



Glasgow City Council

Operational Performance Delivery and Scrutiny Committee.

Report by Chief Executive Department

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Equality Outcomes 2021 – 2025 Mainstreaming and Progress Report
Part II

Purpose of Report:

This report presents a final progress update against the Equality Outcomes 2021 - 2025. It is a statutory requirement of the Equality Act 2010.

Recommendations:

The Committee is asked to:

- Consider and note the final summary of progress towards the 2021-25 equality outcomes through action plan reporting.

Ward No(s):

Citywide:

Local member(s) advised: Yes ☐ No ☐

consulted: Yes ☐ No ☐

Part II

1 Purpose

- 1.1 As part of the council's statutory requirements under the Equality Act 2010, this report presents a final update on progress towards its [Equality Outcomes 2021-25](#).

2. Background

- 2.1 Under the Equality Act 2010, public authorities are required to comply with the following:

- Publish Equality Outcomes that are based on evidence and informed by the involvement of equality groups and communities.
- Publish a mainstreaming report on progress towards promoting equality across all protected characteristics.





- 2.2 In 2021, the Council Family developed its 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.

- 2.3 The Equality and Human Rights Commission (EHRC) reviews all published reports for compliance with the statutory duty. It should be noted that the Mainstreaming report is also structured in line with EHRC recommendations, with sections of the reporting on the Education Authority and on Council workforce information.





3.0 Outcomes Update

- 3.1 There are a total of 78 actions, divided across the 14 Equality Outcome Indicators.

- 3.2 Each action/output has been reviewed and assessed for evidence of having met the following structure of RAG ratings:

	Complete or evidence of positive progress made.
	There are some areas of slippage.
	Progress is not as originally agreed in the action or there are circumstances which have prevented the delivery.
	Figures unavailable at time of reporting.

3.3 Summary of progress as of April 2025 is presented below.

Equality Outcomes RAG ratings					Total
GCC Family Equality Outcomes	34	09	00	01	44
GCC as an Employer	19	4	00	0	23
Education Authority	11	00	00	0	11
Total =	64	13	00	01	78

3.4 Of the actions which can report a RAG status, 82% are rated green compared to 71% in 2023.

4.0. Equality Outcomes Progress Summary

4.1 There has been good progress made across each of the Council Family Equalities Outcomes 2021 to 2025, however the collaborative work continues with a rolling Programme of continual review and improvement. Through the work of the Equalities Officer Working Group, development activities related to the Equality Impact Assessment (EQIA) process and the accompanying Equalities Staff Training Programme we are continually seeking to identifying gaps and areas which could be revised.

5.0 Policy and Resource Implications

Resource Implications:

Financial: None

Legal: None

Personnel: None

Procurement: None

Council Strategic Plan: Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities.

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Yes, by supporting and reporting upon decision making around equalities and equalities issues this report seeks to assist in increasing knowledge and providing data about Equality and

*Outcomes 2021-25?
Please specify.*

Fairness which supports the Equality Outcomes.

What are the potential equality impacts as a result of this report?

No EQIA carried out as the report is not proposing a new service, policy, strategy or plan, significant change to /review of a service, policy, strategy or plan. However, feedback from Services, elected members and our Audit Team will continue to be included as part of future review

Please highlight if the policy/proposal will help address socio-economic disadvantage.

Yes the Equalities Outcomes supports Socio Economic consideration under the [Fairer Scotland Duty](#)

Climate Impacts:

*Does the proposal support any Climate Plan actions?
Please specify:*

Not directly at this point.

What are the potential climate impacts as a result of this proposal?

None directly at this point

Will the proposal contribute to Glasgow's net zero carbon target?

Not directly at this point

Privacy and Data Protection Impacts:

Data collated with be handled in accordance with the General Data Protection Regulation.

6.0 Recommendations

The Committee is asked to:

- Consider and note the final progress summary towards the 2021-25 Equality Outcomes through action plan reporting.



Equality Progress Report 2025

**Progress towards the
Equality Outcomes 2021 to 2025**

April 2025

Glasgow Council Family Equality Progress Report 2025

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

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

Progress towards the Equality Outcomes

1. Background

- 1.1 Under the Equality Act 2010, public sector organisations are required to publish a set of Equality Outcomes every four years and publish progress towards the outcomes every two years. In 2021, the Council Family developed its [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 actions which are considered to be the priorities.
- 1.2 This report represents the statutory final report on progress towards the Council Family's Equality Outcomes 2021-2025. In the interest of best practice regular progress reports have been presented to Operational Performance and Delivery Scrutiny Committee to highlight any issues at an early stage and to use the identified areas for improvement to inform the work plan of the Officer Equality Working Group for the coming year.

2. Introduction

- 2.1 This report presents a final progress towards the Equality Outcomes for 2021-2025. The outcomes were developed and agreed through evidence review and extended stakeholder engagement with equality groups and they were approved by Executive Committee [on 13th April 2021](#).
- 2.2 The Equalities Outcomes are now structured in terms of service areas- Glasgow City Council and Arm's Length External Organisations (Outcomes 1-6), GCC as an Employer (Outcomes 7-11), and Education Services (Outcomes 11-14).
- 2.3 The Council Family Group's Equality Outcomes for 2021 to 2025 are:


Glasgow Council Family Equality Outcomes 2021 to 2025	
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	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.
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.

4	Glasgow's work to end violence against women and girls results in: <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	LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to; <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	Glasgow City Council create and celebrate a diverse and inclusive workplace.
8	Black and minority ethnic people and disabled people have increased representation within Glasgow City Council's workforce
9	Glasgow City Council has reduced barriers faced by women in the workplace.
10	Glasgow City Council employees are supported to have improved mental and physical health and wellbeing.
11	Glasgow City Council has progressed LGBTI+ inclusion in the workplace
Education Authority	
12	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.
13	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.
14	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.


2.4 The Council Family's Equality Outcomes make limited reference to health-related outcomes which in the past would have been partly delivered by the Council's Social Work Services. As a public body the Integration Joint Board (IJB) are required under the Equality Act 2010 to publish its own set of Equality Outcomes. Officers representing the IJB / Glasgow City HSCP continue to participate in the Council Family officers Equality Working Group to share information and best practice.

3 Progress as of 2025


- 3.1 There are a total 78 actions, divided between the 14 Equality Outcomes. Due to the statutory timescales for publishing this information, the most current performance details for many measures is for 2023/24. This is due to year end data not being available until May/June. It should be noted that this data is not directly comparable with previous years, as the Equality Outcomes have been updated, and there are 78 now included, compared to 55 previously.
- 3.2 Each action/output has been assessed as one of the following:

**G**


Complete or evidence of positive progress made

**A**

There are some areas of slippage in targets.





**R**

Progress does not appear to be as originally agreed in the action or there are circumstances that have prevented delivery of the action.

**?**

Figures are unavailable at the time of reporting.

3.3 Summary of progress as of April 2025 is presented below.

Equality Outcomes RAG ratings					Total
GCC Family Equality Outcomes	34	09	00	01	44
GCC as an Employer	19	04	00	0	23
Education Authority	11	00	00	0	11
Total =	64	13	00	01	


3.4 Of the actions which are able to report a RAG status, 82% are rated green


Glasgow City Council and ALEOS (Outcomes 1-6)


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


Output / Action	Measure(s)	2022/2023	Current Performance	Further Work and Comments	Service(s)	RAG
<p>Sports Modern Apprenticeship Scheme</p> <p>Runs in partnership with the Training Academy to assist young people in developing skills, in confidence building and supporting employability for young people who are not attending school. The scheme is inclusive of those of BAME backgrounds, and supportive of disabled young people.</p>	Number of Coach Core apprentices and demographic data.	<p>Coach Core programme participants in Glasgow are more likely to come from BAME communities, or be disabled than the Scottish Coach Core average, and significantly more like to come from BAME communities or be disabled than mainstream sport coaching programmes</p> <p>As of 2022/23:</p> <ul style="list-style-type: none"> 40% of apprentices live in the most deprived areas in Scotland, as defined by Scottish Index of Multiple Deprivation (SIMD) 10% of apprentices are 	<p>Full data on protected characteristics and demographics is not currently available. Glasgow Life is continuing to improve consistency and range of data collection with regard to protected characteristics and EDI demographics as part of the organisation's wider 5 year EDI strategy and action plan.</p> <p>2025/25</p> <p>60% of coach core participants identify as male 40% of coach core participants identify as female 20% identify as having a disability 10% identify as Black 70% of participants are from the most disadvantaged SIMD datazones</p>		Glasgow Life	

		<p>care experienced</p> <ul style="list-style-type: none"> • 25% are female • Around 17% experience poor mental health 				
Volunteering programmes across libraries, arts and music, museums, sports, and events	Number of Volunteers and equality demographic data.	<p>In 2022/23, there were a total of 438 volunteers across a wide range of Glasgow Life events (See Further Work and Comments) equating to 17,914 hours of volunteering.</p> <p>Data on the protected characteristics of participants is not currently available. However, Glasgow Life is currently working on improving consistency and range of data collection with regard to Equality Diversity and Inclusion (EDI) demographic factors.</p>	<p>2024/25 Volunteering Performance Information</p> <p>Glasgow Life continues to offer a wide range of volunteering programmes in our Culture and Sport venues. Programmes include but not limited to Home Library Service, Disability Multi Sport, CoderDojo, Macmillan Cancer Information & Support, Memories Scotland, Digi PALS, Museum Collections Guides, Museums Learning and Access, Health Walks, Aye Write Book Festival and Celtic Connections</p> <p>events like World Athletic Indoor Championships.</p> <p>408 volunteers across sport, libraries and communities and museums against a target of 279</p> <p>This equated to 5,591 hours of volunteering against a target of 4,348 hours</p> <p>Full data on protected characteristics and demographics is not currently available. Glasgow</p>	<p>Glasgow Life Volunteer programmes include; The Billie Jean King Cup, The Davis Cup, Home Library Service Volunteer, Aye Write literary Festival, Macmillan Cancer Information & Support Volunteers, Memories Scotland Group Facilitator, Gardening, CoderDojo, Digi-PALS, Disability Sport, Health Walk Leader, Good Move Motivator (Vitality & Live Active), School of Sport, Mela festival, World Pipe Band Championship, Museum Collection Guides, Museum Learning & Access Assistant, Curatorial and Research and Museum Conservation.</p>	Glasgow Life	

			Life is continuing to improve consistency and range of data collection with regard to protected characteristics and EDI demographics as part of the organisation's wider 5 year EDI strategy and action plan.			
Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Digital skills learning programmes, adult literacy, and numeracy classes and ESOL classes designed to increase employability.	Number of courses, participants, and equality data for learning programmes	<p>5,200 people attended adult learning programmes, including adult literacy and numeracy programming,</p> <p>10,700 people attended English for speakers of other languages (ESOL) programming,</p> <p>2,500 people attended Gaelic learning programmes.</p> <p>7,300 young people attended youth programmes, including with the Duke of Edinburgh Award Scheme. Programme indicators from April 2022 to mid-March 2023.</p> <p>Coding programme performance indicators 2022/23- engaged 448</p>	<p>Full data on protected characteristics and demographics is not currently available. Glasgow Life is continuing to improve consistency and range of data collection with regard to protected characteristics and EDI demographics as part of the organisation's wider 5 year EDI strategy and action plan.</p> <p>More detailed 2024/25 participation figures are currently being produced. Figures from the most recent quarter (1 October 2024 to 31 December 2024) are included to provide an indicator of progress and approach:</p> <p>103 adults receiving Certification awards 301 Numeracy learning sessions 2550 ESOL attendances</p>	<p>Learner needs and preferences are being supported through the reintroduction of face-to-face adult learning programmes along with the continuation of online delivery; Language assessment sessions are being expanded to respond to the high demand for ESOL learning.</p> <p>Engagement with a range of digital learning opportunities has grown, with face-to-face learning the preferred learning option for those with little or no digital skills.</p> <p>There has been an increase in people being engaged in Glasgow Life Digital Learning programmes from community groups and organisations as a result of direct engagement and outreach by the Digital Learning Team Access for children, young people and adults continues to develop. This includes programmes leading to qualifications; new Adult Numeracy Multiply programmes, partnerships</p>	Glasgow Life	

		<p>learners across 31 courses:</p> <ul style="list-style-type: none"> • 40% female • 42% BAME • 70% faced barriers to work • 50% unemployed • 31% aged 16-24 <p>68% of completers move on to positive destinations (53% into employment, 15% into education)</p>		and funding schemes are being supported.		
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Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Promote opportunities in construction to black and minority ethnic groups.	City Building will promote opportunities in construction to black and minority ethnic groups through the craft apprenticeship scheme, attending recruitment fairs, offering work experience programmes and organising participation events during National Modern Apprenticeship Week including construction taster events.	Programming interrupted due to Covid-19 restrictions City Building's training team and Apprentice Ambassadors have attended organised events around Glasgow's Secondary Schools and Colleges to encourage applications as well as worked with other BAME community groups.	<p>City Building's training team and Apprentice Ambassadors have attended organised events around Glasgow's Secondary Schools and Colleges to encourage applications as well as worked with other BAME community groups.</p> <p>Their 2024 craft recruitment intake increased to 11% (+4.5% from previous year) who are from a black and minority ethnic background- compared with Scotland-wide 1.6% for Construction and related trades.</p>	<p>City Building's training team and Apprentice Ambassadors are currently hosting work experience/ construction taster events involving MCR Pathways School pupils and other secondary schools in Glasgow.</p> <p>They link in also with Developing Young Workforce within Education services in Glasgow City Council.</p>	City Building	


		They are also recently attended the National School and College Leaver event on the 28 th and 29 th March in the SECC.				
The workforce includes those with physical disabilities, visual and hearing impairments.	Based in Springburn in the north of the City RSBi is a leading example of a successful social enterprise- combining commercial success with socially responsible practise.	Work choice was a DWP supported employment programme designed specifically for people who, due to their disability may find it difficult to find or sustain employment. This has been replaced with a scheme called Transitional Employment Support Grant (TESG)	RSBi will continue to offer employment facilities to 260. employees (over 50% of whom are disabled), including 109 Work Choice positions. Number of TSEG funded positions within Royal Strathclyde Blind craft industries (RSBi)-98. RSBi also provides work experience and SVQ qualifications for 25 pupils from Glasgow's Additionally Supported Learning Schools, working towards SVQ 1 and 2 in manufacturing, which is delivered as a Community Benefit to GCC.	78% of RSBi employees reside within Glasgow City Council's boundary area and 12% of the workforce are Wheatley Homes Glasgow's tenants.	City Building	

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.



