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Equality Outcomes

2025 to 2029

April 2025

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

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For further information on Glasgow Council Family's Equality Outcomes, please contact the Strategic Policy and Planning team:

Email equality@glasgow.gov.uk

Copies in alternative formats and community languages will be made available on request.

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. Definitions of each of the protected characteristics can be found on the [Equality and Human Rights website](#).
- 1.2 The Scottish Government introduced [specific duties](#) for 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 by 30 April every four years, and publish progress towards the outcomes every two years.
- 1.3 This report presents the Council Family's third set of Equality Outcomes, which build on the existing set and establish some new priorities. These outcomes are not meant to encompass all the work the Council Family does to reduce social inequality in the city. Instead, they reflect what are considered to be the priorities.
- 1.4 This report complements the Equality Progress Report 2025, which provides information on the Council Family's progress towards mainstreaming equality in service delivery and progress towards the previous set of Equality Outcomes.

2. Glasgow's Statement of Intent for Equality

- 2.1 Glasgow is Scotland's largest and most diverse metropolitan area. Although outcomes are generally improving for residents, they are not improving fast enough for the poorest and most disadvantaged people in the city, nor for those who face specific barriers and disadvantage because of their age, disability, gender reassignment, race, religion, beliefs, sex, or sexual orientation.
- 2.2 Glasgow City Council, and the arms-length organisations that make up the Council Family, will not tolerate any form of inequality or discrimination. The experience of inequality and its impact on life experience is complex. Some people may fit within a protected characteristic but may not define themselves that way. Similarly, other people may define themselves by more than one protected characteristic and experience multiple inequalities and discrimination. It is important that protected characteristics are not each viewed separately but the connections and their collective impact are considered.
- 2.3 Tackling poverty and increasing economic growth are key strategic aims of the Council Family, to address the inequality that is often compounded by a person's socio-economic status. There is evidence that people with low income have worse physical and mental health; people living in the most income-deprived areas have a life expectancy that is, on average, 10 years lower than those living in the most affluent communities. The Council Family is committed to removing the barriers that socio-economic circumstances may place on someone. But people with protected characteristics may also experience barriers and disadvantage that is not linked to

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socio-economic circumstances, place, or deprivation. To ensure that the Council Family's approach to reducing inequality is flexible and able to reflect the life experience of all people, we are committed to carrying out Equality Impact Assessments of our policies and changes to service delivery.

- 2.4 Glasgow City Council will not tolerate inequality and discrimination in the city and will take action to address the underlying causes and support its most vulnerable citizens. In particular, the Council Family will work to eradicate the hostility, prejudice and violence that continue to be manifested against particular groups.
- 2.5 To mitigate the effects of inequality, Glasgow City Council is committed to delivering its Equality Outcomes within a policy framework that ensures that the Council Family is:
- Mainstreaming equality in all aspects of policy development and decision making, thereby demonstrating leadership;
 - Promoting human rights;
 - Embedding equality impact assessments into policy, service planning and decision making;
 - Contributing to the development and use of a robust evidence base, which identifies the underlying causes of inequality and supports the activity by which these are addressed;
 - Actively engaging with communities in order to understand their perspectives, concerns and priorities; and
 - Using the framework provided by the Equality Act 2010 and the specific duties set by the Scottish Government to mainstream equality within the day to day work of the Council Family and in working with our Community Planning Partners.
 - Flexible enough to reflect on any relevant emerging legislation and guidance within our action plan development, including but not exclusive to those areas relating to development of the Human Rights Bill and potential developments around inclusive communications.

3. Legacy Impact of COVID-19 on Equality

- 3.1 It is widely acknowledged that the legacy impacts of the coronavirus pandemic were significant and unequal, with the impacts of COVID-19 on equality detailed on the [Scottish Government website](#).
- 3.2 Tackling these issues has been challenging and continues to leave a legacy on the city. Our Equality Outcomes recognise these issues, particularly some of those that relate to the continuing challenge of social isolation, and other related areas of impact.

4. Tackling Poverty and Financial Exclusion

- 4.1 As part of the Equality Act, the Fairer Scotland Duty came into force on 1 April 2018. It requires public bodies to pay due regard to how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making decisions. We have incorporated this duty into the Equality Impact Assessment process and each

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strategic decision requires an assessment to identify potential impacts on the grounds of socio-economic status and to take steps to mitigate this risk wherever possible.

- 4.2 As outlined in Glasgow's Statement of Intent for Equality (Section 2), people who may face barriers as a result of their protected characteristics may have this further compounded by experiencing socio-economic disadvantage.
- 4.3 While recognising that considerable social and economic improvements have been delivered and continue to transform our city, a [significant number of Glasgow's residents live in the 20% most deprived areas](#) in Scotland.
- 4.4 This reflects a slight improvement from previous years but still highlights significant levels of deprivation within the city. The city's [Poverty Leadership Panel](#) (PLP) leads the work to reduce poverty in the city with a key focus on tackling Child Poverty.
- 4.5 Financial exclusion is both a symptom and a cause of poverty. Poor financial wellbeing impacts on all aspects of life and can leave lasting damage on future life chances. Where possible, council services look to promote working with partners to achieve the following principles: reaching out to people who do not currently use advice services and working with citizens, in particular those with the lived experience of poverty, to better understand and improve services aimed at meeting their needs.

5. Reducing Health Inequality

- 5.1 In addition to reducing poverty, the Council Family works closely with NHS Greater Glasgow and Clyde through the Integration Joint Board (IJB) that oversees the Health and Social Care Partnership (HSCP) to deliver social care services and reduce health inequality. As a public body, the IJB are also required to develop and publish a set of Equality Outcomes.
- 5.2 The [most recent IJB Equality Outcomes report, covering 2024 to 2028](#), is available on their website.
- 5.3 The IJB sets out its priorities in the [Strategic Plan for Health and Social Care 2023 - 2026](#). This plan presents the IJB's vision and, as such, represent the health-related priorities and outcomes of the Council.

6. British Sign Language

- 6.1 The British Sign Language (BSL) Local Action Plan 2024-2029, which outlines Glasgow's approach and aspirations to supporting deaf people is [available on the Glasgow City Council website](#).

