

**Item 4**

29th May 2025

**Glasgow City Council****Wellbeing, Equalities, Communities, Culture  
and Engagement City Policy Committee****Report by: Chief Executive****Date: 29th May 2025****Contact: Cormac Quinn Ext. 75678****Council Family Equality Outcomes for 2025 to 2029****Purpose of Report:**

To consider and agree the Equality Outcomes for 2025 to 2029. The Equality Outcomes are a statutory requirement of the Equality Act 2010.

**Recommendations:**

The Committee is asked to:

- 1) Consider and note the attached Equality Outcomes for 2025 to 2029.
- 2) Note that Equality Outcomes Progress report will be presented at Scrutiny Committee on 6<sup>th</sup> June 2025
- 3) Note that the revised action plan to support the Outcomes will be developed in autumn 2025.

Ward No(s):

Citywide: ☒Local member(s) advised: Yes ☐ No ☐ consulted: Yes ☐ No ☐**OFFICIAL**

## **1. Introduction**

- 1.1 The Equality Act 2010 sets out the public sector general equality duty that requires public authorities to pay due regard to the need to eliminate unlawful discrimination, victimisation and harassment; advance equality of opportunity; and foster good relations. These requirements apply across the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation, and (to a limited extent) marriage and civil partnership.
- 1.2 Scottish Ministers introduced specific duties on Scottish public authorities to enable better performance of the public sector equality duty. One of these specific duties requires the Council to publish a set of Equality Outcomes every four years, and publish progress towards the outcomes every two years. In 2013, 2017 and 2021 the Council developed Equality Outcomes based on the findings of an evidence review and in consultation with equality groups.
- 1.3 This report presents the Council Family's fourth set of Equality Outcomes, which reflect and refine the existing set.
- 1.4 The Council is also required to publish additional information at the same time as the Outcomes. This additional information is presented in the Equality Progress Report 2025. The Progress Report also presents some employment monitoring information, such as the workforce profile and the Council's gender pay gap.

## **2. Definition and Development Process**

- 2.1 An Equality Outcome should achieve one or more of the following: eliminate discrimination, advance equality of opportunity, or foster good relations. Proposed outcomes were considered against the following criteria:
  - Ability to measure and adequately evidence progress;
  - Whether there is a real opportunity that action by the Council Family will bring about positive change; and
  - Delivery supports the Council Family's role in society.
- 2.2 Equality Outcomes must be evidence-based and authorities should take reasonable steps to involve people who share a relevant protected characteristic and people who represent the interests of those people.:
  - Consultation with stakeholders to identify key equality priorities and reflect on existing outcomes, including elected members, key stakeholders and equality organisations in the city (48 respondents);
  - Updating the Council Family's database of evidence to ensure our baseline of key facts and figures about protected characteristics remains current;

- Consultation with employees from across the Council Family on Equality Outcomes (247 respondents);
- Continued engagement with equality groups via a series of Forums with Communities of interest.
- Individual submissions by equality groups sought and received.

### **3. Suggested refinements and the Structure of the Report**

- 3.1 The Equality Outcomes form a framework for equality-related work by the Council Family and are not meant to encompass everything the Council Family does to address social inequality. The Council Family's comprehensive approach is explained in the Statement of Intent for Equality (section 2 of the report). The report also presents linkages between equality work and other strategic priorities (sections 3 to 5 of the report).
- 3.2 There are 10 proposed outcomes. Each section on the outcomes presents some contextual information and evidence, followed by tables presenting the outcomes aligned with the actions and measures that will allow the Council Family to report on progress. Under GCC as an Employer section a number of the previous outcomes have been consolidated under the revised outcome of "Advance Equality, Diversity and Inclusion through Workforce Policy and Culture". This has necessitated a change in numbering for the revised Equality Authority Outcomes from 12-14 to 8-10.
- 3.3 Each Equality Outcome is aligned to the relevant element of the Equality Act 2010's General Duty, the specific protected characteristic it addresses (unless all are specified).
- 3.4 The continuation of some of the outcomes is based on feedback from the consultation and submissions. However, some refinements and changes to the focus of existing outcomes were also suggested.
- 3.5 These are detailed below:

## **Glasgow Council Family Equality Outcomes 2025 to 2029**

### **Outcome 2.**

Disabled people, black and minority ethnic people and older people have an improved experience in accessing services that meet their needs through more regular and systematic involvement in design of service delivery across the Council Family.

To:

*Regular and systematic design of service delivery across the Council Family to enable the inclusive, accessible and meaningful participation of disabled people, black and minority ethnic people and older people*

### **Outcome 3**

Service users are provided with information accessible to them on services provided by the Council Family particularly, those who face barriers through disability, language and digital exclusion.

To:

*People with protected characteristics are able to access services that meet their needs, with support and accessible information provided when required*

## **Glasgow Council Family Equality Outcomes 2025 to 2029**

### **Outcome 8.**

Glasgow City Council (Education Services) has developed a more strategic approach to delivering equality and diversity curriculum in schools that has been developed in partnership with the third-sector and achieves external validation where possible.

To:

*GCC (Education Services) provides inclusive practice across all education establishments through the delivery of an inclusive curriculum which promotes equality and diversity and allows all children and young people regardless of their backgrounds, abilities or identities to see themselves represented in what they learn.*

**Outcome 9**

Glasgow City Council (Education Services) has developed a more strategic approach to challenging discrimination in schools and ensuring that everyone is engaged in taking forward this approach..

