Item 3

3rd May 2023

Glasgow City Council

Operational Performance Delivery and Scrutiny Committee

Report by Chief Executive Department

Contact: Cormac Quinn **Ext: 73625**

Equality Outcomes 2021 – 2025 Progress Report

Purpose of Report:

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

Recommendations:

The Operational Performance Delivery and Scrutiny Committee is asked to:

- Consider and note the progress towards equality outcomes through action plan reporting

Ward No(s):	Citywide: ✓
Local member(s) advised: Yes ☐ No ☐	consulted: Yes ☐ No ☐

1 Purpose

1.1 As part of the council's statutory requirements under the Equality Act 2010, this report on Part 2 of the Equality Outcomes; presents a report on the council's 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 This report represents the statutory mid-term report on progress towards the Council Family's Equality Outcomes. In the interest of best practice an annual progress report was presented to Operational Performance and Delivery Scrutiny Committee in November 2022, in order 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. Part 1 of this Equality Outcomes report detailing how activity was mainstreamed against those specific actions was presented to the Wellbeing Engagement, Communities Culture City Policy Committee on 13th April 2023; and then the combined report (Parts 1 & 2) will then be presented to the City Administration Committee in due course.

2.4 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; which require a separate sections relating to the Education Authority and on Council workforce information.

3 Progress as of 2023

3.1 In 2023, at the mid-point of the Equality Outcomes, the opportunity was taken to review the actions and measures that support the Outcomes. This was undertaken as an exercise with officers from across the Council Family, through the Equality Working Group to highlight any issues with

achieving the outcomes, identify any areas for improvement and inform the work plan of the Equality Working Group for the coming year. Any updates are highlighted within the tables and have been assigned a RAG rating.

3.2 There are a total 77 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 2022/23. 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 77 now included, compared to 55 previously.

3.3 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

3.4 Summary of progress as of March 2023 is presented below.

Equality Outcomes RAG ratings	G	A	R	?	Total
GCC Family Equality Outcomes	30	11	1	1	42
GCC as an Employer	19	4	0	0	23
Education Authority	6	5	1	0	12
Total =	55	20	2	1	77

3.5 Of the actions which are able to report a RAG status, 71% are rated green compared to 83% in 2019.

Equality Progress Report 2023

Progress towards the Equality Outcomes 2021 to 2025

May 2023

Glasgow Council Family
Equality Progress Report 2023

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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

PART II

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 what are considered to be the priorities.

1.1 Under the Equality Act 2010, public sector organisations are required to publish a set of Equality Outcomes by 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 what are considered to be the priorities.

1.2 This report represents the statutory mid-term report on progress towards the Council Family's Equality Outcomes. In the interest of best practice an annual progress report was presented to Operational Performance and Delivery Scrutiny Committee in October 2022, in order 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

3.6 This report presents progress towards the Equality Outcomes for 2021-2025, as of 2023. 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.

3.7 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).

3.8 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: • 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; • 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.

3.9 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 and the IJB's second equalities mainstreaming report in October 2020. Officers representing the IJB / Glasgow City HSCP continue to participate in the Council Family officers Equality Working Group to share information and best practice.

4 Progress as of 2023

4.1 In 2023, at the mid-point of the Equality Outcomes, the opportunity was taken to review the actions and measures that support the Outcomes. This was undertaken as an exercise with officers from across the Council Family, through the Equality Working Group to highlight any issues with achieving the outcomes, identify any areas for improvement and inform the work plan of the Equality Working Group for the coming year. Any updates are highlighted within the tables and have been assigned a RAG rating.

4.2 There are a total 77 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 2022/23. 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 77 now included, compared to 55 previously.

4.3 Each action/output has been assessed as one of the following:

G	Complete or evidence of positive progress made.
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4.4 Summary of progress as of March 2023 is presented below.

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4.5 Of the actions which are able to report a RAG status, 71% are rated green compared to 83% in 2019.

4. Review of the Equality Outcomes 2021 to 2025

4.1 As part of the development of the equality outcomes for 2021 to 2025, a review was carried out of each of the outcomes. Although there has been progress, there are some areas that require more work or would benefit from revision. These updates are anticipated before the full report in 2025.

4.2 The table below shows how the work towards each of these outcomes will be taken forward to support action to achieve these outcomes by 2025.

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 *Strategic Plan Theme: A Thriving Economy*

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Sports Modern Apprenticeship Scheme 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.	Number of Coach Core apprentices and demographic data.	Programming interrupted due to Covid-19 restrictions.	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. As of 2022/23: • 40% of apprentices live in the most deprived areas in Scotland, as defined by Scottish Index of Multiple Deprivation (SIMD) • 10% of apprentices are care experienced • 25% are female • Around 17% experience poor mental health		Glasgow Life	G
Volunteering programmes across libraries, arts and	Number of Volunteers and equality demographic data.	Programming interrupted due to Covid-19 restrictions.	In 2022/23, there were a total of 438 volunteers across a wide	Glasgow Life Volunteer programmes include;	Glasgow Life	?