7. Empowering Communities and Supporting Cohesion.

- 7.1 Some of the key areas that have we addressed in the previous outcomes were around ensuring we had channels open to Communities, through the development of

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a number of Forums supporting protected characteristics and communities of interest. These have proved invaluable in our discussions on the outcomes.

- LGBTQ+ Forum
- BSL Forum
- Gaelic Forum
- Forum Of Faith
- Disability Forum

- 7.2 Our [engagement with Communities of interest](#) has also received recognition and we will continue to build on this through the implementation of our new outcomes
- 7.3 The Council Family is part of the city's [Glasgow Community Planning Partnership](#) (GCPP), which includes the NHS, Police Scotland, and others. The Community Empowerment Act (2015) requires each CPP to develop and publish Local Outcome Improvement Plans, commonly known as a [Community Plan](#). Each CPP in Scotland will submit annual monitoring returns to the Scottish Government to report on progress towards outcomes.
- 7.4 The Community Empowerment Act continues to place an expectation on the Services and partners to focus collective energy on where its efforts can add most value for its communities, with particular emphasis on reducing inequalities and that the partnership develops locality and thematic approaches as appropriate to address these with participation from community bodies representing the interests of persons experiencing inequalities. The CPP will engage with equality groups as part of the development process, to ensure that the views of people with protected characteristics are included in the plans.

8. Equality Outcomes Review and Approach

- 8.1 Outcomes are the changes or effects that result from an action the Council Family has taken. Specifically, an Equality Outcome should achieve one or more of the following: eliminate discrimination, advance equality of opportunity, or foster good relations. 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.

8.3 Developing Draft Outcomes

The following stages outline the approach taken to develop the draft Equality Outcomes: In addition to the overall consultation work there was some targeted consultation in schools and with Council staff to support developing outcomes related to Education and GCC as an Employer.

Review Stage	Reflection and observations sought on previous Equality Outcomes Plan from staff, relevant officers, and stakeholders
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Online consultation with stakeholders	Open from March to mid April for Elected Members and equality organisations in the city. The purpose was to review existing outcomes and identify key equality priorities. (48 respondents)
Ongoing evidence review and engagement with other local authorities	Regularly linking with colleagues in at the Scottish Council's Equalities Network (SCEN) to share information, research and approach and working closely with the NHS GG&C partners, supporting shared learning and common priorities
Follow up engagement	Suggested areas of focus and feedback were shared and sought with equality groups through the Equalities Forums, stakeholders and staff.
GCC as an Employer	
Consulting as an Employer	In addition to the above, there was specific development for outcomes relating to GCC as an Employer, led by Corporate HR: <ul style="list-style-type: none"> • Employee Survey (247 responses) • Discussions with Network Sponsors and Coordinators • Review of yearly peer support network surveys
Education	
To ensure that our Equality Outcomes are informed by individuals and groups linked to our service we have undertaken the following actions over the period 2020 - 2025	
Staff in schools	<ul style="list-style-type: none"> • The Education Improvement Service (EDIS) through link Quality Improvement Officers (QIO's) undertake regular visits to schools. As part of these visits, QIO's regularly review Equality activities in relation to all areas including staff support and guidance. This help inform our next steps. • The Equalities team work at a city-wide level and link with learning communities and schools directly to ensure that they are guided and supported appropriately. They also monitor activity and developments as well as noting staff views and future learning needs. • Staff participating in Continual Professional Development opportunities, submit course evaluations which are regularly monitored and evaluated. This information is also used to inform future learning needs and further areas for development. • Staff are also consulted directly on Equalities and our Equalities in Education Working Group (EEWG) has representation and input from staff from all sectors to ensure we are providing support as identified.

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Pupils	<ul style="list-style-type: none">• Glasgow pupil forums/groups meet termly to share and explore many areas including UNCRC and Pupil Voice. Equalities is a core agenda item and children and young people from across the various groups articulate their views concerns and expectations in relation to Equality and Fairness. Emerging information is used to help inform our future direction in Equalities work.• Our regular key events including PARTIE and ALLIES are helpful to gather wider views from pupils. These types of events are equally helpful to ensure that specific protected characteristics have a platform to echo their aspirations and views on our future direction and work
Parents	<ul style="list-style-type: none">• Glasgow City Parents Forum have been very active exploring Equalities and have worked closely with our statutory and voluntary organisations for input and support to Equalities and Rights. This group has been helpful in supporting our consultations with parents and their views.• The QIO Parent Partnerships has also worked closely with the QIO Equalities ensuring the make-up of the group is representative of the diversity of parents in Glasgow.

8.4 The number of responses to the online survey were greater than had previously been the case. In addition to this, separate forms of feedback were received which provided input into the process.

8.5 There were consistent themes that emerged through the research and consultation. These were:

- In general, the themes of the proposed outcomes, which are largely consistent with the previous ones, continue to be a priority.
- Improve the measurement of outcomes so that we are more able to demonstrate the impact of the work instead of volume.
- Involvement of groups in service design from the earliest stage.
- Commit to the principles of Inclusive Communication.
- Improved communication both internally and with partners about the work being done, sharing best practice and learning.
- Partnership working and utilising specialist knowledge of equality organisations

The above presents only a brief summary of the feedback generated through the outcome development process. The Council's Strategic Policy and Planning team is able to provide more detailed feedback from the various stages of engagement and consultation.

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Developing the Equalities Outcomes

- 8.6 Working with partners in the Equalities community, the [existing set of outcomes](#) were the starting point for considering new draft outcomes. Developing new outcomes around inclusive communications and a general accessibility were considered; but these were not favoured in responses over the existing outcomes or suggested refinements to those outcomes.
- 8.7 Proposed Equality Outcomes are intended to meet 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.
- 8.8 Feedback on the draft outcomes was generally positive; and amendments to a number of the Outcomes were made based directly on stakeholder feedback. Outcomes 2 and 3 in particular were amended based on stakeholder suggestions and input.