General Duty: Fostering good relations and Advancing equality of opportunity

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
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<p>Citizen Panel Pilots</p>	<p>A pilot of three Citizens Panels attached to the Area Partnerships in 2022. Targeted work to include people with protected characteristics will be part of the process</p>	<p>Citizen's Panels have evolved – it was accepted that there had to be more research done and a clear plan for what the ask of a Citizen's Panel would be before Community Empowerment Services (CES) could take that forward.</p> <p>In December 2022, it was agreed that The CCI would instead “Co-design a system which allows Area Partnerships to make decisions on how the Neighbourhood Improvement Infrastructure Fund is spent based on the opinions of as many local citizens as possible.” This system will be scaled up and rolled out citywide by Community Empowerment Services.</p> <p>Work is currently ongoing to prototype and codesign the system with citizens, staff and Area Partners – working in Pollok and Calton with a view to scaling prototypes across the city as we learn. Research and engagement is also taking place in parallel citywide – particular focus in Canal and other wards who have already made decisions on the Neighbourhood Improvement Infrastructure Fund to understand what is working and what can be improved to improve the model.</p>	<p>Engagement, largely through the NIIF process, is progressing with established community groups – such as community councils, local development trusts, housing, third sector organisations, and children and family services.</p> <p>As part of the process, organisations such as Glasgow Disability Alliance and BME organisations have been targeted to increase participation from diverse groups within the community.</p> <p>The process has also targeted ideas from Local Place Plans – community driven plans that have included a wide range of local community ideas from diverse neighbourhoods across Glasgow and some with high deprivation levels. As part of the engagement, these have included community walk/wheelabouts and work in schools – where all our range of BME communities are represented. Lessons learned from this process will help shape the engagement on the local Area Partnership Plans and how we engage a diverse range of communities in the work of our local Area Partnerships</p>	<p>Ongoing until NIIF allocation deadline of March 2027.</p>	<p>Community Empowerment</p> <p>Neighbourhoods, Regeneration and Sustainability Glasgow Life Corporate Policy</p>	
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		<p>A project team has been created with staff from CCI and CES. CES staff are currently recruiting stakeholders to take part in the research and prototyping.</p> <p>High Level timeline:</p> <ul style="list-style-type: none"> • January Frame the challenges, design early options for the system, and develop initial ideas for prototype components • February Develop prototypes with citizens design team • March – May Run live prototypes, Test & Learn Cycle, Develop Final Recommendations • End of May Submit Draft Recommendations • June Hand over Final recommendation to Community Empowerment Team to scale across the city <p>Provide cabinet with an options paper on where to go next with embedding citizens in the work of the council.</p>				
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Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
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Locality and community Programmes	<p>A range of local structures/models that approaches to joint working between Residents and Public, Third Sector Agencies via Thriving Places, Area Partnerships and other locality planning structures such as the Thriving Places neighbourhoods and G53 Together, where focus is on co-production of localised services.</p> <p>Community membership of these will target diverse communities and increase representation.</p>	<p>In Castlemilk, the local community are developing a locality plan via a participation request from the Community Council.</p> <p>A steering group, which is led by members of the community council, has been established and meets on a regular basis to oversee the work to develop the plan.</p> <p>A community survey has been translated into 7 languages and an easy read version has been developed to help BME people and people with additional needs participate.</p> <p>Community Empowerment are working with the local integration network to help provide opportunities for BME people to participate. Registered social landlords have been offered support for BME tenants to participate.</p> <p>Surveying has ended, with 2133 surveys completed, exceeding the target of 10% of the population.</p>	<p>A refreshed place-based approach has been established in collaboration with Community Planning Partners, building on learning from the previous Thriving Places model.</p> <p>Eight Intermediate Data Zones have been identified for this place-based approach and partners are in the process of generating local consideration of the 'translation' of these boundaries into a meaningful neighbourhood approach for 4,000-12,000 residents per neighbourhood. Five areas have completed this process with ongoing work in three newer areas.</p> <p>Through this process, local stakeholders are supported to consider the diverse communities and ensure that they are identified, and supported, to collaborate on the approach.</p>	Funding to support the work confirmed through March 2027	Community Empowerment	
Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Locality and community Programmes	A new city-wide community engagement group was created in Dec 2021 and includes representatives of different equalities	The group continues to meet and develop. It has influenced the development of the citizen's panels and highlighted the need to a specific equalities approach.	This group has been modified. It was increasingly difficult to maintain the involvement of the Third Sector in this group, while there was an increasing need to ensure that the Council is		Community Empowerment	

	groups, to ensure that diverse representation is central to future community engagement activity.	<p>The group carried out a review within a development session in December 2022 and this has led to the creation of a workplan.</p> <p>There are three key aims of the group:</p> <ul style="list-style-type: none"> • Providing opportunities to work together and promote good community engagement and highlighting the importance of good equalities practice within that. • Looking at ways to support the professional development of community engagement and development workers. • Finding ways to challenge power and tackle inequalities 	<p>working better together to deliver its community engagement activity more efficiently, and with greater ease for communities.</p> <p>Following a service reform in the Communities Team, a post was created to develop that 'joining up' and a refreshed GCC Family Community Engagement Group was set up in 2024, with the focus on working together practically to deliver engagement.</p> <p>The first project was the NIIF, the next focus is likely to be on climate change and other areas of cross cutting priorities.</p> <p>The engagement and participation of equalities groups is part of this work, including a new focus on mainstreaming youth participation.</p> <p>While the group is internal, relationships with Third Sector Equality organisations will be crucial to deliver some of this work.</p>			
Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG

Community Plan	<p>The Community Plan for Glasgow is currently being renewed to include actions from the Social Recovery workstreams.</p> <p>Community engagement on the plan will target equalities communities</p>	<p>The GCPP agreed, following the work undertaken by 12 Social Recovery Taskforce (SRTF) workstreams, to the development of a 2023-27 Community Action Plan (CAP) that would include both the priorities with the 2017-27 Glasgow Community Plan and the work of the SRFT but also be underpinned by Community Learning and Development (CLD).</p> <p>This new Community Action Plan is currently being developed as a rolling action plan that in the initial 18 months will focus on 4-5 SRTF workstreams including one specific Equalities workstream, all linked to CLD work where appropriate.</p> <p>In conjunction with the development of a new CAP, a new Performance Management Framework, for which performance for communities of interest/equalities communities will be a key component, is also being developed.</p> <p>The intended timescale is for the new Community Action Plan to be signed in in May/June 2023, followed by a community engagement process.</p> <p>This process will involve communities of interest and equalities communities- including</p>	<p>Glasgow Community Planning Partnership agreed a new Local Outcomes Improvement Plan (LOIP) in February 2024 – known as the Glasgow Community Plan.</p> <p>Partners in Glasgow have agreed the following priority local outcome: Family Poverty Reducing poverty and inequalities in Glasgow's communities.</p> <p>A Performance Management Framework is in development, which will include measurements which can be disaggregated by geography and specific demographic groups</p>	<p>The new Performance Management Framework is being presented to the CPP Strategic Partnership in 25th March 2025</p>	Community Empowerment	
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		those who were integral to the SRTF workstreams (BAME, Disability, Women and Young People).				
Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Community Councils	A renewed look at a project to engage with equalities groups to join community councils (CCs), now that many are operating fully postpandemic	<p>A renewed look at a project to engage with equalities groups to join community councils, now that many are operating fully post-pandemic.</p> <p>An initial discussion has been held with two community councils who wish to pilot increasing the diversity of their community council.</p> <p>There may be scope for an equalities themed session as part of the Community Council Development Session.</p> <p>In addition to above, a request has been circulated to all active CCs from Ward 10 (i.e., 6 from 7 active) – this is to explore Ward based joint areas for working.</p> <p>It would be appropriate for this group to look at Equalities and what this should mean for CCs (with a potential for roll out of any information and identified</p>	Attendees at the Community Council Development Session identified that they would like a development opportunity related to engaging with under-represented groups, as well as attracting new members from under-represented groups. To that end an opportunity for Intersectional Equalities Training has been offered to Community Councils – taking place on 17 March 2025	Following this training we will review quality, and if it meets Community Councillors needs in providing actionable knowledge	Community Empowerment	

		initiatives to increase BME representation across the city).				
Delivery of adult disability sport programmes.	Number of meetings and outcomes agreed for delivery	There are 6.5 hours of programmed sessions delivered weekly across 6 venues, 3 hours of swimming sessions delivered weekly across 3 venues, and Pan-disability coach-led sessions	There are 16.5 hours of programmed sessions delivered weekly, activities include multi-sport, circuits, boccia, Gym and swim sessions. Sessions take place across 4 venues, with 5 hours of swimming sessions delivered weekly across 2 venues, and fitness-based activities taking place across 4 venues. Approx 90 participants attend weekly.		Glasgow Life	
Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Delivery of children's disability sports programme	Number of meetings and outcomes agreed for delivery	In 2022/23, there were 90 child participants with disabilities. 1 hour weekly multi-sport coach led sessions for 5 to 15 years old; 1 hour weekly for 16+ held in Scotstoun; 7.5 hours weekly held in 3 venues of coach led swimming sessions	In 2024/25, there were approx. 100 children participants with disabilities attending weekly sessions, activities include Learn to swim, multi sport and basketball. 2.5 hour weekly multi-sport coach led sessions for 5 to 15 years old and 1 hour weekly for 16+ held in Scotstoun. The extremely popular coach-led Learn to swim programme offers 6 hours weekly across 3 venues.		Glasgow Life	
Glasgow Life Access panels supporting design and delivery of museum exhibitions programmes	Number of access panel meetings	3 GL Access Panel meetings since 2021 (Aug 2021, June 2022 and Jan 2023). There were approximately 8 people at each meeting. 3 GL Access Panel meetings since Topics covered included- Burrell digital update; Burrell orientation; Interior and exterior access at People's Palace and Winter Gardens.	4 GL Access Panel meetings in period 2023-25 (Jan 2023, Nov 2023, March 2024, and scheduled May 2025). There were approximately 8 people at each meeting. Topics covered included- People's Palace interior and exterior design, as part of an Access Review authored for the Palace Project; Kelvin Hall orientation and visitor journey; co-meeting with The Hunterian that looked at quiet room provisions and pre-visit information;		Glasgow Life	

			review of proposed designs for People's Palace.			
City Centre Transport Plan action on accessibility audit of city centre	Accessibility of city centre	<p>Included in draft City Centre Transport Plan.</p> <p>Sustrans funding has been successfully applied for and received, work is now underway on accessibility audit of city centre- including local groups and stakeholders</p>	<p>Accessibility Audit has been completed and mapped on the Geographical Information System.</p> <p>Information has been passed to the relevant NRS teams to be included as part of ongoing maintenance and improvement works.</p>	Audit Complete	NRS	
Staff travel plan	Supporting sustainable travel choices to work & supporting those who don't have access to a car for commuting.	<p>This has been included as an action in published Glasgow Transport Strategy Policy Framework.</p> <p>Paths for All funding successfully received- scoping work is currently underway and the Staff Travel Plan is to be developed in 2023/24.</p>	The Staff Travel Plan 2025 was approved at the Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee on the 6 March 2025, with full Launch and roll out scheduled in Spring 2025.	Complete	NRS	

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.

