can we support you to ensure all children and young people are educated in an inclusive atmosphere that promotes equality and diversity?

## Staff

- Centre on self-evaluation
- Be supported by high quality professional learning
- Avoid a 'one size' fits all approach
- Maximise links with relevant partners and stakeholders; including those with 'lived BLM experience'.
- Align with current National and Local advice to ensure consistent terminology
- Be supported by appropriate policy directives





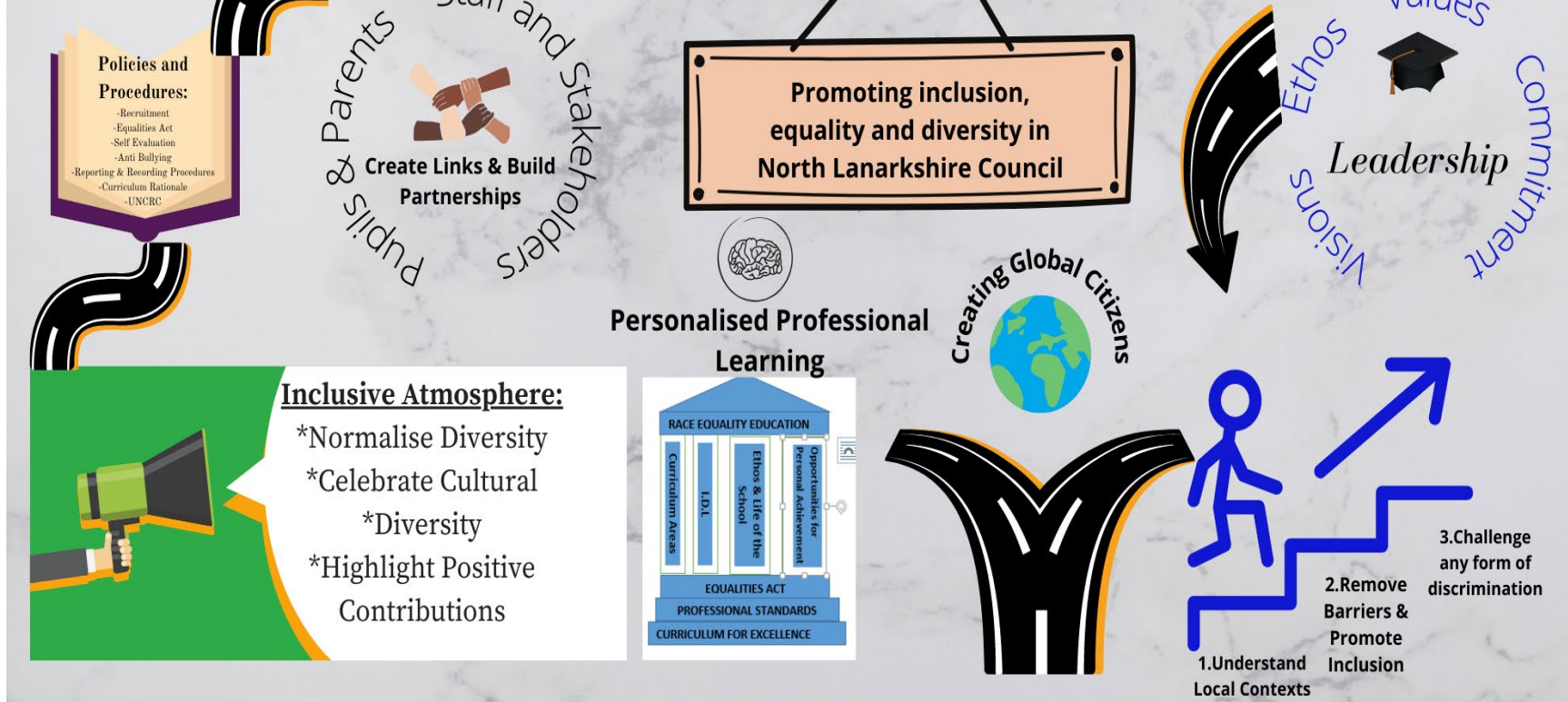
# Young People



- Teach more about the history of racism and movements to make things more equal so that people are more aware and understanding of barriers faced by black people today.
- Help people realise we are all the same regardless of skin colour, and to stop people judging blacks before getting to know them.
- more campaigns and more open discussions where everyone can express their views openly
- I feel it needs to be more spoken about in schools i.e., the history behind it and why it's important to talk about it
- More teaching in schools should be focused on Black history. If there was more education in schools around this topic, perhaps there would be less misunderstanding around the movement and it's purpose and people would talk more openly with others as they would feel more knowledgeable on the subject.

# Reflective Practice

Leadership	Learning Provision	Successes and achievements
<ul style="list-style-type: none"><li>✓ How does your vision and values reflect your commitment to promoting social justice, inclusion, equality and diversity?</li><li>✓ How do you ensure that all individuals are valued equally and that their sense of self is recognised and valued?</li><li>✓ How do staff demonstrate their understanding of their duties in relation to the Equality Act 2010?</li><li>✓ What policies and procedures are in place to challenge any form of racial discrimination and to ensure equality of opportunity?</li></ul>	<ul style="list-style-type: none"><li>✓ How does your curriculum rationale and pedagogical practice enable children and young people to begin to explore the thoughts, feelings, attitudes, values and beliefs that influence their lives and relationships in a developmentally appropriate way?</li><li>✓ How do you create opportunities for staff and pupils to understand and show cultural awareness and explore unconscious bias and misrepresentation based on assumptions?</li><li>✓ How do you understand and respond to the diverse needs of individual learners and your unique learning community.