9. Glasgow Council Family Equality Outcomes 2025 to 2029

- 9.1 The Equality Outcomes for the next four years reflect the priorities identified through research and stakeholder engagement; and the expressed desire that the current Equality Outcomes were fit for purpose.
- 9.2 Each Equality Outcome is aligned to the relevant element of the Equality Act 2010's General Duty and to a theme in the Council Strategic Plan. The Equality Outcomes are shared and adopted by the Education Authority (Glasgow City Council's Education Services) and the Glasgow Licensing Board, as well as applying to the Council Family of services and arms-length organisations.
- 9.3 The following outcomes are the Council Family's Equality Outcomes for 2025 to 2029. They form a structure for equality-related work by the Council Family, but do not encompass everything we do to address and reduce the inequality experienced by some communities in our city.
- 9.4 Further information for each of the outcomes is available in the appendices. Depending on what stage of development the associated action plans are at, there will be a slight variation in presentation across Service Delivery, GCC as an Employer and Education Authority. This will include evidence to support why each outcome is a priority, linked strategies and some of the areas for potential action that will be considered as part of the next steps.

Glasgow Council Family Equality Outcomes 2025 to 2029	
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"> • women and girls can access the right services based on identified need and are protected from further harm; • experiences of women and girls inform the planning and activity to eradicate gender-based violence and • prevention approaches support tackling the root causes of violence against women and girls
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"> • prevent hate crime before it happens • encourage people to report hate crime when it happens • improve service responses to victims
6.	The importance of tackling social isolation and loneliness is recognised and prioritised through our work with partners.

GCC as an Employer	
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"> • Foster a positive workplace culture and work environment where all employees are respected, valued and feel included. • Support employees to have improved mental and physical health and wellbeing. • Take positive action to address the under-representation of BAME and Disabled people across the council workforce. • Embrace the diverse skills, abilities and experience our employees bring and value their contribution. • Reduce barriers faced by women to remain and progress in the workplace • Progress LGBTI+ inclusion in the workplace. • Advance Equality, Diversity and Inclusion through Workforce Policy and Culture.
Education Authority (previously 12-14)	
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>

10. Other Areas for Further Development and Action

- 10.1 Equality outcomes are not all that the Council Family do to tackle inequalities in the City. There are a number of areas of activity where evidence continues to be gathered and approaches developed. Although their current status does not support our evidence-based outcome approach, these areas will be closely monitored and reported on in the mid-term review of outcomes. We will look to enhance our evidence base for these areas and where appropriate develop outcomes that reflect the delivery aims of clear targeted work.

11. Next Steps

- 11.1 it is our intention to keep the Equality Outcomes under active consideration for the four year duration of the Outcomes. This will allow us to ensure that it remains current and relevant to as many citizens as possible. One of our key reflections of the legacy of the pandemic and the cost of living crisis; was to ensure that our strategic approach always allowed flexibility when required to reflect emerging themes and outcomes as appropriate.
- 11.2 The actions that underpin the outcomes will be reviewed in Autumn 2025 and will be presented to this Committee in due course and monitored both through the Officer led Equality Working Group and then by the Scrutiny Committee at the mid-point of the outcomes review in 2027.

Appendix 1: Council Family Equality Outcomes 2021 to 2025

OUTCOME 1

An increased proportion of women, black and minority ethnic people, younger people, disabled people and LGBTI+ are supported to enter employment or training.

General Duty: Advancing equality of opportunity

Strategic Plan Grand Challenge 1: Reduce poverty and inequality in our communities

WHY WE HAVE PRIORITISED THIS OUTCOME

The Council's vision for Glasgow is to support a fair and sustainable city where everyone gets to contribute and all can benefit from a flourishing Glasgow.

Glasgow has traditionally exhibited employment levels which are below the Scottish average. This has been a longstanding matter with a number of strategies undertaken to tackle specific issues within the local employment market.

Employment Rates of People of Working Age (16 to 64 years)

Sources: 1&5. [Annual Population Survey](#); 2&3. [Understanding Glasgow](#); 4 [Glasgow figure](#), [Scotland figure](#)

	Glasgow	Scotland
1. Employment Rate (16 – 64 years)	68.3%	77%
2. Black and Ethnic Minority	55%	59.3%
3. Disabled People	57%	49%
4. Young people (16 to 24 years)	47.5%	58.8%
5. Women	69.5%	63.1%

When comparing Glasgow employment rates with the Scottish average, a number of groups can be seen as disadvantaged. This position presents significant challenges to a number of organisations involved in working with and promoting the interests of these groups.

HOW WE WILL DELIVER THIS OUTCOME

Actions required to meet outcome	Required
Work to support employment and training opportunities	<ul style="list-style-type: none"> - Identify and work with partners to increase opportunities - Continue to identify possible routes for achieving better outcomes - Coordinate approaches which better measure and understand the actions needed to progress this outcome

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Engage partners in taking this outcome forward	- Encourage Council Services involved in this work to promote opportunities
Work with equalities communities to understand their experiences	<ul style="list-style-type: none">- Identify current points of interface between council services and equality representatives/groups- Use internal forums and relevant meetings to keep updated on progress and feedback

OUTCOME 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

General Duty: Fostering good relations and Advancing equality of opportunity

Strategic Plan Grand Challenge 4 Deliver Essential Services in a Sustainable, Innovative and Efficient way for our Communities

WHY WE HAVE PRIORITISED THIS OUTCOME

We aim to empower our citizens, giving them a stake, and a say, in what happens in their local communities and communities of interest and the services they use. Stakeholders responded to our consultation to ask that we involve people with protected characteristics more systematically in our decision making and design at the earliest possible stage, and we have set a commitment to ensure this happens and that services meet the needs of all of the city's residents.

Percentage of respondents who agree or strongly agree:

	2024
The council rarely takes residents' views into account when making decisions that affect them	46%
Would like to be more involved in decisions that affect their area	48%
The council designs its services around the needs of the people who use them	34%

Source: [Glasgow Household Survey](#)

HOW WE WILL DELIVER THIS OUTCOME

Actions required to meet outcome	Required
Work with equalities communities to understand their experiences accessing service	<ul style="list-style-type: none"> - Identify current points of interface between council services and individuals - Use internal forums and relevant meetings to keep updated on progress and feedback
Improve communication with equalities communities to advertise availability	<ul style="list-style-type: none"> - Provide information in appropriate formats - Distribute information that highlight opportunities to access service - Work with exiting areas of feedback (Glasgow Householder Survey, Comments, Compliments and Complaints System)

OUTCOME 3

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

General Duty: Advancing equality of opportunity

Strategic Plan Grand Challenge 1: Reduce Poverty And Inequality In Our Communities

WHY WE HAVE PRIORITISED THIS OUTCOME

The findings from the Glasgow Household Survey and the consultation we conducted to develop these Equality Outcomes suggests that there is more we can do to ensure that people do not experience barriers when accessing our services. One way we will do this is by improving the information about the services available and how to access them as well as ensuring that information is available in a suitable format for the target audience. At the forefront of this is how important it that we share information with Glasgow residents, particularly those who face barriers due to their protected characteristic or those who are digitally excluded.