General Duty: Advancing equality of opportunity





Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Local Planning Structures	Local planning structures use a range of methodology to ensure information is accessible to all local residents and are encouraged to participate in local groups, activities in consultation with key stakeholders and that meetings are accessible to all.	<p>As a result of the recent consultation, Sector Partnerships will meet less frequently, and terms of reference and membership will be reviewed.</p> <p>Regarding Area Partnerships, progress is being made towards</p> <ul style="list-style-type: none"> Development of action plans for the 23 Area Partnerships that takes into Equality Outcomes <p>A new communication strategy aimed at increasing wider community participation within area partnership structures, that includes improved links with equalities groups</p>	GCPP Governance Framework has been amended to allow increased community representation which best reflect local circumstances	<p>Work is ongoing to provide Area Partnerships with proposals on increased community representation. Proposals will include information on demographics of each ward and could include local equalities groups for consideration of membership.</p> <p>One new focus is how to develop meaningful participation of young people in local democracy, and we are engaging with the school's Youth Forums as well as looking at models such as Youth Bank.</p>	Community Empowerment	
Glasgow Life Website	Improving Accessibility	<p>Access audit: Adherence to a style guide to ensure consistent communications in terms of plain English and typefaces.</p> <p>Design work follows accessibility guidelines in terms of colour contrast, shapes and layout etc.</p>	Reachdeck tool implemented across all GL websites. This suite of tools ensures improved website accessibility and readability by adding a toolbar to all websites allowing visitors to access content in a way that suits them best,		Glasgow Life	

		Image library refreshed to represent city diversity via service users.	<p>including text-to-speech, reading, text magnification and translation.</p> <p>Reachdeck also helps Glasgow Life meet Web Content Accessibility Guidelines (WCAG) by providing tools to assess and improve website accessibility and helps identifies WCAG compliance issues such as readability problems and broken links.</p> <p>The implementation of an AI powered chatbot on the Glasgow Life and Glasgow Club website allows users to ask the chatbot questions on all Glasgow Life services, venues, and programmes. The Chatbot uses simple language and keywords to answer these questions and then also directs the customer to relevant website content for further information</p>			
Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Digital translation	Translation of communications into community languages.	<p>Reach deck provides Google automatic translation of GCC websites into global languages.</p> <p>Where printed material is used, translation is available on request.</p>	<p>Reach deck provides Google automatic translation of GL websites into global languages.</p> <p>GL Website Chatbot understands questions asked in other languages and provides answers back to the user in same language.</p>		Glasgow Life	


Accessibility Guides	Detailed Access Guides (DAG) are available for 216 venues in the city.	<p>DAGs have been extensively accessed by members of the disabled community.</p> <p>216 updated and revised DAGs for venues were identified and published by Glasgow Life.</p>	<p>Accessible re-surveyed 14 venues in 2024. DAG created for 1 additional venue.</p> <p>From January 2024 to December 2024 the Glasgow Life Accessibility Guides had 26,487 Users and 67,871 Page Views. This breaks down to a monthly average of 2,207 Users and 5,656 Page Views</p>	GCC contract with AccessAble passed to Glasgow Life to manage in March 2023.	Glasgow Life	
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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


Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
The Glasgow Violence Against Women partnership (GVAWP) have committed to reviewing and revising a city-wide multi-agency violence against women strategic plan.	A 3-year city wide strategic plan is agreed to tackle all forms of violence against women and girls.	<p>The GVAWP undertook a review of its role and function and produced a suite of recommendations to take forward to inform strategic planning.</p> <p>An external contractor has been appointed to support NRS Violence Against Women Services to produce the city-wide plan</p>	The Staff Travel Plan 2025 was approved at the Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee on the 6 March 2025, with full Launch and roll out scheduled in Spring 2025.	Final iteration of city-wide plan to be signed off by partners by 31 st March 2025	NRS	


<p>This work includes revising the GVAWP objectives and identification of key actions for the next 3 years.</p> <p>As part of the review of the strategic plan the actions identified below will be subject to change.</p>						
<p>Work with Glasgow City Council to engage with Close the Gap Equally Safe at Work Pilot as a shadow authority</p>	<p>GCC has developed policy, practice and has achieved Bronze Award status Equally Safe at Work.</p>	<p>GCC engaged with Close the Gap as a shadow authority. GCC to pursue Equally Safe at Work Bronze Award.</p>	<p>GCC achieved Development Award in 2024.</p>	<p>A working group is now re-established, chaired by Mairi Millar to build on this development achievement and pursue Bronze Award.</p>	<p>NRS</p>	
<p>Proactively engage with communities to raise awareness of the harm caused by Violence Against Women and Girls (VAWG)-creating greater understanding of the causes and consequences, and the role they can play in tackling it.</p>	<p>Women's Safety support report is produced and distributed across relevant GCC and other services.</p>	<p>GVAWP funded the development of a women's safety survey and associated focus groups. Phase 1 - Women's Safety survey report has been produced and shared.</p> <p>Permanent app has been developed to allow women and witnesses to continue to report public harassment and identify areas of concern.</p> <p>Women's safety tours taking place in the city.</p>	<p>NRS VAW Services are represented on the GCC Feminist Urbanism Working Group.</p> <p>This work has been rolled into this group to consider and adapt infrastructure and public space.</p>	<p>NRS is considering the establishment of a Women's Safety & Wellbeing Working Group.</p> <p>This would develop and deliver on the activity to challenge cultural and attitudinal change.</p>	<p>NRS</p>	


<p>To embed an effective multi-agency financial inclusion plan for women and girls affected by male violence against women.</p>	<p>Financially Included Service is operational across the city.</p>	<p>Work was carried out in partnership with Glasgow East Money Advice Partnership (GEMAP) to submit a successful bid to Scottish Government's Delivering Equally Safe (DES) fund.</p> <p>Financially Included Service operational since January 2022.</p> <p>A Steering Group was established to oversee the roll out of the project and report accordingly.</p>	<p>Financially Included is now in its 4th year of operation.</p> <p>Training has been delivered across the city to all GAIN Network money and advice services to enable them to provide a trauma informed money advice to women affected by all forms of VAW&G.</p> <p>The project has continued to develop with a newly dedicated women's Energy Advisor; a dedicated member of staff for external social media activity.</p> <p>There is significant interest in this work as it makes visible the financial and economic harms caused to women.</p>	<p>Discussions are now going forward to develop the links between women's poverty and child poverty.</p> <p>Providing the evidence to demonstrate poverty as an equalities issue</p>	<p>NRS</p>	
<p>Establish a specific working group to address the needs of women affected by immigration including Asylum Seeking and EU withdrawal.</p>	<p>A working group is established with clearly identified objectives and corresponding action plan.</p>	<p>The Women, Asylum Immigration Refugees (WAIR) Working Group was established.</p> <p>The group identified funds to establish a Women, Destitution and No Recourse to Public Funds Project (WD&NRPF).</p>	<p>The WD&RPF service has supported 34 women in the UK with differing statuses including spousal visa; student visa; partner of a student on Further Education</p>	<p>A further report is being developed by the service provider, which will highlight women's journeys, barriers experienced along with best practice</p>	<p>NRS</p>	

		<p>A position statement on Gendered Response to Ukraine Refugee Crisis was produced along with a corresponding workshop. To date 6 women have been supported via the WD&NRPF project.</p> <p>The WAIR Group are currently reviewing and refreshing the action plan in line with GVAWP Strategic Priorities.</p>	<p>Visa; undocumented. Women are provided with safe accommodation, a cash based living allowance and fast track access to immigration advice/information. The project is for women without dependents and receives an overwhelming number of referrals for women with children, which we are unable to support.</p>			
Operationally and strategically support and oversee the delivery of an effective multi-agency risk assessment conference (MARAC) response to high-risk victims of domestic abuse in the city.	MARAC meetings are convened every 4 weeks, for each locality in the city.	<p>NRS Violence Against Women Services are seeking to source additional funds to continue the delivery of MARAC in the city.</p> <p>In 2022/23:</p> <ul style="list-style-type: none"> • 51 MARAC meetings convened • 1,130 high risk victims of domestic abuse discussed <p>1,588 children discussed</p>	<p>Partners funding was agreed for 2 years from GCC, HSCP, Police Scotland and Wheatley Group. 1st October 2023 to 30th September 2025.</p> <p>MARAC processes are currently under review by the Partner Steering Group to consider the robust management of high volume of referrals.</p>	<p>Analysis of DATA collated to review how we respond to the high number of referrals, focusing on strengthening the processes for Escalation Criteria and Repeat Criteria.</p> <p>Support also to be provided by SafeLives</p>	NRS	

			<p>January to December 2024 progress update:</p> <ul style="list-style-type: none"> • 55 MARAC meetings convened. (39 dedicated locality meetings, 11 Day 4 meetings and 5 Day 5 meetings) • 1,251 high risk victims of domestic abuse discussed. • 1,889 children discussed. 			
Support Public Sector partners to create a workforce that is competent, confident and proficient in identifying and responding to all forms of violence against women.	Public sector partners recognise the importance of a competent and confident workforce that is able to identify and respond to all forms of VAW&G.	<p>NRS Violence Against Women Services introduced the Safe & Together model of working to Glasgow HSCP.</p> <p>Information on Safe Lives training shared.</p> <p>Glasgow HSCP have undertaken a pilot of Safe & Together in South of the city.</p> <p>Safe & Together Managers training has taken place.</p>	<p>In 2024, 135 employees completed the Domestic Abuse Awareness Raising Tool (DAART) GOLD Training, and 68 are 'in progress', a total of 203.</p> <p>In 2024, 300 Staff Members trained on Safe & Together (half day session) including Criminal Justice Social Work, Police, Health Visitors.</p>	<p>The Domestic Abuse Strategy and corresponding implementation plan is now live.</p> <p>Available at: https://glasgowcity.hscp.scot/publication/domestic-abuse-strategy-2023-2028 </p>	NRS	

		Safe Lives have delivered training targeted at specific staff teams.	101 Staff Members trained in the Safe & Together (4 day session) including Criminal Justice Social Work, South Social Work Children, Health & Social Care Connect, Non Offence Related Management Service & Families and the Caledonian team. 40 places were available for Managers to train in Safe and Together			
Deliver high quality age and stage appropriate activity which challenges gender stereotyping and promotes healthy positive relationships in primary and secondary schools across the city.	A multi-agency working group is established to explore opportunity to integrate prevention learning in school, youth and other identified settings.	Specific VAW&G work in schools was disrupted during public health restrictions. GCC Education Services have established a working group to address sexual harassment within the secondary school estate. Work has been delayed in the development of a new programme of activity which will specifically explore abuse within teenage relationships.	Scottish Government published Preventing and responding to gender based violence: a whole school framework, a national framework to prevent and respond to harmful behaviour and gender based violence in schools. Education are reviewing delivery plans, aligning them with Equally Safe Delivery plan	GCC Education Services are exploring the use of Zero Tolerance Under Pressure workshops for use within secondary school estate. Review and refresh of GVAWP guidance for working and supporting young people in a youth setting to take place in Spring/Summer 2025	NRS	