</li><li>✓ In what way/how does your curriculum offer learners opportunities understand how historical events and practices have shaped current society with a particular reference to Scotland's historical role in empire, colonialism and transatlantic slavery?</li></ul>	<ul style="list-style-type: none"><li>✓ How does your quality assurance procedures support continuous improvement and strategic direction for the promotion of race equality?</li><li>✓ How does your processes and procedures ensure all stakeholders, especially children and young people, are actively involved in shaping the racial education curriculum and processes and procedures in relation to reporting concerns?</li><li>✓ How do you promote and use CLPL to ensure staff keep abreast of equality legislation and related laws affecting rights, wellbeing and inclusion of all children and young people?</li><li>✓ How do you remove barriers to ensure all stakeholders can engage in all aspects of school life?</li></ul>



# Support Package

- Self evaluation exemplar
- Reflective questions
- Sketchnote
- Bespoke Suite of professional learning materials

Fiona Whittaker  
Head of People and  
Organisational Development

**Employment**

# Starting with a focus on where we need to improve

## What we found out in 2021 in North Lanarkshire

- **Composition** - 92 (0.63%) Council employees have recorded their ethnicity as being either Black, Asian, or Minority Ethnic (BAME) in comparison to 2.3% of our residents across North Lanarkshire.
- **Promotion** - The availability of promoted posts has reduced significantly since 2018 from 226 to 76. No promotions were made to BAME people in the same timeframe.
- **Recruitment** - Disproportionately low interviews were offered to BAME people in 2020 in comparison to disabled, men and women.
- **Progression** - there are no BAME employees working at senior manager (NLC15 – 18) and none are Chief Officials. Within Education & families, which accounts for almost 50% of the Council's workforce, there are disproportionately low numbers in all grades.

# The McGregor Smith Report - Race in the Workplace (2017)

The report provides a clear roadmap for success

**THE TIME  
FOR TALKING  
IS OVER.  
NOW IS THE  
TIME TO ACT.**

1. Gather data – set aspirational targets, encourage greater disclosure, publish progress.
2. Take accountability – ensure executive sponsorship, build effective mentoring schemes.
3. Change processes – review career pathways, promotion practices and supporting policies.
4. Examine Recruitment – reject non diverse shortlists, eliminate selection bias, use diverse selection panels.
5. Raise wider awareness – deliver unconscious bias training, establish inclusive networks.