Percentage of respondents who agree or strongly agree

2024

The council is good at letting residents know about the services it provides

34%

Online Service Use:

14% of respondents said that the Council website was an influence on their opinions of Glasgow City Council.

Those most likely to be satisfied with council services included:

- minority ethnic respondents (57%, compared with 37% of white respondents)
- younger respondents, aged 16 - 24 (50%, compared with 37% of those aged 60 and over)
- those in social grade C2DE6 (45%, compared with 33% of those in social grade ABC1).

Source: [Glasgow Household Survey](#)

HOW WE WILL DELIVER THIS OUTCOME

Actions required to meet outcome	Required
Inclusive Communications	<ul style="list-style-type: none"> - Implement any legislative requirements - Research, develop and promote an approach which recognises best practice across the organisation

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Web accessibility	<ul style="list-style-type: none">- When required, ensure information added or placed on the Glasgow City Council website is appropriate.- Work with services to promote accessible information being added to the Glasgow City Council website
BSL translations	<ul style="list-style-type: none">- When required, use BSL translations to improve communications with deaf service users and customers
Use of translated materials for service communications eg Roads and Lighting	<ul style="list-style-type: none">- Assist services to identified when translated materials are required- Monitor customer feedback to gauge the effectiveness of the translations

OUTCOME 4

Glasgow's work to end violence against women and girls results in:

- women and girls can access the right services based on identified need and are protected from further harm;
- experiences of women and girls inform the planning and activity to eradicate gender-based violence; and
- prevention approaches support tackling the root causes of violence against women and girls

General Duty: Eliminating discrimination, harassment and victimisation

Strategic Plan Grand Challenge 4 Deliver Essential Services in a Sustainable, Innovative and Efficient way for our Communities

WHY WE HAVE PRIORITISED THIS OUTCOME

Violence against women and girls is a global issue and one that we all have a part to play in finding the right solutions to ensure safety and wellbeing for everyone who lives, works or visits the city.

On 1st April 2019 the Domestic Abuse (Scotland) Act 2018 was enacted. This piece of legislation criminalised behaviour known as coercive control. There were 2,042 crimes recorded in 2023-24, the fifth year this legislation has been in place. This was a 15% increase compared to 2022-23 (from 1,781 to 2,042.)

In total for 2023-24, domestic abuse accounted for 3% of Nonsexual crimes of violence.

Of those crimes, 94% (or 1,921) involved a female victim and 6% (or 121) had a male victim.

In 2023-24, 2,228 (88%) of the 2,522 recorded rapes and attempted rapes were committed after the introduction of the Sexual Offences Scotland Act 2009 on 1st December 2010. Of these 2,228 rapes and attempted rapes, 95% (2,121) had female victims.

Source: [Scottish Government](#)

HOW WE WILL DELIVER THIS OUTCOME

Actions required to meet outcome	Required
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Continue to support the Domestic Abuse Strategic Plan 2023-2026	<ul style="list-style-type: none">• work with partners to ensure delivery of outcomes that relate to this outcome.• link with Glasgow Violence Against Women Partnership to monitor progress• continue to monitor statistical updates on domestic violence in order that we can remain aware of the current position
Connect with Scottish Government initiatives to address violence against women and girls.	<ul style="list-style-type: none">• progress the Equally Safe Delivery Plan• link with any future Scottish Government work in this area via COSLA, SOLACE and other organisations working across local authorities
Work with partners to ensure we end violence against women and girls	<ul style="list-style-type: none">• Link with the Glasgow Violence Against Women Partnership

OUTCOME 5

LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to;

- **prevent hate crime before it happens**
- **encourage people to report hate crime when it happens**
- **improve service responses to victims**

General Duty: Eliminating discrimination, harassment and victimisation

Strategic Plan Grand Challenge 3: Fight the climate emergency in a just transition to a net zero Glasgow.

WHY WE HAVE PRIORITISED THIS OUTCOME

Hate crime is any crime motivated by prejudice against someone because of their actual or perceived: race, sexual orientation, religion, disability or transgender identity.

We take a zero tolerance approach to Hate Crime and are committed to ensuring that all of Glasgow's residents are equally able to live, work and study without fear of being targeted due to an aspect of their identity. Along with our partners, we work to increase awareness of hate crime, prevent hate crime from happening, encourage reporting when it does happen and, ultimately, put a stop to it.

- During 2023/24, the number of hate crimes recorded by Police Scotland per 10,000 of the population was second highest in Glasgow City local authority area - 22 crimes per 10,000 population.

Source: [Scottish Government](#)

Across Scotland during 2022/23

- just under a quarter (24%) included a sexual orientation aggravator,
- around one in ten (10%) had a disability aggravator.
- religion aggravator made up 7% of all recorded, whilst those with a
- transgender identity aggravator made up 3%.
- 6% of hate crimes included more than one aggravator.

Source: [Scottish Government](#)

Percentage of respondents who were aware that they could report to the police about being insulted, pestered or intimidated through....