Develop a specific strategy to address Commercial Sexual Exploitation (CSE) of women and girls in Glasgow.	<p>Glasgow has a dedicated multi-agency working group committed to tackling commercial sexual exploitation.</p> <p>Glasgow has a strategic plan which tackles the commercial sexual exploitation of women.</p>	<p>Routes Out service undertook a scoping of websites which promoted the selling of sex online/indoor over the course of the pandemic and public health restrictions.</p> <p>Routes Out are working in partnership with Police Scotland undertaking an observation exercise on the selling of sex east of the city centre.</p> <p>GVAWP responded to GCC consultation on licensing of sexual entertainment venues.</p> <p>GVAWP, TARA and Routes Out participated in the Scottish Government working group on challenging demand.</p>	<p>In 2024</p> <p>No of Women supported: 97 (93 women engaged in street based prostitution and 4 selling sex in off street venues).</p> <p>Women engaged on outreach: 59 resulting in 266 sightings</p> <p>Sex Buyers observed in the East End of Glasgow: 414</p> <p>Sex Buyers observed in Glasgow City Centre: 4</p> <p>Due to the shift in activity, night staff are now based in Eastgate to prioritise outreach.</p> <p>The evening service is now outreach only and continues to include outreach in the city centre.</p> <p>Given the decline in numbers accessing the drop in, shifting the focus for the service to outreach is a more efficient</p>	<p>The outcome of the Routes Out scoping observation exercise will help to inform the development of a CSE strategy.</p> <p>Changes to the Glasgow sex industry were accelerated by the effects of the pandemic and the changing nature of Glasgow city centre.</p> <p>Whilst the locations where women sell sex have changed, we do not believe that the numbers of women involved have meaningfully decreased nor have the numbers of individuals looking to buy sex decreased in the city.</p> <p>What has remained unchanged are the vulnerabilities and inequalities leading women's involvement in the sex trade and the inherent dangers posed by sex buyers. Women continue to become (and remain involved) and men continue to seek women to exploit by purchasing sexual services.</p>	NRS	
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			model of service delivery.			
Caledonian Project	<p>This project works with men who have offences relating to domestic abuse.</p> <p>Monitor the activity of the team and the outcomes recorded for men who engage with this project.</p>	<p>The Caledonian team in Glasgow continues to deliver an accredited, integrated approach to address men's domestic abuse and to improve the lives of women, children, and men.</p> <p>Using a trauma informed and evidence-based approach, the centralised team comprising of social work and ASSIST staff have responsibility for delivering the system, which supports the wider strategic aims of Glasgow HSCP in reducing violence to women.</p> <p>Following the working environment being informed by the constraints of the COVID guidance all staff have increased their time working within the office, this has had the impact of us improving joint working practices within the team and indeed with other agencies. It is believed that this has led to risk being</p>	<p>Throughout the past 12 months the Caledonian Team has increased significantly to take account of increased case numbers. Social Workers continue to deliver the Caledonian Programme on a 1-1 and Group Work basis. This is delivered to an accredited standard whilst taking account of service generated risk which comes from our involvement with the perpetrator. The team contribute to the safety of women and children through the Multi Agency Risk Assessment Conference (MARAC) and Disclosure Scheme</p>	<p>That 91% Justice Social Work Reports are submitted to the court within the six-week timeframe that is agreed by the court. The court has requested 243 Justice SW Reports, the team have completed 168 of these on time. From the 75 that were not completed on time 16 of these were requested at short notice from the court. 55% of these 75 reports were not completed on time, as a result of the man not attending the appointment offered.</p>		

		<p>addressed with greater ease.</p> <p>The Caledonian team also support HSCP staff with risk assessment and management where domestic abuse is of concern during lockdown. At present the team are working with actively working with 228 men subject to Community Payback orders with a requirement to engage with the programme</p>	<p>for Domestic Abuse Scotland (DSDAS) process. The team has a presence in these multi-agency meetings to ensure that all risk and need factors are considered.</p>			
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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

The Council will review its existing equality training and update the materials. It will develop and implement a revised mandatory equality training standard for the Council Family at all levels of the organisation. The core of the training will be e-learning, supported by toolbox talks and face-to-face training that meets the needs of public-facing employees. Core elements will include general equality awareness, raising awareness of hate crime, violence against women, and disability etiquette. All below actions are aligned to this output.

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service (s)	RAG
Hate Crime GOLD module was revamped and launched October 2022.	Number of attempts/ completions.	596 completed Hate Crime Modules on GOLD since it was launched in October 2022, with an additional 84 'in progress'.	In 2024, 605 employees have completed the Hate Crime GOLD Training, and 79 are 'in progress'.	Hate Crime has been added as a core module for all employees and will be implemented as part of the NRS Hate Crime Ambassador pilot project. The course will be revamped in Summer/Autumn 2025.	NRS	
National Hate Crime Awareness Week 2022 social media campaign.	Facebook/ Instagram/ Twitter impressions and shares.	FACEBOOK: 23k users reached, 21 shares, 58 likes, 21 comments (5 posts). TWITTER: 58k impressions, 115 likes, 49 retweets (8 posts). INSTAGRAM: 3.1k impressions (2 posts).	In 2024 Hate Crime Awareness Week we had Facebook: 7 posts in total, 38,345 Impressions, 76 Likes, 32 Comments, 28 Shares, 60 reactions, reached 36,253 users, 2649 Links engaged through post. Twitter/X: 7 posts in total, 303,377 impressions (how many views in total), 88 Retweets, 159 Likes, 103 replies/comments,	At the Hate Crime working group development session in January 2025 it was agreed, as part of raising the profile of understanding hate crime, a series of events would be developed for 2025. This programme is currently under development	NRS	

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service (s)	RAG
			<p>126 quote tweets, 108 Links engaged through post.</p> <p>Instagram: 4 posts in total, 3164 Impressions, 4780 users, 122 Engagement.</p>			
National Hate Crime Awareness Week 2022 physical events.	Attendees	<p>More than 1,500 young people attended PARTIE22, all of whom received some form of hate crime education</p> <p>Three college campuses received lunchtime inputs, reaching approximately 150 students per day</p> <p>30 people attended an awareness raising event hosted at the Mitchell Library, with a further 59 attending via Zoom</p> <p>59 artworks were received as part of the schools' poster competition.</p>	No physical events took place in 2024. A smaller scale on-line programme was agreed by the Hate Crime Working Group with a focus on challenging attitudes. This included the creation of 2 videos on 'Glasgow Is No Place For Hate'.	As part of the rolling programme of awareness raising in 2025 there will be targeted training and events across the city for Glasgow City Council staff, partners and communities	NRS	

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service (s)	RAG
Third Party Reporting training.	Numbers trained.	124 staff were trained, from 24 different organisations	<p>No training/onboarding of new Third Party Reporting Centres has taken place 2024/2025 due to the Police Scotland review.</p> <p>Currently awaiting an update from Police Scotland and the Scottish Government in relation this.</p>	Recruitment of new Third Party Reporting centres is currently on pause pending a Police Scotland review of the service nationwide	NRS	
Updating web presence.	n/a.	Web presence has been updated to reflect more up-to-date branding, legislation, and resources.	<p>The Hate Crime Policy Officer is undertaking work alongside the NRS Promotions and Engagements team to develop a new website.</p> <p>This will also include the new branding being developed.</p>	HateCrimeGlasgow.org and the new branding are currently in development, launching early summer.	NRS	
Glasgow Household Survey		Hate crime questions have been submitted for the forthcoming 2023 Glasgow Household Survey, with an additional question aimed at collecting data around why people choose not to report- the results of which can inform Glasgow's hate crime strategic practice going forward	<p>Hate Crime questions have been submitted for inclusion in the 2025 Glasgow Household Survey.</p> <p>Additional questions will be added to understand whether the definition of Hate Crime is understood and reported throughout the city. The findings will allow for the Hate Crime Policy Officer to develop targeted work to address the issues in relation to Hate Crime throughout Glasgow</p>	Hate Crime questions have been submitted to Corporate Policy & Governance to be considered for inclusion in the Glasgow Household Survey 2025.	NRS	


Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service (s)	RAG
Glasgow Life (GL) support for National Hate Crime Awareness Week & Third party Hate Crime reporting in Venues.		Glasgow Life venues previously supported Hate Crime week via publicity material; venues also provided third party reporting options. As part of our current review of Equity Diversity and Inclusion work, we are looking at the feasibility of refresher support in this area.	.Hate Crime awareness has changed. Glasgow Life no longer directly participates, although would be interested to re-engage with process Glasgow Life no longer provides third party reporting in venues.		Glasgow Life	
Anti-sectarian workshops with schools		St Mungo Museum didn't open to schools in 2021/22 so there were no bookings for that workshop during that academic year It re-opened in Sept 22, in time for the 2022-23 academic year. For the period Sept 22-March 23, it had the following participants in this workshop: 63 primary school age pupils 27 secondary school age pupils 44 further education (college) students.	Full data on protected characteristics and demographics is not currently available. Glasgow Life is continuing to improve consistency and range of data collection with regard to protected characteristics and EDI demographics as part of the organisation's wider 5-year EDI strategy and action plan.	There has been less demand in having these workshops from schools in recent years.	Glasgow Life	

OUTCOME 6

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

General Duty: Fostering good relations



Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Alcohol Drug Partnership (ADP) Recovery Communities	<p>There is a community in each of the 3 sectors in the city and contact was maintained with people during the pandemic.</p> <p>This programme provides opportunities for people in recovery to socialise free of alcohol and drugs.</p>	<p>The city's 3 recovery communities continue to work across each of their sectors, and following the easing of COVID restrictions, each area now has a full timetable of face-to-face activities, including gender specific activities.</p> <p>Each of the communities has its own programme, tailored to meet the needs of their community, including homework clubs for parents and children, bereavement support groups and first aid training.</p> <p>The North-East recovery community have accessed training on Alcohol related Brain Damage (ARBD), and members now visit a care home for people with ARBD every week to include residents in recovery activities in the sector.</p>	<p>This is a rolling programme, so there is not a lot of new activity to report on.</p> <p>The communities also link with their local areas, working to reduce stigma and develop local, positive connections.</p> <p>They work in partnership with universal services to embed recovery in the city's wider community and support people to move on to greater independence.</p>		Community Empowerment	<div>G</div>


<p>Live Well Community Referral Programme</p> <p>Project launched in June 2022 in Calton Ward (9). Designed to improve social connection, health and wellbeing via programme of culture and sport.</p>	<p>Numbers of participants & Demographics</p>	<p>Programme launched in 2022</p> <p>126 participants.</p> <ul style="list-style-type: none">84% female.16% male32% connect with community29% social isolation23% low mood/improve mental wellbeing.10% increase physical activity. <p>50% of all referrals from decile 1 (highest 10% deprivation)</p> <ul style="list-style-type: none">61% of Calton referrals from decile 172% of all referrals are from quintile 1. (Highest 20% SIMD deprivation) <p>77% of Calton referrals are from quintile 1.</p>	<p>Live Well Community Referral Programme 1 April 2024 to 31 March 2025</p> <p>Demographics</p> <table><tr><th>Gender</th><th>Participants</th></tr><tr><td>Female</td><td>101</td></tr><tr><td>Male</td><td>47</td></tr><tr><td>PFN</td><td>1</td></tr><tr><td>not provided</td><td>1</td></tr><tr><td>Total</td><td>150</td></tr></table> <table><tr><th>Ethnicity</th><th>Participants</th></tr><tr><td>White: Scottish other British</td><td>76</td></tr><tr><td>White: Irish</td><td>1</td></tr><tr><td>White: Polish</td><td>1</td></tr><tr><td>White: Gypsy or Traveller</td><td>0</td></tr><tr><td>White: Roma</td><td>0</td></tr><tr><td>White: Showman or Show woman</td><td>0</td></tr><tr><td>White: Other white ethnic group</td><td>4</td></tr><tr><td>Mixed or multiple ethnic groups</td><td>1</td></tr><tr><td>Asian or Asian British: Pakistani, Scottish Pakistani or British Pakistani</td><td>1</td></tr><tr><td>Asian or Asian British: Chinese, Scottish Chinese or British Chinese</td><td>1</td></tr><tr><td>Asian or Asian British: Other Asian Background</td><td>7</td></tr><tr><td>African, Scottish African or British African Caribbean or Black</td><td>10</td></tr></table>	Gender	Participants	Female	101	Male	47	PFN	1	not provided	1	Total	150	Ethnicity	Participants	White: Scottish other British	76	White: Irish	1	White: Polish	1	White: Gypsy or Traveller	0	White: Roma	0	White: Showman or Show woman	0	White: Other white ethnic group	4	Mixed or multiple ethnic groups	1	Asian or Asian British: Pakistani, Scottish Pakistani or British Pakistani	1	Asian or Asian British: Chinese, Scottish Chinese or British Chinese	1	Asian or Asian British: Other Asian Background	7	African, Scottish African or British African Caribbean or Black	10		<p>Glasgow Life</p>	
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LGBTQ+ Book Group in Hillhead Library	Numbers of participants	<p>10 LGBTQ+ Participants</p> <p>The book group meets monthly; Stock purchased to support the group around topics relating to LGBTQ+ issues, and Hillhead Library also has a specific LGBTQ+ section customers can browse and borrow from.</p> <p>This group includes a mix of ages and has helped reduce social isolation, while also sparking cross generational discussions around LGBTQ+ issues.</p>	<p>10 participants, currently recruiting for more participants.</p> <p>The book group meets monthly; Stock purchased to support the group around topics relating to LGBTQ+ issues, and Hillhead Library also has a specific LGBTQ+ section customers can browse and borrow from.</p>		Glasgow Life	
<p>Dementia Training</p> <p>In response to the Scottish Government's Dementia Strategy and to bring training in line with the Promoting Excellence Framework, Glasgow City HSCP developed a course with Glasgow</p>	Attendees	<p>The course is a 2 day skilled programme, accredited with 3 SCQF points and this can be used as recognised prior learning for other qualifications staff will undertake as part of their professional development. training plan.</p> <p>Dementia Informed training is included as core part of our homecare staff induction. Most recent figures, which were during 2022, highlighted that 241</p>	<p>Dementia skilled</p> <p>For year 2024 108 places available of which 98 attended. 90% attendance</p> <p>For 2025 Jan to Apr 48 places available of which 43 attended 90% attendance</p> <p>2 courses were cancelled in 2024 due to operational decisions in September and December.</p> <p>8 courses scheduled for the remainder of 2025.</p> <p>There has been a significant increase in numbers attending courses since places are available across Homecare, Residential care and Community Support services.</p> <p>Dementia informed - induction new starts</p> <p>For period 2024/5 - 353 new starts attended induction</p>		HSCP	