# North Lanarkshire's commitment to change

## What we have already delivered on

- The Council's commitment to change is firm – we have signed up to the Race at Work Charter and associated 7 commitments, the first Scottish Local Authority to do so.
- We have recently completed a comprehensive BAME Employee Survey developed in partnership with NLC Employee Equality Forum to gauge the lived experiences behind the statistics.
- We have a race equality in employment action plan based on the statistics, the findings of the employee survey and what we need to do in terms of the asks of the Charter.
- Examples include our recent work with CoSLA to facilitate an entirely anonymous recruitment at application and shortlist.
- We have also committed to training recruitment panel members to recognise unconscious bias, as part of wider plans to refresh our equalities training curriculum.

# Emerging themes from the BAME survey

- All BAME employees were surveyed and around 30% responded.
- A significant proportion of these have been with the council for more than 5 years.
- Importantly, 68% of these employees said they are satisfied in their work all or most of the time.
- 70% of respondents have never applied for promotion. 21 % have line management responsibility.
- Workplace culture - 75% of employees feel they are valued members of their teams.
- When asked about experiences of racist bullying or harassment in the last 2 years - 14% had experienced from a colleague and 14% a service user.
- The top 2 highest priority items for these staff were compulsory anti-racist training followed by creating an executive sponsor for race.

# Engaging our trade union partners

- The Scottish Trades Union Congress (STUC) Black Workers' Committee has been running 'Moving into Management' courses for BME workers in Scotland. The Committee has organised a series of 4 courses that have provided 62 learning places to BME workers.
- The EIS Equality Department are now working with the EIS Glasgow BAME Network to develop a National Network for Black, Asian and Minority Ethnic Members.
- The NASUWT's annual BME Teachers' Consultation Conference, now the largest gathering of its kind in Europe, provides information on the experiences of BME teachers and head teachers across the UK.

# How will we ensure sustained positive action?

## Our further positive action measures for 2022/23

- Appoint an executive sponsor for race
- Advance change in areas where there is greater opportunity for movement such as Teachers recruitment
- Target recruitment campaigns to BAME representative organisations
- Develop a BAME mentoring & leadership programme for career progression
- Provide opportunities for networking and peer support
- Work with our Trade Union colleagues to promote positive change in our BAME representation.
- Listen to lived experience - review how we better engage and support our BAME employees.

# **An exploration of the lived experiences and future needs of North Lanarkshire's Black, Asian and other Minority Ethnic (BAME) people**

- **Audrey Cameron - NLC**
- **Mohammed Ishaq - University of the West of Scotland**

# Background

- Council's Equality Strategy 2019-2024 - 5 key objectives:
  - **To know and understand our communities**
  - **To involve our communities effectively**
  - To demonstrate leadership in equality and human rights
  - **To ensure our services are responsive to different needs and treat users with dignity and respect**
  - To develop and sustain a skilled and committed workforce able to meet the needs of all local people.
- There has never been an undertaking to comprehensively examine the lived experience of North Lanarkshire's BAME communities.
- Ethnic diversity within communities is growing.

# Phase 1

Working with key community group representatives:

- participation in community life,
- satisfaction and wellbeing,
- access to services,
- employment,
- housing,
- harassment and hate crime; and
- Covid19

To ensure it was accessible to as many people as possible the survey was:

- Translated into 6 languages
- Piloted with key community organisation members from five of the different language groups
- Promoted on social media
- The survey was open for 8 weeks between December 2020 and February 2021.
- There was a total of 314 responses to the survey

# Challenges

- Covid pandemic
- Digital exclusion in some key communities
- A dispersed population not always connected
- Some communities of identity and place under represented



# Some key findings

- Language barriers are common to all ethnic groups having difficulty in accessing services
- An ageing population
- Digital skills shortage and exclusion in some of our BAME communities
- Unemployment rate in North Lanarkshire disproportionately high for Black and Asian people. In contrast self-employment rates are disproportionately higher
- Participation in community life, satisfaction and wellbeing and harassment and hate crime tell us that there are too many people experiencing hostility



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