2023

The Police Scotland website	61%
A Third Party Reporting Centre	18%

Source: [Glasgow Household Survey](#)

WHY WE HAVE PRIORITISED THIS OUTCOME

From the 2023 Glasgow Household Survey

- Experience of hate crime and harassment were higher among minority ethnic respondents (23% compared with 11% of white respondents) and was higher than average among 16-24 year olds (20%).
- 76% of those who had experienced hate crime or harassment had not reported the most recent incident.
- Of those that had experienced hate crime or harassment, 28% said this was on account of their sex, and 28% said it was because of their ethnic origin, race or nationality. 15% said it was motivated by their religion, 11% their sexual orientation, 11% their disability, 10% their age and 5% their gender identity

Source: [Glasgow Household Survey](#)

HOW WE WILL DELIVER THIS OUTCOME

Actions	Required
Continue to monitor incidence and types of reported hate crime	<ul style="list-style-type: none"> • continue to be aware of and consider information from agencies involved in hate crime reporting • Remain aware of the incidence and types of hate crime taking place in the city
Work to increase awareness of hate crime	<ul style="list-style-type: none"> • Continue, with partners, increase awareness of hate crime, prevent hate crime from happening, encourage reporting when it does happen and, ultimately, put a stop to it.

OUTCOME 6

The importance of tackling social isolation and loneliness is recognised and prioritised through our work with partners

General Duty: Fostering good relations

Strategic Plan Grand Challenge 2: Increase opportunity and prosperity for all our citizens

WHY WE HAVE PRIORITISED THIS OUTCOME

Loneliness and social isolation can have a powerful negative effect on health, well-being and life chances. We believe that tackling this effectively is fundamental to improving the health of Glaswegians and effectively tackling health inequalities.

Research and testimonials, especially during and since the pandemic, have indicated that social isolation and loneliness has had an impact across the protected groups.

WHY WE HAVE PRIORITISED THIS OUTCOME

The Scottish Household Survey 2020 found higher rates of loneliness reported for lone parents (64%), single adults under pension age (63%) and single adults over pension age (46%).

Source: [Scottish Government](#)

- 31.5% of working-age adults who were disabled or off work for long periods due to illness were “frequently lonely”
- 17% of men and 15% of women living in deprived areas reported “frequent loneliness”

Source: [Loneliness in Glasgow's Deprived Communities. GoWell](#)

Other Research and Testimonials:

- Local Government Association. [Combating Loneliness, A guide for local authorities.](#)
- [Social isolation and loneliness in Scotland: a review of prevalence and trends. NHS Health Scotland.](#)

HOW WE WILL DELIVER THIS OUTCOME

Actions	Required
Promote work which is inclusive and community focused	<ul style="list-style-type: none"> • Priority in the Glasgow Community Fund • Investment to strengthen social cohesion • Awareness raising for front line staff • Public Health Oversight Board • Promoting social inclusion and community cohesion through cultural and creative activities. • Promoting access to support and advice that enables people to develop and improve their financial capability. • Recognise and promote the role of better/improved transport links tackling poverty, improving health and reducing inequalities' and 'Places are created where we can all thrive, regardless of mobility or income, through liveable neighbourhoods and an inclusive City Centre
Continue to link in with external partners to reduce loneliness and social isolation	<p>Recognise the benefits and opportunities connected to work like the following:</p> <p>A Connected Scotland</p> <p>Glasgow City Health and Social Care Partnership</p> <p>Glasgow Community Planning Partnership</p>

Appendix 2: Council Family Equality Outcomes 2025 to 2029: GCC as an Employer

Advance Equality, Diversity and Inclusion through Workforce Policy and Culture

OUTCOME 7

Advance Equality, Diversity and Inclusion through Workforce Policy and Culture

General Duty: Fostering good relations and advancing equality of opportunity

7.1 ASPIRATION/STRATEGIC AMBITION OF THEME

Foster a positive workplace culture and work environment where all employees are respected, valued and feel included.

General Duty: Fostering good relations

HOW WE WILL DELIVER THIS OUTCOME

Action	Why	Measurement
Develop an Employment Equality Diversity & Inclusion Strategy & Action Plan for 2025 – 2027, outlining activity to increase diversity and inclusiveness of the organisation. <i>Protected Characteristic: All</i>	Brings all activity together in one place including day to day and specific outcomes	CMT, Committee approval & updates Includes Governance Structure to drive service activity.
Quarterly meetings of all HR ED&I Service Leads to ensure action plan activities remain in line with Corporate Strategy and are being driven.	Brings all activity together in one place including day to day and specific outcomes	Updates in service management meetings. Reports on Management Information locally Include Governance Structure to drive service activity
Develop guidance to assist with the delivery of local ED&I activities linked to overall organisational activities.	Expand reach of ED&I activity from out with city centre Assist culture change.	Guidance developed Links to central groups Local groups established

HOW WE WILL DELIVER THIS OUTCOME		
<i>Protected Characteristic: All</i>		
Work with Employee Networks to put together an annual ED&I Celebration event/bulletin to showcase GCC as a Diverse Employer & Inclusive Employer	To assist cultural change. Showcase what we're doing. Internal and external activity to showcase us as an employer of choice.	Celebration Event Yearly Post Event feedback
<i>Protected Characteristic: All</i>		
Continue to develop a package of ED&I Training to support employees. This will include a mandatory Induction module which will need to be completed every 3 years	Feedback is it's needed Building on what we have already planned	Materials developed Usage Training delivered
<i>Protected Characteristic: All</i>		
Develop our ED&I Peer Support Networks to deliver events in different formats to connect with as many employees as possible.	Feedback is that people in front line and who work out with city centre can't attend or don't know about networks.	Calendar of events planned Events held online and face to face Attendance figures including service areas monitored Membership Numbers
<i>Protected Characteristic: All</i>		
Take action to encourage employees to disclose demographic information by raising awareness of why this information is collected and how it's used.	Carried forward outcome and this information is vital to ensure meaningful targeted activity.	Reduction in non-disclosure for all protected characteristics
<i>Protected Characteristic: All</i>		
Develop a package of independent ED&I support for employees through our Employee Assistance Provider	Follows on from EAP phone lines Independent so allows employee to access support in private should they wish to do so Available through EAP?	Monitor usage levels
<i>Protected Characteristic: All</i>	In line with our reputation as an employer of choice	

HOW WE WILL DELIVER THIS OUTCOME

Roll out ESAW/Sexual Harassment Training.	Supports with our statutory duty to prevent sexual harassment at work under the Worker Protection Act.	Monitor usage levels
<i>Protected Characteristic: Sex</i>	Assists culture change/ fosters a positive workplace culture.	Monitor reports of sexual harassment.
Celebrate diverse religious festivals.	It supports our commitment to be an inclusive employer.	Communications
<i>Protected Characteristic: Religion or Belief</i>		
TU ED&I group	To drive change	

7.2 ASPIRATION/STRATEGIC AMBITION OF THEME

Support employees to have improved mental and physical health and wellbeing.