		homecare new starts had this course delivered to them.	2024 – 268 2025 - 85			
Pensioner Poverty Project	<p>The main aim of the project is to reduce pensioner poverty within the city in line with the objectives of the People Make Glasgow Fairer Strategy.</p> <p>Part of the project aims to work with other projects such as the Glasgow Helps hub who can refer the citizen onto organisations who can help with</p>	<p>This project is an income maximisation service delivered to clients aged 80 and over that have been identified as potentially eligible for Attendance Allowance and other benefits. It can be delivered as a telephony service or home visit.</p> <p>Since November 2021, the following outcomes have been achieved:</p> <ul style="list-style-type: none"> • £1,346,727 in actualised financial gains to date • 425 financial gains overall • 242 clients with one or more financial gain. 	<p>This project is an income maximisation service delivered to clients aged 80 and over that have been identified as potentially eligible for Attendance Allowance and other benefits. It can be delivered as a telephony service or home visit.</p> <p>Since November 2021, the following outcomes have been achieved:</p> <ul style="list-style-type: none"> • Over £7,000,000 in actualised financial gains to date • 2863 financial gains overall • 1319 clients with one or more financial gain. • On average clients will be £5,132 better off per year • 97% client's applications for Attendance Allowance were successful <p>All 23 wards have had a financial gain</p>	<p>The service has now moved from a demonstration of change to being mainstreamed within HSCP Welfare Rights Team.</p> <p>In December 2024 all Glasgow Citizens of pensions age were contacted with an offer of support to claim pension credit in line changes to the</p>	Financial Inclusion	


	loneliness/social isolation	<ul style="list-style-type: none"> On average clients will be £5,565 better off per year 97% client's applications for Attendance Allowance were successful <p>All 23 wards have had a financial gain</p>		Winter Fuel Payment.		
<p>\Glasgow Helps</p> <p>Helping our citizens of Glasgow, connect with the right support networks at the right time to enrich their lives – achieved by creating a joint understanding of their needs,</p>	The Project has referral pathways to health and wellbeing service providers within the city which will help those who suffer from loneliness and social isolation.	<p>This service was originally established as a pandemic response, supporting those who were shielding or required to self-isolate. Recognised as a key project within the Council's Renewal programme it was agreed to build on the crisis response offer to develop a holistic support service for those in need of additional support. Oct 2020 – July 2022);</p> <ul style="list-style-type: none"> Over 180,800 contacts with citizens, 	<ul style="list-style-type: none"> Glasgow Helps was established as a permanent service in October 2023 Learnings from the first two years of service delivery were applied through a service reform, ensuring that the service continued to meet the changing needs of the people of Glasgow. Created and rolled out a bespoke CRM system, which allows for great flexibility and can be shaped based on the individual needs of the service user. Supported the development of the Glasgow Child Poverty Program through the 'No Wrong Door' workstream Glasgow Helps has developed a unique referral pathways with Police Scotland's concern hub, offering support to the victims and perpetrators of crime where poverty may have been a contributing factor. 		Financial Inclusion	

securing and managing agreed support pathways to help build citizen resilience and enable participation in the life of the city.		including 98,500 conversations; • 989 referrals for fuel support; • 4,437 referrals for support to access food; • 148 citizens supported with digital resources (devices and connectivity); • 481 referrals for support in relation to finances;	<ul style="list-style-type: none"> We have hosted secondees from Maryhill HA, Cernach HA, Wheatley Homes, Scottish Fire & Rescue, and Police Scotland Developed and rolled out an innovative project with education that placed Glasgow Helps staff in nurseries to support staff and families alike. Participating in a pilot program with the NHS Health Visiting team that sees Glasgow Helps staff coordinate multi-agency support for families with a range of care needs. Developed a series of values and a model/framework for working that places the citizen at the forefront of the journey, providing staff with the capacity to deal with a range of issues rather than just the presenting issue. Working in this manner has led to the following feedback scores from those who engaged with the service intensively: <ul style="list-style-type: none"> Service rating: 9.93/10 Relationship with HSO: 9.91/10 Would you recommend? 100% Has GH made a positive change to your life? 100% 			
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OUTCOME 7




Glasgow City Council create and celebrate a diverse and inclusive workplace.


General Duty: Fostering good relations

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Programme for young people in conjunction with Museums, Galleries Scotland (MSG) to address underrepresentation in museums workforce,	Number of Kickstart students and post programme outcomes	Glasgow Museums hosted 2 Kickstart employees, who started in December 2021. The first, a Research Project Assistant for the Legacies of Slavery & Empire project, has been closely working with Curator of Slavery and Empire	Glasgow Life Museums delivered modern apprenticeship training to 4 people, 1 participant care experienced, 2 participants from the		Glasgow Life	

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
working with Our Shared Cultural Heritage (OSCH) project which works with young people (11- to 25-year-olds) of South Asian heritage.	Number of young people participating	<p>and, Coordinator of the Our Shared Cultural Heritage programme. The Kickstarter Research Assistant has continued past the 6-month funded period and is still employed part time with Glasgow Museums in the same role.</p> <p>A second Kickstart employee was placed as Digital Content Support (Burrell); worked with our Content Producer to create short film and digital content for the museum. She also started in early December 2021, and secured an extension with Glasgow Museums, until she left to take on further employment.</p> <p><u>Modern Apprentices:</u> In September 2019, Glasgow Museums employed 2 young Modern Apprentices (MAs). One was placed with the Collections Technicians and the other was with the Burrell Digital Team. Both successfully completed their MAs and gained their qualifications, and (due to covid) had short extensions to their MA contract. Both have now secured full time permanent employment with Glasgow Museums, one as a Gallery Assistant and the other as an Audio Video Technician.</p>	<p>most disadvantaged SIMD quintiles</p> <p>Glasgow Museums delivered 90 minute sessions to 123 young people from a variety of schools, youth groups and community organisations, outlining museums as a career</p> <p>12 fourteen-year-olds from a range of Glasgow secondary schools are participating in Duke of Edinburgh programmes.</p>			

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Complete external benchmarking of ED&I approaches through Employers Network for Equality & Inclusion	Achievement of accreditation	Achieved Bronze Accreditation Achieved Silver Accreditation	Maintained silver accreditation in 2024.	Further review to be submitted May 2025	HR	
Delivery of suite of ED&I Training	Training delivery and evaluation	Launch of ED&I Training Catalogue with 13 courses across protected characteristics delivered through 48 events.	During 2024/25 delivered 12 ED&I courses across protected characteristics, delivered through 33 events	Currently developing programme for 2025/26	HR	
Develop our ED&I Peer Support Networks to deliver events on digital platforms to mitigate the impact of COVID19 and connect with as many employees as possible.	Delivery of events and engagement through MS Teams	Evaluation currently ongoing with calendar for 23/24 being developed	<p>Events held in 2024/25: BAME Network 4 events Carer's Network 3 events Women's Network 4 Women in Leadership events and Menopause café – 6 events Prism LGBTI+ Network – attendance at Glasgow Pride.</p> <p>Activity has continued to engage with members of Disabled Employee Network and Prism (LGBTI Network) with new coordinators being appointed and plan for 2025 to be developed.</p> <p>Model for Early Careers Network a new network to support our Youth Employment</p>		HR	


Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Work with employees to bring together ED&I activities and showcase GCC as a diverse and inclusive employer.	ED&I Awareness Plan	Regular communication on ED&I in staff news and communications Specific activity in HSCP linking with NHS CED/Financial Services sharing of good news stories on positive action activity from placement to post.	Inclusion calendar for 2024 and 2025. Join us events included in monthly staff news	Activity will continue	HR	
Take action to encourage employees to disclose demographic information by raising awareness of why this information is collected and how it is used.	Changes in % of non-disclosed employees across protected characteristics	Disability 54.4% (-1.4% on 2021/22) Ethnicity 22.8% (+0.3% on 2021/22) Religion or Belief 56.6% (-1.4% on 2021/22) Sexual Orientation 57.2% (-1.8% on 2021/22)	2024/25 quarter 3 Figures: Disability 52.2% (-2.2% on 2022/23) Ethnicity 23.2% (+0.4% on 2022/23) Religion or Belief 53.1% (-3.5% on 2022/23) Sexual Orientation 53.5 (-3.7% on 2022/23)	Development of Microsoft form to allow employees to update their equalities information.. Employee will access using QR code	HR	
Develop a package of independent ED&I Support for Employees through our Employee Assistance Provider	Delivery of ED&I specific Employee Assistance Support	Ongoing package of support available to employees with Employee Assistance Provider. Due to cost of living to tackle socioeconomic disadvantage a Cost of Living Working Group was established which provided access to external support and discount schemes	In April 2023 the council changed employee assistance provider. This has allows us to enhance the package of support that can be delivered to employees. Including introduction of live chat, a wellbeing APP. The new contract has resulted in an increase in contact with EAP and significant increases in clinical outcome scores for those contacting and		HR	

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
			accessing support for anxiety and depression.			
Maintain accreditation as Carer Positive Exemplar Organisation	Maintained Accreditation	Accreditation Maintained 4 Carer Employee Peer Support Networks delivered	Accreditation Maintained 4 Carer Employee Peer Support Networks delivered. Dementia Awareness Training Sessions Delivered	Ongoing activity takes place to maintain accreditation	HR	



OUTCOME 8


Black and minority ethnic people and disabled people have increased representation within Glasgow City Council's workforce

General Duty: Advancing equality of opportunity

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Take action to increase BAME Representation across the organisation and ensure BAME	Increase in number of	2021/22 Quarter 4 Figures: BAME Employee Number 917	2024/25 Quarter 3 Figures: BAME Employee Number 1207	Activity for upcoming year involves a review and refresh of the 25 proposals as some	HR	

employees are supported and developed.	<p>BAME Employees and % of workforce who are BAME.</p> <p>Evidence of activity taking place to support BAME Employees</p>	<p>(+55 on 2020/21) BAME Workforce % 3.3% (+0.2% on 2020/21) Reengagement of BAME Network with Coordinator, Steering Group and Leadership Sponsor. Quarterly Network Meetings taking place. Structure for Proposals for change developed. 2022/23 Quarter 3 Figures:</p> <p>BAME Employee Number 963 (+46 on 2021/22)</p> <p>BAME Workforce % 3.4% (+ 0.1% on 2021/22)</p> <ul style="list-style-type: none"> • 25 Proposals submitted. • First BAME Employee Survey Completed • BAME Network Website Update and External site Created • Pilot of BAME Employees in recruitment activity • Briefing on BAME Specific Mentoring Programme 	<p>(+290 on 2021/22) BAME Workforce % 4.5% (+1.2% on 2021/22)</p> <p>New interim BAME Network Coordinator came on board in October 24.</p> <p>Monthly steering group meetings and 4 events held per year.</p> <p>BAME Staff survey results were analysed and presented to CMT/SMTs in 2024.</p> <p>Network members have been consulted with on the existing Equality Outcomes and the development of the fourth set of Equality Outcomes due to be published in 2025.</p>	<p>have been achieved, and priorities may have changed.</p> <p>Intranet/Extranet pages to be updated in the upcoming year.</p> <p>Work is also due to commence on the development of a mandatory equalities eLearning module and an anti- Racism module</p>		
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Continue to work with BAME Partner Organisations to deliver programme of positive action to increase BAME representation in the organisation,	Increase in BAME Staff Evidence of activity taking place	<p>Activity taken place as below:</p> <p><u>Education Services</u> Al Meezan Centre Pupil Support Assistant Ring fenced principal teacher posts.</p> <p><u>Education Services</u> Bridges Project Ukrainian Refugees into school posts</p> <p><u>Financial Services</u> Bridges Project into Catering, Cleaning and Facilities Management</p>	<p>Activity taken place as below:</p> <p><u>NRS/Financial Services</u> Attended recruitment event at Glasgow Central Mosque</p> <p><u>NRS</u> Attended the Sharpen her African Woman event set up by the DWP and Police Scotland</p> <p><u>NRS</u> Attended the Central Gurdwara Glasgow Careers Fair</p> <p>Planning to attend the Refugee Jobs Fair, set up by Breaking Barriers, Bridges Programmes, DWP, Glasgow Futures (Glasgow Guarantee) • Refugee Employment Network, Scottish Refugee Council, Skills Development Scotland</p>	Services continue to work with partners where opportunities allow. Reduction in recruitment activity impacts organisational ability to change diversity of workforce	HR	
Continue to take action increase disabled representation across the organisation and ensure disabled employees are supported and developed.	<p>Increase in Disabled Staff</p> <p>Evidence of activity taking place</p>	<p>Figures as at Q3 2022/23:</p> <p>Disabled Employee Number 766 (+25 on 2021/22).</p> <p>Disabled Employee Workforce 2.7% (+0.1% on 2021/22).</p> <p>Assessment of activity required to move towards Disability</p>	<p>Figures as at Q3 2024/25:</p> <p>Disabled Employee Number 809 (+43 on 2022/23).</p> <p>Disabled Employee Workforce 3% (+0.3% on 2022/23).</p> <p>Work in progress to achieve by end of 2025.</p>	Reduction in recruitment activity impacts organisational ability to change diversity of workforce.	HR	