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
music, museums, sports, and events.		Communities and Libraries active volunteers – 29 Sport – 39 (This equated to 2184 hours of volunteering). Museums, Arts and Events interrupted due to Covid-19 restrictions and venue closures.	range of Glasgow Life events (See Further Work and Comments) equating to 17,914 hours of volunteering. 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.	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.		
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	5,200 people attended adult learning programmes, including adult literacy and numeracy programming, 10,700 people attended English for speakers of other languages (ESOL) programming, 2,500 people attended Gaelic learning programmes. 7,300 young people attended youth	Programme indicators from April 2022 to mid-March 2023. Coding programme performance indicators 2022/23- engaged 448 learners across 31 courses: • 40% female • 42% BAME • 70% faced barriers to work • 50% unemployed • 31% aged 16-24 68% of completers move on to positive destinations (53% into employment, 15% into education)	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. 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.	Glasgow Life	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		programmes, including with the Duke of Edinburgh Award Scheme.		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 TeamAccess for children, young people and adults continues to develop. This includes programmes leading to qualifications; new Adult Numeracy Multiply programmes, partnerships and funding schemes are being supported.		
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.	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. They are also recently attended the National School and College Leaver event on the 28th and 29th March in the SECC.	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. They link in also with Developing Young Workforce within Education services in Glasgow City Council.	City Building	G
Royal Strathclyde Blindcraft Industries (RSBi). RSBi is one of Europe's largest supported businesses employing	RSBi will continue to offer employment facilities to 260 employees (over 50% of whom are disabled), including 109 Work Choice positions.	Percentage of apprentice intake to City Building who are from a black and minority ethnic background- 6.5%	Percentage of apprentice intake to City Building who are from a black and minority ethnic background- 8% (5 BAME apprentices, out of 62 in total)	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	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
260 people, more than 50% of whom are disabled or disadvantaged. The workforce includes those with physical disabilities, visual and hearing impairments. Based in Springburn, in the north of Glasgow, RSBi is a leading example of a successful social enterprise- combining commercial success with socially responsible practices.	Work Choice was a Department for Work and Pensions 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) which is referred to herein.	(4 BAME apprentices, out of 61 in total) Percentage RSBi employees who have a disability- 51% Number of TESG funded positions within Royal Strathclyde Blindcraft industries (RSBi)-109. In 2021, RSBi received the Queens Award for Enterprise, for its work in Promoting Opportunity, as well as winning the Investors in Young People Platinum Award- becoming only the fourth company in Scotland to do so. It has also achieved 3 International Organisation for Standardisation (ISO) accreditations for environment, health and safety, and quality.	Percentage RSBi employees who have a disability- 51% Number of TESG funded positions within Royal Strathclyde Blindcraft industries (RSBi)- 106. 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.	RSBi is run on a commercial basis and has various quality standards to meets its commercial responsibilities including: • ISO 9001 Quality Management System • ISO 14001 2015 Environmental Management System • ISO 45001 Occupational Health and Safety System • FIRA Gold • Kitemarks for various products • IYP Platinum • TRADA RSBi only sources timber from responsibly managed forests which are FSC certified- seeking to reduce environmental impacts and ensure sustainable practices, by working within the Environmental Management framework of ISO 14001.		

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.

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Citizen Panel pilots	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.	The Citizen's Panels pilot has been extended through 2022/3 to ensure that the key purpose of the panels is clear and that they are co-produced with local communities. The Centre for Civic Innovation (CCI) is leading on the development, and is engaging with a number of stakeholders, including equality organisations, to ensure that people with protected characteristics are fully involved in the process.	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. 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. 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. 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. High Level timeline:		Community Empowerment	A

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
			• **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 Provide cabinet with an options paper on where to go next with embedding citizens in the work of the council.			
Locality and community Programmes	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-	The Thriving Places programme will continue for at least another year to March 2023. Within the programme, a wide range of the community are engaging in programmes and projects, in some cases targeted specifically e.g. engagements with young people and with older people's groups and targeted work with disabled people.	In Castlemilk, the local community are developing a locality plan via a participation request from the Community Council. A steering group, which is led by members of the community council, has been established and meets of a regular basis to oversee the work to develop the plan. A community survey has been translated into 7 languages and an easy read version has been developed to		Community Empowerment	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
	production of localised services. Community membership of these will target diverse communities and increase representation.	In Castlemilk, the local community are developing a locality plan via a participation request from the Community Council.	help BME people and people with additional needs participate. 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. Surveying has ended, with 2133 surveys completed, exceeding the target of 10% of the population.			
Locality and community Programmes	A new city-wide community engagement group was created in Dec 2021 and includes representatives of different equalities groups, to ensure that diverse representation is central to future community engagement activity.	This group continues to meet bimonthly and has a wide range of members, from public, third and community sector. The group is co-facilitated by CES and a manager from a Third Sector BME organisation. Equalities organisations are key members of the group and the agenda has included a session on Anti-racist community work. A similar session is planned for engaging with disabled people, showing that equalities issues are at the heart of the engagement work.	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. The group carried out a review within a development session in December 2022 and this has led to the creation of a workplan. There are three key aims of the group: • 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 in		Community Empowerment	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
			community engagement practices. One of the actions will be about planning an annual 'gathering' style event to promote good community engagement and promote the active inclusion of equalities groups and communities within that.			
Community Plan	The Community Plan for Glasgow is currently being renewed to include actions from the Social Recovery workstreams. Community engagement on the plan will target equalities communities	The Glasgow Community Planning Partnership (GCPP) agreed, following the work undertaken by 12 Social Recovery Taskforce (SRTF) workstreams, to the development of a 2023-27 Community Action Plan (CAP). This will include both the priorities within the 2017-27 Glasgow Community Plan and the work of the SRFT- but also be underpinned by Community Learning and Development (CLD).	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). 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. 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. The intended timescale is for the new Community Action Plan to be signed off		Community Empowerment	A