General Duty: Advancing equality of opportunity

HOW WE WILL DELIVER THIS OUTCOME

Action	Why	Measurement
Continue the activities within the Employee Health and Wellbeing Strategy and Action Plan to support our employees and raise awareness	<p>Carries forward existing commitment and activity.</p> <p>Creates a positive and healthy working environment.</p> <p>Supports work performance and attendance.</p> <p>Supports employee mental health and resilience.</p> <p>Helps employees better adapt to change.</p>	<p>CMT, Committee Updates</p> <p>Annual events & training programme delivery, uptake, employee/service feedback, formal evaluation conducted to assess and evidence impact.</p> <p>Annual awareness & support comms programme delivery - monitoring employee access/ engagement.</p> <p>Support materials developed, implemented, monitored and evaluated.</p> <p>Absence MI information, service/employee feedback</p>
<i>Protected Characteristic: All</i>		

HOW WE WILL DELIVER THIS OUTCOME		
		Continued See Me partnership recognition
Fulfilling the commitments set out in our Health and Wellbeing Strategy <i>Protected Characteristic: All</i>	As above	As above
Creating a positive and healthy working environment, engaging in the national Healthy Working Lives Framework <i>Protected Characteristic: All</i>	As above	As above
Delivering the necessary health, safety and wellbeing factors relevant to a physically and psychologically safe workplace <i>Protected Characteristic: All</i>	As above	As above Employment MI including Bullying and Harassment stats, grievance etc.
Strengthening our policy and approach to managing the risks and effects of alcohol and drugs in the workplace by: <ul style="list-style-type: none"> - Providing additional guidance, tools and training to support managers in the implementation of our policy - Continuing to monitor the national position in relation to workplace alcohol and drug testing, alongside other Scottish Local Authorities in collaboration with COSLA 	Will help us to continue to meet our legal obligations/ employer duty of care. Will support actions in relation to our Health and Wellbeing Strategy as detailed above. Approach will be supported by trade unions/employee representatives	CMT approval, progress updates to committee Training and support materials delivered, monitored and evaluated. Absence MI, EAP/OHS stats, service/employee feedback
Engaging all staff with easy access to opportunities and resources to champion their own health and wellbeing <i>Protected Characteristic: All</i>	Carries forward existing commitment and activity. Creates a positive and healthy working environment. Supports work performance and attendance.	CMT, Committee Updates Annual events & training programme delivery, uptake, employee/service feedback, formal evaluation conducted to assess and evidence impact.

HOW WE WILL DELIVER THIS OUTCOME

	<p>Supports employee mental health and resilience.</p> <p>Helps employees better adapt to change.</p>	<p>Annual awareness & support comms programme delivery - monitoring employee access/engagement.</p> <p>Support materials developed, implemented, monitored and evaluated.</p> <p>Absence MI information, service/employee feedback</p> <p>Continued See Me partnership recognition</p>
<p>Working with our expert partners to continuously improve our arrangements to meet the health and wellbeing needs of our diverse workforce</p> <p><i>Protected Characteristic: All</i></p>	As above	As above
<p>Supporting attendance using our workforce data to design meaningful supports that make a difference</p> <p><i>Protected Characteristic: All</i></p>	Supports work performance and attendance.	Absence MI information EAP/OHS stats, service/employee feedback
<p>Providing confidential advice, practical information and support through our employee assistance and occupational health services</p> <p><i>Protected Characteristic: All</i></p>	As above	As above

7.3. ASPIRATION/STRATEGIC AMBITION OF THEME

Take positive action to address the under-representation of BAME and Disabled people across the council workforce.

General Duty: Fostering good relations and advancing equality of opportunity

HOW WE WILL DELIVER THIS OUTCOME		
Action	Why	Measurement
<p>Services to continue work to increase the numbers and profile of BAME employees at Glasgow City Council.</p> <p><i>Protected Characteristic: Race</i></p>	<p>Commitment has been made by committee already.</p> <p>To be representative of the city</p> <p>In line with Scottish Government's Race Equality Framework.</p> <p>In line with the Scottish Government's A Fairer Scotland for All: An Anti Racist Employment Strategy.</p>	<p>Activity included in ED & I Strategy & Action Plan</p> <p>CMT & Committee Scrutiny</p> <p>% of workforce, management information</p>
<p>Value the experience and skills gained in a country of origin.</p>	<p>Feedback from candidates at recruitment events and employee surveys.</p> <p>We're missing out on talent and skills</p>	<p>% of workforce, in higher grades, horizontal occupational segregation management information</p>
<p>Positive action measures adopted to ensure BAME employees are supported and developed to progress into Senior and Leadership roles.</p> <p><i>Protected Characteristic: Race</i></p>	<p>Continue the work already done with a focus on reducing barriers to progression and increasing representation at all levels of the organisation.</p> <p>In line with Scottish Government's Race Equality Framework.</p> <p>In line with the Scottish Government's A Fairer Scotland for All: An Anti Racist Employment Strategy.</p>	<p>Activity included in ED & I Strategy & Action Plan</p> <p>CMT & Committee Scrutiny</p> <p>Workforce progression statistics</p> <p>Tailored development activity and pathways – success rates monitored and measured.</p>
<p>Continue to work with BAME Partner Organisations to deliver a programme of positive action to increase BAME representation in the organisation.</p> <p><i>Protected Characteristic: Race</i></p>	<p>Carried forward activity</p> <p>Activity is happening and producing results this will continue.</p>	<p>% of workforce, management information</p> <p>Delivery of specific recruitment events – measure success rates from individual events</p>
<p>Support the BAME Network to achieve their proposals for change.</p>	<p>It helps us to become a more inclusive employer and</p>	<p>Developed proposals and activity.</p>