		<p>Confident Leader</p> <p>Working with Supported Employment Scotland and Enable Scotland on Public Social Partnership in line with Scottish Government Fairer Work Scotland to develop an action plan to reduce our disability employment gap.</p>	<p>2023 completed and commenced another assessment to gauge progress.</p> <p>Dedicated resource in CHR (HR Officer – ED&I and HR Graduate) is now in place. This work will commence in 2025 and will be completed through liaison with the Disabled Employee Network and in line with activity related to Disability Confident Leader accreditation and the activities under the Employment ED&I Strategy 2025 - 2027</p>			
Rollout Disability Passports to ensure we appropriately support employees with health conditions, disabilities, or impairments	Launch of passport	<p>Benchmarking of approach.</p> <p>Consultation with disability network and trade unions to scope requirements.</p> <p>Draft documents prepared and shared with disabled network and trade unions for review, with a view to launch in 2023/24</p>	<p>Benchmarking completed, now looking as inclusion passport rather than specifically disability.</p> <p>Work on this will recommence following the establishment of the current Disabled Employee Network Steering Group. Group members will be invited to support with some amendments and the launch of an Inclusion passport later in 2025.</p>		HR	

OUTCOME 9

Glasgow City Council has reduced barriers faced by women in the workplace.

General Duty: Advancing equality of opportunity

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Progress Job Evaluation and update Equal Pay Policy Statement	Completion of Job Evaluation Process and Updated Equal Pay Policy Statement Produced.	Job Evaluation activity ongoing with update reports provided to committees.	Update report provided to City Administration Committee 3 Oct 24 outlining progress and plan.	Updated Equal Pay Policy Statement will be produced when Job Evaluation activity complete.	HR	
Take action to reduce the inequalities experienced by women in the workplace.	Evidence of Activity taking place.	<p>Delivery of quarterly Women's Network Events and 6 Menopause Café Events</p> <p>Delivery of Women's Network Women in Leadership Events</p> <p>Delivery of Women's Confidence workshops in conjunction with Women's Network.</p> <p>Delivery of Menopause in Workplace Training events for Managers.</p> <p>Delivery of ED&I Awareness and Unconscious Bias Training.</p>	<p>Delivered 6 menopause cafes</p> <p>Delivered 4 women in leadership events</p> <p>During 2024/25 delivered 2 women's confidence training session to 32 female employees.</p> <p>Delivered bi monthly menopause cafes 6 per year)</p> <p>Completed a survey for women's network. Results are currently being analysed and will be used to inform</p>	International Women's day event being delivered on 17 th Marh 2025.	HR	





			future events and priorities for the network			
Further develop our Gender Pay Gap Reporting to include Disability & Ethnicity	Data produced and published.	Data not due to be published until 31 st March 2023.	Achieve and report published. Further report due April 2025.	Additional activity will be required to review this in line with revised pay and grading structure	HR	
Achieve accreditation as an Equally Safe at work Organisation (in line with Scottish Government rollout)	Implementation plan and accreditation achieved	<p>Member of shadow group awaiting opening of next intake for accreditation.</p> <p>Ongoing discussions with Close the Gap to confirm position on Equal Pay to allow confirmation from Close the Gap to progress to accreditation.</p> <p>Employee consultations completed by Close the Gap.</p> <p>Employee survey completed to link to implementation plan.</p> <p>Gender lens training completed with HR Teams.</p> <p>Gap analysis completed and implementation plan developed.</p> <p>Implementation working group established.</p> <p>Commitment statement from Chief Executive & Leader of Council.</p>	<p>ESAW Working group has been reestablished with the aim to meet 6 weekly to embed Development Tier and carry out activities towards achievement of Bronze accreditation.</p> <p>Development Tier was achieved and we're now working towards Bronze.</p> <p>An updated survey was carried out in late 2024. Analysis is due out soon and the results will be used to inform Employment Equality Outcomes and Strategy.</p> <p>Gender lens training will be completed for new working group members.</p> <p>Chief Exec and Council Leader statements will be refreshed.</p> <p>Evidence required for achievement of Bronze accreditation to be submitted by December 2025.</p>	Activity will be ongoing	HR	


		Data bundle submitted for accreditation				
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OUTCOME 10

Glasgow City Council employees are supported to have improved mental and physical health and wellbeing.

General Duty: Advancing equality of opportunity

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Develop Health & Wellbeing Action Plan to support employees and mitigate the impact of COVID 19	Action plan developed and implementation plan agreed	Action Plan develop and implemented.	Implementation of action plan continues as detailed below.		HR	
Maintain Health Working Lives Gold Accreditation	Maintained accreditation	Accreditation Maintained	Accreditation Maintained.	Healthy Working Lives Programme is being disbanded however we will continue to work alongside the principles of the programme.	HR	
Maintain 'See Me in Work' accreditation from See Me Scotland to support employee mental health & wellbeing	Maintain accreditation	Accreditation maintained	Accreditation maintained.	We will continue to work alongside the principles of the programme to support employee mental health & wellbeing.	HR	
Take action to promote overall employee health and wellbeing	Evidence of activity taking place	Regular Health & Wellbeing Communications at corporate and service level	Regular Health & Wellbeing Communications at corporate and service level including promotion of NHS campaigns.		HR	

		<p>Provision of independent Occupational Health & Employee Assistance Services to support employees.</p> <p>Benchmarking of organisations Occupational Health & Employee Assistance Provisions in preparation for tender process to procure contract from 2023</p>	<p>Development of health & wellbeing hub on council website to allow all employees to access information</p> <p>Developed Health & Wellbeing Handbook as 'one stop resource' for employees and managers</p> <p>Developed Health & Wellbeing Marketing materials including digital screens, QR codes, posters etc. to raise awareness of activities.</p> <p>Delivered managers training workshops on our Health & Wellbeing approach.</p> <p>Procurement of combined independent occupational health and employee assistance provider from 2023 in line with contractual requirements. Provider confirmed and implementation process under way.</p>			
Take action to support employees' mental health & wellbeing	Evidence of activity happening	<p>Work with 'See Me' to support employee mental health and wellbeing.</p> <p>Carried out benchmarking towards developed of Health & Wellbeing Handbook and one stop support area Research and benchmarking on organisational approach to</p>	<p>We worked in partnership with Able Futures, promoting the service through a series of information sessions and virtual appointments</p> <p>Over 450 staff have been referred as a result of our partnership with Able Futures and we are hearing very positive</p>		HR	



		<p>supporting employees experiencing alcohol, drugs and gambling harms. Launched 'Able Futures' to raise awareness of support available from DWP. To date engaged with 600 staff with 200 self-referrals made.</p> <p>Update our employee alcohol, drug, and gambling support policies with signposting to internal and external support to reduce related workplace harms. Carried out marketing activity to raise awareness of support available through alcohol, drugs and gambling policies. Delivered alcohol and drugs awareness training to 100 managers in NRS</p>	<p>feedback anecdotally from HR colleagues conducting absence case reviews and from staff stories during health and wellbeing roadshow engagement.</p> <p>We continue the promotion of our policy arrangements, related training and support.</p>	<p>We will implement further measures to strengthen our alcohol and drug support policy including the provision of additional guidance, tools and training to support managers to effectively manage the risks and effects of alcohol and drug misuse in the workplace.</p>		
Take action to support employee physical health & wellbeing	Evidence of activity happening	<p>Delivered bespoke Glasgow City Council Step challenge in partnership with 'Paths for All'. 30 teams took part.</p> <p>Provision of discounted fresh fruit and vegetables to employees through partnership with City Markets.</p> <p>Carried out health & wellbeing roadshows providing health checks and access to resources to support health & wellbeing</p>	<p>2024.Step Council Challenge delivered in partnership with 'Paths for All' – enabling 150 staff to increase their daily exercise</p> <p>Activity continued and is ongoing</p> <p>Activity continued and is ongoing</p>	<p>Further Step Count Challenges will be delivered in 2025/26 onwards with the aim to engage more staff in increased physical activity.</p> <p>Promotion will continue</p> <p>Further roadshows being organised and delivery ongoing.</p>	HR	

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OUTCOME 11

Glasgow City Council has progressed LGBTI+ inclusion in the workplace



General Duty: Fostering good relations and Advancing equality of opportunity

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Take part in Stonewall Scotland's Workplace Equality Index to progress LGBTI+ Inclusion in the workplace	Completion of Index and outcome	Achieved Bronze Status Employer Action plan developed in line with results from Stonewall benchmarking in preparation for 2023 submission	Benchmarking data submitted and awaiting outcome.		HR	
Take action to support LGBTI+ Inclusion in the workplace	Evidence of activity happening	Employee network events delivered in conjunction with Edinburgh City Council 3 employees attend Stonewall Scotland Young Leaders Development Programme	Employee Network events delivered: LGBTI+ Inclusion focus in Equality Diversity & Inclusion Training Catalogue. 1 Employee attending Stonewall Scotland Young Leaders Development Programme		HR	

OUTCOME 12

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.



General Duty: Fostering good relations



Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Social Studies Equalities (SSE) Group established	Social Studies Framework is being used by teachers in Glasgow schools.	SSE Group created links to Equalities resources that represent the diversity that exists within our classrooms, communities, city, and country. Launch/sharing of the SSE updated Social Studies framework with all Glasgow Schools highlighting the Equalities resources.	2024/25 The updated Social Studies Curriculum Knowledge and Skills Framework is being used widely across establishments to deliver curriculum experiences and outcomes. These embed equalities through links to appropriate resources which represent the diversity in our classrooms, schools, communities and city	Continue to promote the use of the Social Studies Framework and all GCC Curriculum Frameworks. In addition, all Curriculum Frameworks are being moved online to Education Services Intranet Glasgow Online (GO).	Education Services	
Connected with Glasgow University regarding Glasgow's Slavery Audit.	Teaching resources created by Glasgow teachers in partnership with Glasgow University.	Planning meetings. Day of workshops for identified teachers with Professor Stephen Mullen. Creation of teaching resources	2024/25 Teaching Glasgow's Slavery Past 8 x workshops took place throughout 2024 to increase teacher subject knowledge in partnership with the University of Glasgow involving 32 teachers. Teachers writing group of 12 has taken place over 2 days (December 2024).	Complete the final teaching resource by June 2025 with a launch date of September 2025 accompanied with professional learning for teachers.	Education Services	

OUTCOME 13

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.