To:

*GCC (Education Services) challenges discrimination of all forms in schools and provides an equitable learning environment where all children and young people are supported to attain and achieve through focussed equalities training and development in partnership with third sector organisations*

**Outcome 10**

Glasgow City Council (Education Services) has continued to improve outcomes in relation to attainment and achievement for children and young people including those experiencing socio-economic disadvantage, those for whom English is not their first language, those who identify as black and minority ethnic and disabled children and young people.

To:

*Glasgow City Council (Education Services) has improved the engagement, participation and inclusion of all children and young people in order to support the attainment, achievement and wellbeing of all, including those experiencing socio-economic disadvantage, English Additional Language learners, those who identify as black and minority ethnic, LGBT and ASN*

- 3.6 This continuation of the existing outcomes; albeit with some refinements, will allow for more consistent tracking of outcome delivery, and puts the focus on the appropriate identification of key actions, at the review and development stage of the action plan to support outcome delivery.

#### **4. Delivery and Measurement**

- 4.1 Progress towards the Equality Outcomes will be reported through the identified measures every two years as part of the duty to publish a progress report, and align equality-related performance reporting with existing public performance reporting.
- 4.2 The underpinning actions and measures are presented to demonstrate the transparency and accountability of our approach. The actions and measures

may be reviewed and updated to reflect service developments and changes to the Council's strategic priorities over the next four years.

- 4.3 As with the 2021-25 Equality Outcomes; the action plans underpinning these outcomes will be developed in Autumn 2025 to allow Council Family Services to review the existing actions plans following publication of the Progress Report in June 2025

## 5. Proposed Equality Outcomes for 2025 to 2029

<b>Glasgow Council Family Equality Outcomes 2025 to 2029</b>	
1.	An increased proportion of women, black and minority ethnic people, younger people, disabled people and LGBTI+ are supported to enter employment or training.
2.	Regular and systematic design of service delivery across the Council Family to enable the inclusive, accessible and meaningful participation of disabled people, black and minority ethnic people and older people
3.	People with protected characteristics are able to access services that meet their needs, with support and accessible information provided when required
4.	<p>Glasgow's work to end violence against women and girls results in:</p> <ul style="list-style-type: none"> <li>women and girls can access the right services based on identified need and are protected from further harm;</li> <li>experiences of women and girls inform the planning and activity to eradicate gender-based violence and</li> <li>prevention approaches support tackling the root causes of violence against women and girls</li> </ul>
5.	<p>LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to;</p> <ul style="list-style-type: none"> <li>prevent hate crime before it happens</li> <li>encourage people to report hate crime when it happens</li> <li>improve service responses to victims</li> </ul>
6.	The importance of tackling social isolation and loneliness is recognised and prioritised through our work with partners.

<b>GCC as an Employer</b>	
7.	<p>Advance Equality, Diversity and Inclusion through Workforce Policy and Culture.</p> <p>Aspiration/Strategic Ambitions to:</p> <ul style="list-style-type: none"> <li>• Foster a positive workplace culture and work environment where all employees are respected, valued and feel included.</li> <li>• Support employees to have improved mental and physical health and wellbeing.</li> <li>• Take positive action to address the under-representation of BAME and Disabled people across the council workforce.</li> <li>• Embrace the diverse skills, abilities and experience our employees bring and value their contribution.</li> <li>• Reduce barriers faced by women to remain and progress in the workplace</li> <li>• Progress LGBTI+ inclusion in the workplace.</li> <li>• Advance Equality, Diversity and Inclusion through Workforce Policy and Culture.</li> </ul>
<b>Education Authority (previously 12-14)</b>	
8.	<p>GCC (Education Services) provides inclusive practice across all education establishments through the delivery of an inclusive curriculum which promotes equality and diversity and allows all children and young people regardless of their backgrounds, abilities or identities to see themselves represented in what they learn.</p>
9.	<p>GCC (Education Services) challenges discrimination of all forms in schools and provides an equitable learning environment where all children and young people are supported to attain and achieve through focussed equalities training and development in partnership with third sector organisations</p>
10	<p>Glasgow City Council (Education Services) has improved the engagement, participation and inclusion of all children and young people in order to support the attainment, achievement and wellbeing of all, including those experiencing socio-economic disadvantage, English Additional Language learners, those who identify as black and minority ethnic, LGBT and ASN</p>

## 8. Policy and Resource Implications

**Resource Implications:**

*Financial:* No direct financial impacts as a result of the report.

*Legal:* No new legal issues.

*Personnel:* No direct personnel impacts.

*Procurement:* No relevant procurement issues.

**Council Strategic Plan:** *The proposed Equality Outcomes for 2025 to 2029 align with the Council Strategic Plan.*

**Equality Impacts:**

*EQIA carried out:* The Equality Outcomes for 2025 to 2029 are part of the Council's statutory requirements under the Equality Act 2010.

*Outcome:*

**Sustainability Impacts:**

*Environmental:* No relevant environmental issues as a result of this report

*Social:* See above.

*Economic:* See above.

**9. Recommendations**

The Committee is asked to:

- 1) Consider and note the attached Equality Outcomes for 2025 to 2029.
- 2) Note that Equality Outcomes Mainstreaming report will be presented at Scrutiny Committee on 6<sup>th</sup> June 2025
- 3) Note that the revised action plan to support the Outcomes will be developed in autumn 2025.