HOW WE WILL DELIVER THIS OUTCOME

	ensures under represented voices are heard.	
<i>Protected Characteristic: Sex</i>		
Services to continue work to increase the numbers and profile of employees with disabilities at Glasgow City Council.	To be representative of the of city. In line with our Disability Confident Employer status	Activity included in ED & I Strategy & Action Plan CMT & Committee Scrutiny % of workforce, management information
<i>Protected Characteristic: Disability</i>	In line with A Fairer Scotland for Disabled People	
Employees with disabilities are supported and developed to progress into Senior and Leadership roles	In line with our Disability Confident Employer status In line with A Fairer Scotland for Disabled People	Workforce progression statistics Tailored development activities.
<i>Protected Characteristic: Disability</i>		
Continue our work with Partner Organisations such as Project Search and Apt SUSE to deliver a programme of positive action and internship opportunities to increase representation in the organisation.	Carried forward activity Activity is happening and producing results this will continue	% of workforce, management information Delivery of specific recruitment events – measure success rates from individual events
<i>Protected Characteristic: Disability</i>		
Progress our Disability Confident Status to become a Disability Confident Leader	Promotes inclusion by demonstrating a commitment to creating an environment where people with disabilities are valued and included. Helps to attract more diverse talent.	Leadership accreditation gained after an external audit of the required activity.
Develop and rollout 'Inclusion Passports' to ensure we appropriately support employees with health conditions, disabilities, impairments or who are neurodivergent	Feedback is there can be issues when asking for reasonable adjustments. Ensure we meet legislative requirements. Assist in culture change that celebrates different ways of thinking and problem solving.	Guidance and passport rollout Absence stats

HOW WE WILL DELIVER THIS OUTCOME		
<i>Protected Characteristic: Disability/Carers/Sex</i>	Maximises work performance and attendance.	
Continue to monitor our recruitment practices to ensure accessibility and inclusivity. <i>Protected Characteristic: All</i>	Feedback from BAME recruitment events. Apt SUSE Employer's Assessment 2023 action - to participate in a digital recruitment review.	Monitor candidate success rates. Results of digital recruitment review. Results of inclusive recruitment review. Candidate survey.
Work with the Disabled Employee Network to support them to develop proposals for change. <i>Protected Characteristic: Sex</i>	It helps us to become a more inclusive employer and ensures all under represented voices are heard.	Developed proposals and activity.

Aspiration/Strategic Ambition of Theme
Embrace the diverse skills, abilities and experience our employees bring and value their contribution. <i>General Duty: Fostering good relations and advancing equality of opportunity</i>

How We Will Deliver this Outcome		
Action	Why	Measurement
Develop an early careers network.	As with the other employee networks, an early careers network will help this under represented group feel seen, heard and valued. An early careers network could support with attraction and retention of younger employees. We will benefit from their different skills and perspectives.	Engagement rates at network events. % of workforce, management information Leaver rates

How We Will Deliver this Outcome		
<i>Protected Characteristic: Age</i>	Will aid with workforce planning ensuring knowledge transfer as experienced employees leave work.	
Progress our Employment Equality Impact Assessment process on HR Policy development, to ensure meaningful consultation with employee network members and thereby lived experience.	To identify potential negative impacts and mitigate for them. Allows for more informed decision making. Builds trust and transparency.	Sample EqIAs
<i>Protected Characteristic: All</i>		

Aspiration/Strategic Ambition of Theme
Reduce barriers faced by women to remain and progress in the workplace.
<i>General Duty: Advancing equality of opportunity</i>

How We Will Deliver this Outcome		
Action	Why	Measurement
Progress Equal Pay programme and update Equal Pay Policy Statement.	In line with commitment made to Job Evaluation. In line with the Equality Act 2010	Achievement in line with agreed revised plans and timelines. CMT, Committee approval & appropriate working group updates. Published Equal Pay Statement on the Council's website.
<i>Protected Characteristic: Sex</i>		
Ongoing work on Equal Pay programme to reduce the inequalities experienced by women in the workplace.	Commitment has already been made through full council motion and work started. Link to Fairer Scotland for Women Strategy and our Equally Safe at Work accreditation.	Activity included in ED & I Strategy & Action Plan CMT & Committee Scrutiny Gender pay gap and occupational segregation information Tailored development activity.
<i>Protected Characteristic: Sex</i>		
Further develop our Pay Gap Reporting which includes	Proposed legislation on this	Publication of data

How We Will Deliver this Outcome		
<p>Ethnicity & Disability reporting.</p> <p><i>Protected Characteristic: Sex, Race and Disability</i></p>	<p>Shows our clear commitment to other actions we're taking around progression and it helps us take an intersectional approach.</p> <p>Links to our commitments to a Fairer Scotland for all</p>	<p>Evidence based activity planned once the data has been analysed.</p>
<p>Achieve the Equally Safe at Work Bronze accreditation.</p> <p><i>Protected Characteristic: Sex</i></p>	<p>CMT commitment given to progress</p> <p>Supports outcomes related to workplace gender equality like the gender pay gap and occupational segregation.</p> <p>Colleagues and managers have the tools to support employees experiencing gender based violence.</p>	<p>Achievement of the accreditation</p> <p>Outcomes from implementation of the ESAW action plan.</p> <p>Employee survey results</p> <p>Increased employee awareness.</p> <p>Long term - reduction in occupational segregation and the gender pay gap.</p>
<p>Carry out a survey of employees returning from maternity, adoption or shared parental leave to ensure the Council is meeting its aim of supporting pregnant women, adopters and working parents.</p> <p><i>Protected Characteristic: Sex, Pregnancy and Maternity</i></p>	<p>Raised in the survey carried out by the Women's Network.</p> <p>Ensure our flexible working arrangements are working.</p> <p>Any barriers to returning to work can be addressed.</p>	<p>Survey established, results analysed and action plan developed.</p> <p>% of workforce, management information</p>
<p>Work with the Women's Network to support them to achieve their proposals for change.</p> <p><i>Protected Characteristic: Sex</i></p>	<p>It helps us to become a more inclusive employer</p>	<p>Developed proposals and activity.</p>
<p>Take all necessary steps to prevent sexual harassment in the workplace.</p>	<p>Protects employees from sexual harassment including third party sexual harassment.</p> <p>Requirement of the Worker Protection Act 2024.</p>	<p>Risk assessments to be regularly reviewed to identify where sexual harassment may occur and the steps that will be taken to prevent it.</p> <p>Raise awareness of our anti-harassment policy.</p>