General Duty: Eliminating discrimination, harassment and victimisation


Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Review Bullying and Equalities incidents data.	Rise in recording incidents of Bullying and Equalities in our schools.	Under-reporting of Bullying and Equalities incidents.	2024/25 ongoing reviewing Bullying & Equalities recording data at monthly Area Improvement Team Meetings with follow up for schools with 0 incidents by Quality Improvement Officers. Increased numbers of B&E incidents recorded which has addressed the under reporting highlighted by the Scottish Government.	Continue to monitor the B&E recording of incidents and follow up actions as necessary.	Education Authority	
Connect with RespectMe regarding partnership working and training for Glasgow's teachers and senior leaders.	Senior leaders' attendance at x6 citywide, mandatory training sessions. School staff completing eLearning modules.	Implement citywide, mandatory training with Glasgow Schools senior leaders including HTs, an identified DHT and PT Pastoral Care.	2023/2024 monitor information from RespectMe about the numbers in Glasgow completing the eLearning modules. 2024/25 'mop-up' professional learning session offered to schools senior leaders to ensure that all HTs, an identified DHT and PT Pastoral Care have the knowledge and understanding to implement B&E supports and respond to incidents of bullying effectively.	Continue to promote RespectMe eLearning modules as professional learning for all staff working with children and young people in our schools.	Education Authority	




Action Plan created.	<p>Schools have their own Anti-Bullying Policy.</p> <p>School staff Complete RespectMe eLearning modules.</p> <p>Consultation with Glasgow Schools Forum – children and young people about bullying.</p>	<p>Schools reflecting on their existing Anti-Bullying Policies.</p> <p>Launch of Anti-Bullying:</p> <ul style="list-style-type: none"> -Flowchart -Guidance for school staff -Guidance for parents/carers <p>Create an Anti-Bullying Charter for Glasgow Schools, children, and young people.</p> <p>Launch/share Anti-Bullying Charter.</p>	<p>2024/25 almost all schools have a refreshed Anti-Bullying Policy. An Anti -Bullying Charter was created following consultation with Glasgow's Schools Forum/Young People and issued to all schools. Quality link school visits during this session have ensured that schools display and implement our Anti-Bullying Charter.</p>	<p>Continue to ensure that all schools embed the Anti-Bullying Charter.</p> <p>Take full account of Respect for All, the updated Scottish Government Guidelines in order to update GCC Anti-Bullying Policy (2019).</p> <p>This will involve working with a focus group of senior leaders, Glasgow's Schools Forum/Young People, RespectMe and GCPG – timeline to be established June-October 2025. Launch of updated policy October 2025.</p>	Education Authority	
Connect with Glasgow City Parents Group (GCPG)	Partnership work RespectMe resulting in jointly produced guidance for parents/carers of those experiencing bullying Those displaying bullying behaviour.	Launch/share guidance for parents.	2024/25 Guidance for Parents and Carers is made widely available via schools to support those experiencing bullying and those displaying bullying behaviour.	Ongoing work with RespectMe and GCPG.	Education Authority	


OUTCOME 14

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.

General Duty: Advancing equality of opportunity

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Robust Career Long Professional Learning (CLPL) programme offered to all English as an Additional Language (EAL) staff to build capacity in supporting EAL Learners.	CLPL attendance and feedback. Feedback has been consistently positive from EAL teachers and headteacher on impact offer	<p>Year 1 of EAL CLPL offer involved 6 full day CLPL sessions.</p> <p>Topics included Systemic change in race equality, evidence based EAL practice, EAL moderation, transitions, first language assessments, principles for outstanding EAL practice. Currently in year 2 of CLPL programme.</p> <p>2 sessions delivered with key focus areas of welcoming new arrivals and raising attainment in listening and talking.</p> <p>Current attendance of approximately 85% of EAL teachers.</p> <p>Average attendance – 110 total.</p>	<p>Year 2 and 3 CLPL offer for EAL teachers refined to 3 full day sessions with key themes as follows:</p> <ol style="list-style-type: none"> 1 Learning and teaching 2. Data informed Practice 3 Sharing Effective practice. <p>Within these offers, EAL teachers have linked more closely with wider partners including GIC, Glasgow Pedagogy Team and university colleagues. Sessions have encouraged EAL teachers to gather, reflect on and plan around whole school data and trends.</p> <p>Attendance of EAL teachers has remained steady at approximately 85%. EAL champions are also included in this offer for schools who are not allocated an EAL teacher.</p>	<p>2 further sessions to be offered this year.</p> <p>In the coming year, the continued offer will be three full day session which will include opportunities for EAL teachers to collaborate in area groupings</p>	Education Authority	

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
Further developing partnerships with Principal Teachers and Faculty Heads and teachers delivering English for Speakers of Other Languages (ESOL) within the ESOL curricular Network, to include all schools.	Attendance at ESOL CN and ESOL qualification offer	ESOL Curricular network established. Attendance of this group growing to include attendees from other Local Authorities, and now includes members from English and Modern Languages departments	. ESOL curricular network has continued to grow with regular attendance of most schools in Glasgow and input from surrounding local authorities. This allows for cross authority support in creating prelims and sharing resources. West OS working party has also launched a tile supporting development of ESOL across WP authorities	Aim to have representatives from all schools in coming year. Continuing to aim for all schools to attend CN Also aim to link more closely with English Curricular network to ensure clear messages around ESOL/English pathways	Education Authority	
English Language Learner (ELL) framework to encourage accurate allocation of ELLs across the city and to provide age/level appropriate strategies and resources.	ELL Framework CLPL attendance is consistently strong. FW available to all schools as basis for moderation activities	ELL draft framework created. Currently at pilot stage. EAL LOL team piloting alongside EAL teachers in 10 primary schools and 5 Secondary schools.	ELL framework is now launched and available to all schools. City wide ELL data focus in EAL core sessions to assist with more accurate allocation of levels to meet learner needs. This increased accuracy in level allocation is leading to clarity and fairness in EAL staffing processes and allocations.	Phase 3 to include schools with no EAL teacher. CLPL on ELL FW available to all GCC staff	Education Authority	
English for Speakers of Other Languages (ESOL) Strategy Group to review and update ESOL policy.	Attendance at strategy Gp Policy completion	ESOL policy working group created. Inaugural meeting to take place in April.	ESOL policy working group has now launched a revised ESOL Policy which was led by two Glasgow HTs. The policy is now in use and is providing clarity around key messages	Policy complete and available to all schools	Education Authority	

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
			about the importance of availability of ESOL Pathway, importance of ensuring ESOL is provided to senior phase pupils, and value in terms of university/future pathways.			
<p>Education Scotland's Science, Technology, Engineering and Maths (STEM) Project - Work with families to enhance knowledge of the value of STEM in enhancing language and learning of Early Years Young People.</p> <p>STEM ambassador role created for people with STEM background who are refugees and Asylum seekers to highlight and promote the value of STEM subjects.</p>	<p>School requests</p> <p>Schools benefitting from STEM ambassador input</p>	<p>3 English as Additional Language (EAL) Early Years teachers were embedded in 3 establishments with high EAL learner numbers to model good EAL + STEM practice and deliver 3 linked Career Long Professional Learning sessions to a total of 38 Early Years practitioners.</p> <p>3 whole day sessions were organised for a total of 45 Early years and Early Level practitioners at Glasgow Science Centre focussing on STEM language, STEM habits of Mind and Effective Practitioner Questioning.</p> <p>1 online session for the STEM Nation group of 50 Early Years, Primary and ASN practitioners was hosted by Education Scotland.</p> <p>EAL Leaders of Learning delivered EAL awareness training to the Glasgow Science Centre staff Engagement Team to enhance</p>	<p>The service is continuing to promote STEM ambassadors in schools following the end of the Education Scotland STEM grant funding.</p> <p>The service links with partners such as SERC and Mears to ensure sustainability of STEM ambassador role.</p> <p>Newsletter is shared with schools and partners with updates on project.</p>		Education Authority	

Output / Action	Measure(s)	(2022/23)	Current Performance	Further Work and Comments	Service(s)	RAG
		<p>staff knowledge, skills and confidence to support inclusion.</p> <p>6 STEM Ambassadors from refugee and asylum-seeking backgrounds supported by EAL PTs and 1 EAL Leader of Learning to volunteer their time and enthusiasm to bring STEM subjects to life and demonstrate their value.</p> <p>STEM Ambassadors supported by project grant funding to cover transport costs to and from school visits.</p> <p>STEM Ambassadors presented to 12 primary and secondary classes across the city ranging from P5 to Senior Phase learners focussing on the learners and acting as positive role models.</p> <p>EAL Principal Teachers and Leader of Learning Group led a creative and interactive workshop and stall focussing on STEM and EAL at Promoting Anti-Racism Together in Education</p>				

Appendix 1: Workforce Profile by Ethnicity

The table below has been simplified to provide a summary of the Council’s workforce by ethnicity. This summary is for All Council as at 31 December 2024.

To view the table in entirety (showing a breakdown by gender and ethnicity) please see the [Council's website](#)

Grade	White Employees		BME Employees		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	8,742	71.1%	695	5.7%	2,855	23.2%	12,292
Grade 5 - 7 Total	5,496	78.0%	264	3.7%	1,283	18.2%	7,043
Grade 8 Total	593	84.7%	15	2.1%	92	13.1%	700
Grade 9 - 15 Total	267	84.8%			45	14.3%	315

Other Non Pay & Grading Structure	298	70.1%		17	4.0%		110	25.9%		425
Teaching	4,127	65.7%		213	3.4%		1,946	31.0%		6,286
Total Workforce	19,523	72.1%		1,207	4.5%		6,331	23.4%		27,061
Total Full Time Workforce	12,042	74.4%		584	3.6%		3,557	22.0%		16,183
Total Part Time Workforce	7,481	68.8%		623	5.7%		2,774	25.5%		10,878

To ensure that employees can't be identified we have removed number where it is lower than 10

Appendix 2: Workforce Profile by Disability

The table below has been simplified to provide a summary of the Council's workforce by disability. This summary is for All Council as at 31 December 2024.

To view the table in entirety (showing a breakdown by gender and ethnicity) please see the [Council's website](#)

Grade	Disabled			Non Disabled			Non Disclosed			Total Workforce
	Number	%		Number	%		Number	%		
Grade 1 - 4 Total	345	2.8%		5,772	47.0%		6,175	50.2%		12292
Grade 5 - 7 Total	224	3.2%		3,907	55.5%		2,912	41.3%		7043
Grade 8 Total	22	3.1%		279	39.9%		399	57.0%		700
Grade 9 - 15 Total		1.6%		188	59.7%		122	38.7%		310
Other Non Pay & Grading Structure	36	8.5%		243	57.2%		146	34.4%		425
Teaching	177	2.8%		2,792	44.4%		3,317	52.8%		6286
Total Workforce	809	3.0%		13,181	48.7%		13,071	48.3%		27,056

Total Full Time Workforce	521	3.2%		7,095	43.8%		8,567	52.9%		16,183
Total Part Time Workforce	288	2.6%		5,024	46.2%		5,566	51.2%		10,878

To ensure that employees can't be identified we have removed numbers where it is lower than 10.

Appendix 3: Workforce Profile by Gender

The table below has been simplified to provide a summary of the Council's workforce by Gender. This summary is for All Council as at 31 December 2024

To view the table in entirety (showing a breakdown by gender and ethnicity) please see the [Council's website](#)

Grade	Male			Female			Total Workforce
	Number	%		Number	%		
Grade 1 - 4 Total	3,225	26.2%		9,067	73.8%		12,292
Grade 5 - 7 Total	1,823	25.9%		5,220	74.1%		7,043
Grade 8 Total	238	34.0%		462	66.0%		700
Grade 9 - 15 Total	137	43.5%		178	56.5%		315
Other Non Pay & Grading Structure	204	48.0%		221	52.0%		425
Teaching	1,343	21.4%		4,943	78.6%		6,286
Total Workforce	6,970	25.8%		20,091	74.2%		27,061
Total Full Time Workforce	5,829	36.0%		10,354	64.0%		16,183
Total Part Time Workforce	1,141	10.5%		9,737	89.5%		10,878

Appendix 4: Workforce Profile by Sexual Orientation

The table below has been simplified to provide a summary of the Council's workforce by sexual orientation. This summary is for All Council as at 31 December 2024.

To enable viewing and printing, this table has been simplified. To view the table in entirety (showing a breakdown by sexual orientation) please see the [Council's website](#)

Grade	Bi-Sexual		Heterosexual		Lesbian / Gay		Other		Not Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	91	0.7%	5,768	46.9%	100	0.8%	35	0.3%	6,298	51.2%	12,292
Grade 5 - 7 Total	45	0.6%	3,053	43.3%	87	1.2%		0.1%	3,854	54.7%	7,043
Grade 8 Total		0.0%	271	38.7%		0.0%		0.0%	420	60.0%	700
Grade 9 - 15 Total		0.0%	106	33.7%		0.0%		0.0%	199	63.2%	315
Other Non Pay & Grading Structure		0.0%	275	64.7%		0.0%		0.5%	135	31.8%	425
Teaching	75	1.2%	2,520	40.1%	101	1.6%		0.1%	3,584	57.0%	6,286
Total Workforce	211	0.8%	11,993	44.3%	288	1.1%	35	0.1%	14,490	53.5%	27,061
Total Full Time Workforce	149	0.9%	7,013	43.3%	237	1.5%	26	0.2%	8,758	54.1%	16,183
Total Part Time Workforce	72	0.7%	4,980	45.8%	73	0.7%	21	0.2%	5,732	52.7%	10,878

Appendix 5: Workforce Profile by Religion or Belief

The table below has been simplified to provide a summary of the Council's workforce by religion or belief. This summary is for All Council as at 31 December 2022.