How We Will Deliver this Outcome

<p><i>Protected Characteristic: Sex</i></p>		<p>Develop training resources to raise employee awareness of sexual harassment in the workplace.</p> <p>Develop an online reporting system.</p> <p>Review progress through analysis of stats</p>
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Aspiration/Strategic Ambition of Theme

Progress LGBTI+ inclusion in the workplace

General Duty: Fostering good relations and advancing equality of opportunity

How We Will Deliver this Outcome

Action	Why	Measurement
<p>Continue to take part in Stonewall Scotland's Workplace Equality Index to progress LGBTI+ Inclusion in the workplace</p> <p><i>Protected Characteristic: Sexual Orientation, Gender reassignment</i></p>	<p>Commitment and accreditation to LGBT workforce in line with other ED&I accreditations</p> <p>Supports other outcomes like awareness raising and more positive workplace culture allowing employees to bring their whole selves to work.</p>	<p>Take part in index</p> <p>Outcomes from implementation action plan</p> <p>Prism network employee survey</p>
<p>Work with the Prism Network to support them to develop a proposal for change.</p> <p><i>Protected Characteristic: Sexual Orientation, Gender Reassignment</i></p>	<p>It helps us to become a more inclusive employer and ensures under represented voices are heard.</p>	<p>Developed proposals and activity.</p>

Appendix 3: Council Family Equality Outcomes 2021 to 2025: Education Authority

During the Pandemic Education Services are prioritising frontline support for schools, which has had an impact on consultation activities.

OUTCOME 8

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.

General Duty: Fostering good relations

WHY WE HAVE PRIORITISED THIS OUTCOME

The Equalities in Education Working Group (EEWG), has identified emerging areas of work to move forwards with our ongoing commitment/ actions to Equalities. Responding to pupil voice from our Glasgow Pupil Forums and our Anti Racism Conversation groups.

Whilst all the protected characteristics are explored there is a need to focus further on areas around areas including, Disability, Positive Masculinity and Invisible Minorities.

It is important that the curriculum across our establishments is shaped by young people's to ensure that we meet the needs and aspirations of the communities we work in.

HOW WE WILL DELIVER THIS OUTCOME

<p>Areas that will be considered for potential action, but not limited to:</p>	<ul style="list-style-type: none"> • Continue to work closely with the Anti Racist Conversation Group to ensure pupil voice is articulated and heard and actions are informed with their aspirations. • The social studies framework includes all aspects of equality through various stages and an intersectional approach is adopted using a rights based approach. • Continue to develop our online platform to make more resources available to schools. This includes, Glasgow Online and Education Service GLOW tiles. • The EAL Equalities Team support schools in developing relevant and appropriate Equality materials and resources • The EAL Equalities Team continue to support City wide activities and work closely with Statutory and voluntary organisations. • Partnership Work with the Scottish Government AREP Board will continue with the focus on curriculum development
<p>Linked Strategies and Plans:</p>	<p>All Learners All Achieving Education Equalities Working Group Action Plan</p>

OUTCOME 9

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

General Duty: Eliminating discrimination, harassment and victimisation

WHY WE HAVE PRIORITISED THIS OUTCOME

As part of the revised GTCS Standards for teacher professionalism it is a requirement that teachers understand and challenge discrimination in all its form particularly as defined by the Equality Act 2010.

Teachers have identified a need to develop their confidence in achieving this Standard and we are committed to building the capacity of the teaching workforce through professional learning.

HOW WE WILL DELIVER THIS OUTCOME

<p>Areas that will be considered for potential action, but not limited to:</p>	<ul style="list-style-type: none"> • Working with Glasgow University our Higher Education partners, we will continue to ensure senior leaders within our service are committed to “Leading Anti-Racism”. • Include Equality training as mandatory in the probationer induction and CLPL programme. • Staff CLPL will continue at City, Learning Community and establishment levels. • Our work with TIE is ongoing with our commitment to deliver on the GCC motion as endorsed. In partnership with TIE Scotland, the Digital discourse training is available to all staff to enable them to respond to disinformation and online hate and equip learners with critical and digital media literacy skills. This e-learning will help develop and improve knowledge and understanding with social media platforms. Sections include online hate, extremism, radicalisation, misogyny, and child protection and safeguarding. • Continue to work with GCC Pupil Forum and the Senior Phase Parliament to ensure pupil voice and participation is incorporated into the direction taken. • Continue to promote and develop the Sense Over Sectarianism programme and to promote events and projects which highlight the Holocaust and the importance of combating discrimination
<p>Linked Strategies and Plans:</p>	<p>All Learners All Achieving Education Equalities Working Group Action Plan Establishment Equalities Policies</p>

OUTCOME 10

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

General Duty: Advancing equality of opportunity

WHY WE HAVE PRIORITISED THIS OUTCOME

The core aim of Education Services is to improve the attainment, achievement and wellbeing of all children and young people. Our purpose is to ensure inclusive and quality education and promote lifelong learning (SDG4) in line with our core challenges within Glasgow Education Services

- Wellbeing and Learning
- Achievement and Progress
- Engagement, Participation and Inclusion
- Network Learning Organisation
- Connected Learning.

Using statistics from Focus (Glasgow's data tool) and Insight(the national data school) we are able to look at attainment data through a variety of lens to identify gaps and consider actions to support and improve learning.

HOW WE WILL DELIVER THIS OUTCOME

Areas that will be considered for potential action, but not limited to:	<ul style="list-style-type: none"> • Take forward teaching and learning initiatives and activities which support all learners. • To continue to improve attendance through targeted support and universal campaigns. • Further develop and enhance wellbeing initiatives • Ensure Glasgow's pedagogical approaches take account of all learners • Continue to support targeted programmes and initiatives to improve the attainment and achievements of all children and young people. • Continue to work with wider statutory and voluntary organisation and partners to support improvements in schools for all children and young people. • Continue to develop personalised learning pathways in partnership with 3rd sector and voluntary organisations.
Linked Strategies and Plans:	All Learners All Achieving All Learners All Achieving - Included Nurtured Supported Audit Scotland ASN Report Education Equalities Working Group Action Plan