To enable viewing and printing, this table has been simplified. To view the table in entirety (showing a breakdown by religion or belief) please see the [Council's website](#)

Grade	Buddhist		Church of Scotland		Hindu		Jewish		Muslim		Other Christian		Roman Catholic		Sikh		Pagan		Another Religion		None		Not Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%			Number	%	Number	%	Number	%	
Grade 1 - 4 Total	12	0.1%	621	5.1%	22	0.2%	2	0.0%	242	2.0%	830	6.8%	1,733	14.1%	39	0.3%	300.0%	0.0%	84	0.7%	2,659	21.6%	6,045	49.2%	12,292
Grade 5 - 7 Total	6	0.1%	407	5.8%	8	0.1%	2	0.0%	68	1.0%	172	2.4%	852	12.1%	15	0.2%	200.0%	0.0%	48	0.7%	1,549	22.0%	3,914	55.6%	7,043
Grade 8 Total	0	0.0%	44	6.3%	0	0.0%	0	0.0%	2	0.3%	9	1.3%	80	11.5%	1	0.1%	0.0%	0.0%	1	0.1%	141	20.1%	422	60.3%	700
Grade 9 - 15 Total	0	0.0%	26	8.3%	0	0.0%	0	0.0%	0	0.0%	8	2.6%	27	8.6%	1	0.3%	0.0%	0.0%	1	0.3%	52	16.5%	200	63.5%	315
Other Non Pay & Grading Structure	1	0.2%	47	11.1%	0	0.0%	2	0.5%	7	1.6%	17	4.0%	60	14.1%	1	0.2%	0.0%	0.0%	2	0.5%	140	32.9%	148	34.8%	425
Teaching	9	0.1%	301	4.8%	6	0.1%	2	0.0%	46	0.7%	134	2.1%	1,071	17.0%	12	0.2%	300.0%	0.0%	43	0.7%	1,025	16.3%	3,634	57.8%	6,286
Total Workforce	28	0.1%	1,446	5.3%	36	0.1%	8	0.0%	365	1.3%	1,170	4.3%	3,823	14.1%	69	0.3%		#DIV/0!	179	0.7%	5,566	20.6%	14,363	53.1%	27,061
Total Full Time Workforce	15	0.1%	887	5.5%	14	0.1%	4	0.0%	120	0.7%	538	3.3%	2,251	13.9%	29	0.2%	800.0%	0.0%	113	0.7%	3,351	20.7%	8,853	54.7%	16,183
Total Part Time Workforce	13	0.1%	559	5.1%	22	0.2%	4	0.0%	245	2.3%	632	5.8%	1,572	14.5%	40	0.4%	0.0%	0.0%	66	0.6%	2,215	20.4%	5,510	50.7%	10,878

To ensure that employees can't be identified we have removed number where it is lower than 10

Appendix 6: Equality Impact Assessments for 2021/22 to 2024/25

2021/22 Equality Impact Assessments	
Licensing and Regulation of Sexual Entertainment Venues (Word doc, 968 KB)(opens new window)	People's Palace and Winter Gardens- Stakeholder Engagement (Word doc, 69 KB)(opens new window)
Avenues programme: Cambridge St (North) to Renfrew St (Word doc, 155 KB)(opens new window)	Ash Dieback (Word doc, 126 KB)(opens new window)
Active Travel Strategy (Word doc, 54 KB)(opens new window)	National Park City (Word doc, 44 KB)
Secure on Street Cycle Parking (Word doc, 131 KB)(opens new window)	Strategic Plan for Cycling 2018 Review (Word doc, 137 KB)(opens new window)
Winter Maintenance Plan (Word doc, 46 KB)(opens new window)	City Centre Recovery Plan 2022-24 (CCRP) (PDF, 243 KB)(opens new window)
Argyle Street West (Word doc, 5 MB)(opens new window)	Employment - Community Payback Services - Service Reform (PDF, 109 KB)(opens new window)
TRO George Square (Word doc, 120 KB)(opens new window)	Young Persons Guarantee (Word doc, 72 KB)(opens new window)
Provision of pay as you go car club service (Word doc, 121 KB)(opens new window)	Hyndland, Hughenden and Dowanhill West Traffic Management and Parking Controls (Variation No 1) Order 2019 (PDF, 263 KB)(opens new window)
Screening Form for GCC (Kelvin Way)(Traffic Management) Order 202 (PDF, 268 KB)(opens new window)	Screening Form for City Deal Clyde Waterfront and West End Innovation Quarter Byres Road Public Realm (Word doc, 166 KB)(opens new window)
Screening Form for Bilsland Drive (Traffic Regulation) Order 20 (PDF, 211 KB)(opens new window)	Screening Form for Hawthorn Street (Traffic Regulation) Order 20 (PDF, 261 KB)(opens new window)

2021/22 Equality Impact Assessments	
Application of Maximising Attendance and Sick Pay Principles During Covid19 (Word doc, 121 KB)(opens new window)	COVID 19 Recovery Planning - Glasgow Life - Events, Festivals, Services and Programme Re-activation (Word doc, 69 KB)(opens new window)
Glasgow's Active Travel Strategy 2022-2031 (PDF, 418 KB)(opens new window)	Introduction of New Process for the Issue of Staff Travel Passes (Word doc, 108 KB)

2022/23 Equality Impact Assessments	
2023 UCI Cycling World Championships Activation Project (Word doc, 48 KB)(opens new window)	Liveable Neighbourhoods Plan (PDF, 349 KB)(opens new window)
People's Palace and Winter Gardens- Stakeholder Engagement (Word doc, 69 KB)(opens new window)	Waste Strategy (Employment Assessment) (Word doc, 57 KB)
Waste Strategy (Employment Assessment) (Word doc, 57 KB)	Licensing of Short Term Lets (STL) September 2022 (PDF, 220 KB)
City Centre No.33 (Riverside and Merchant City) (PDF, 209 KB)	Taxi and Private Hire Cars - Implications of implementing the Low Emission Zone (Word doc, 136 KB)
Hillhead (Traffic Management and Parking Controls) Order 20 (Word doc, 138 KB)	Hybrid Meetings (Word doc, 46 KB)
Glasgow Communities Fund (GCF) - Phase Two 2023-2026 (Word doc, 183 KB)	Access and Integrity of the Waterfront: Tradeston Bridge (Word doc, 53 KB)
Holland Street Avenue (PDF, 1 MB)	Catering & FM - Change of Office Location to Rowan Park (PDF, 155 KB)
Tidal Weir Centre and South (PDF, 176 KB)	Cost of Living Crisis Support Fund (Word doc, 405 KB)
St. Mungo Museum of Religious Life and Art - Stakeholder Engagement (Word doc, 62 KB)(opens new window)	St. Mungo Museum of Religious Life and Art - Stakeholder Engagement (Word doc, 62 KB)

2022/23 Equality Impact Assessments	
EEqIA CBS Parking Team Move (PDF, 131 KB)	City Property Service Reform Phase 1 & 2 (PDF, 129 KB)
Installation of Fixed Side Step on Taxis (Word doc, 134 KB)	No One Left Behind Programme (Word doc, 182 KB)
Child Poverty (Glasgow's LCPAR) 2021-22 (Word doc, 658 KB)	Implementation of Social Listening Software (Word doc, 134 KB)
Glasgow's Housing Contribution Statement (PDF, 280 KB)	Dressing the City (Screening form) (Word doc, 120 KB)
Non-Residential Charging Policy (PDF, 208 KB)	Access and Integrity of the Waterfront: Windmillcroft Quay (Word doc, 150 KB)

2023/24 Equality Impact Assessments	
Sauchiehall Street Precinct Avenue NRS (PDF, 523 KB)	Review of Unmet Demand of Taxis and Separately Overprovision of Private Hire Cars in Glasgow CED (PDF, 280 KB)
St Georges Road, Charing Cross (TM&PC) Order 202 NRS (PDF, 342 KB)	Raeberry Street - North Carriageway (Stopping Up) Order 202 NRS (PDF, 249 KB)
Mount Street, Simpson Street (TR&PC) Order 20 NRS (PDF, 245 KB)	Short Term Lets EqlA Screening and Review CED (PDF, 223 KB)
HR Commercial & Bulk (PDF, 146 KB)	Employment EqlA Eastgate NRS (PDF, 158 KB)
HR Public Space CCTV NRS (PDF, 152 KB)	HR Community Enforcement NRS (PDF, 156 KB)
HR Graffiti Removal NRS (PDF, 149 KB)	Glasgow's Local Housing Strategy 2023 to 2028 NRS (PDF, 368 KB)
Review of Topographical Test Requirement for Taxi Driver Applicants (PDF, 231 KB)	Review of Backlash in Private Hire Cars Policy (PDF, 207 KB)

2023/24 Equality Impact Assessments	
Child Poverty (Local Child Poverty Action Reports) 2023 (PDF, 479 KB)	PRW Streamline Review Variation No1 (PDF, 191 KB)
CCTRO v39 Bothwell Street NRS (PDF, 194 KB)	HR - Transfer CED Financial Inclusion to HSCP - Pensioner Poverty (PDF, 173 KB)
HR - Financial Inclusion & Transformation Team including transfer of Pensioner Poverty team to HSCP (PDF, 189 KB)	Licensing Short Term Lets - EQIA Screening and September Review (PDF, 227 KB)
Review of 7 Age Limitation Policy Private Hire Cars - EQIA Screening (PDF, 253 KB)	HR - Economic Development - Service Reform (PDF, 124 KB)
CED Hope St Bus Stop Improvements Phase 1 (PDF, 192 KB)	North East Active Travel Routes - Phase 1 (PDF, 290 KB)
The Glasgow City Council (Yorkhill)(Traffic Management and Parking Control) Order 2015 (Variation No4)(Yorkhill Area and Radnor Street) Order 202 [246kb] (PDF, 246 KB)	Social Care Charging Policy (PDF, 445 KB)
Digital Glasgow Strategy 2024-2030 (Word doc, 224 KB)	EqIA Glasgow Transport Strategy (PDF, 1 MB)
Economic Development Service Reform Phase 3 July 2023 (PDF, 137 KB)	Sustainable Procurement Strategy 2023-2027 (PDF, 245 KB)
Good Food Glasgow (GFG) (PDF, 153 KB)	Cadogan Street Public Realm (Word doc, 123 KB)

2024/25 Equality Impact Assessments	
P-5349 Wellpark Link NRS (PDF, 291 KB)	Twin Stream Kerbside Bin Project (PDF, 116 KB)
Short Term Lets - EQIA Screening and Review April 2024 (PDF, 231 KB)	Glasgow's Holiday Programme - Equality Screening Form - May 2024 (Word doc, 175 KB)
Procurement of specialist complex mental health nursing care service (Word doc, 210 KB)	Service Reform, MCR Pathways (Word doc, 164 KB)
Review of MCR Pathways (PDF, 202 KB)	Economic Development Grants and Monitoring CHR (PDF, 171 KB)
SOSCP Phase 4 (PDF, 234 KB)	Service Reform (Staffing) June 2024 (Word doc, 153 KB)
EEqIA Teachers Service Reform (PDF, 149 KB)	Consideration of Proposed Licensed Taxi Driver Conditions and separately Private Hire Car Driver Licence Conditions (PDF, 216 KB)
Revised Fee Proposal - Public Entertainment Licence (PDF, 205 KB)	Consideration of an amendment to the implementation date for the risk-based inspection programme for taxis and separately private hire cars (PDF, 197 KB)
Enhanced Vocational Inclusion Project (EVIP) (PDF, 194 KB)	Short Term Lets (PDF, 222 KB)
Review of 7 Age Limitation Policy Private Hire Cars - Updated After Review (PDF, 257 KB)	Review of Advertising - Taxi Policy (PDF, 267 KB)
Review of Advertising - Private Hire (PDF, 285 KB)	Avenues Project (Duke Street & John Knox Street) (PDF, 1 MB)
Glasgow City Centre Improvement Grant Fund Pilot NRS (PDF, 292 KB)	Connecting Yorkhill and Kelvingrove Active Travel Project (PDF, 240 KB)
EqIA Contact Us (PDF, 252 KB)	Cowcaddens Road and Dobbies Loan - RIBA Stage 4 Full EqIA (PDF, 1 MB)
Replacement of GLAMIS licensing (Liquor/Civic & Taxi) (Word doc, 149 KB)	Violence Against Women - Where We Stop (Inform Women and Transform Lives Campaign) (PDF, 158 KB)
Stockwell Street Avenue (PDF, 394 KB)	Glasgow 850 (PDF, 212 KB)

2024/25 Equality Impact Assessments	
Glasgow Avenues - South Portland Street (PDF, 1 MB)	Cadogan Street Public Realm EQIA (Word doc, 123 KB)
Social Innovation Challenge Fund (PDF, 246 KB)	Strathclyde Partnership for Transport (SPT) - People and Place Programme 2024/25 (Word doc, 142 KB)
Digital Expert Support Programme (PDF, 218 KB)	Model for Climate Investment (Word doc, 118 KB)
Community Renewable Energy Framework (Word doc, 64 KB)	Glasgow 850 (PDF, 227 KB)
Social Care Charging Policy 2025-26 (PDF, 735 KB)	Glasgow's Holiday Programme (Word doc, 168 KB)