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
			in May/June 2023, followed by a community engagement process. This process will involve communities of interest and equalities communities- including those who were integral to the SRTF workstreams (BAME, Disability, Women and Young People).			
Community Councils	A renewed look at a project to engage with equalities groups to join community councils (CCs), now that many are operating fully post-pandemic.	Prior to the pandemic, an audit of community councils was carried out, which showed that while some CCs are diverse in their membership, many are not. A project was started, to engage with BME organisations with the aim of encouraging more BME members into CCs. However, this was put on hold as many CCs have struggled to meet during the last two years. This project is now about the restart via the BME task group. This can also be applied to other protected characteristics at a later date, but the lack of BME Community councillors was the most obvious issue, aside from a lack of younger members.	A renewed look at a project to engage with equalities groups to join community councils, now that many are operating fully post-pandemic. An initial discussion has been held with two community councils who wish to pilot increasing the diversity of their community council. There may be scope for an equalities themed session as part of the Community Council Development Session. 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. 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 initiatives to increase BME representation across the city).		Community Empowerment	A
Delivery of adult disability	Number of meetings and outcomes agreed for delivery	Programming interrupted due to Covid-19 restrictions	In 2022/23, there were 5190 adult participants with disabilities.		Glasgow Life	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
sport programmes			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.			
Delivery of children's disability sports programme	Number of meetings and outcomes agreed for delivery	Programming interrupted due to Covid-19 restrictions	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		Glasgow Life	G
Glasgow Life Access Panels- supporting design and delivery of museum exhibitions programmes	Number of access panel meetings	Aug 2021 meeting was held to update Panel members on Burrell Collection progress and give an opportunity to ask questions. No consultation took place during this meeting.	3 GL Access Panel meetings since 2021 (Aug 2021, June 2022 and Jan 2023). There were approximately 8 people at each meeting. Topics covered included- Burrell digital update; Burrell orientation; Interior and exterior access at People's Palace and Winter Gardens.		Glasgow Life	G
City Centre Transport Plan action on accessibility audit of city centre	Accessibility of city centre	Included in draft City Centre Transport Plan.	Sustrans funding has been successfully applied for and received, work is now underway on accessibility audit of city centre- including local groups and stakeholders.		NRS	G
Staff travel plan	Supporting sustainable travel choices to work & supporting those who don't have access to a car for commuting.	This has been included as an action in published Glasgow Transport Strategy Policy Framework.	Paths for All funding successfully received- scoping work is currently underway and the Staff Travel Plan is to be developed in 2023/24.		NRS	G

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 *Strategic Plan Theme: A Well Governed City That Listens and Responds*

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	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.	The changes to Area Partnerships that were agreed by the GCPP Strategic Partnership, which continues to be implemented on an incremental basis with regular reports being submitted to the Area Partnerships. Links will be made with equalities groups regrading representation on Area Partnerships and the emerging Citizens' Panels. Further work on the review of Sector Partnerships has been undertaken, with an update provided to the Sector Partnerships in September and a report with recommendations will be submitted to the Strategic Partnership in December 2022. Discussion will take place with the Community Planning Partnership Equalities Group and Community Engagement Working Group as appropriate.	As a result of the consultation, Sector Partnerships will meet less frequently, and terms of reference and membership will be reviewed. Regarding Area Partnerships, progress is being made towards • Development of action plans for the 23 Area Partnerships that takes into Equality Outcomes A new communication strategy aimed at increasing wider community participation within area partnership structures, that includes improved links with equalities groups		Community Empowerment	A
Glasgow Life Website	Improving Accessibility		Access audit: Adherence to a style guide to ensure consistent		Glasgow Life	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
			communications in terms of plain English and typefaces. Design work follows accessibility guidelines in terms of colour contrast, shapes and layout etc. Image library refreshed to represent city diversity via service users.			
Digital translation	Translation of communications into community languages.	Reachdeck provides Google automatic translation of GCC websites into global languages. Where printed material is used, translation is available on request.	Reachdeck provides Google automatic translation of GCC websites into global languages. Where printed material is used, translation is available on request.		Glasgow Life	G
Accessibility Guides	Detailed Access Guides (DAG) are available for 216 venues in the city.	DAGs have been extensively accessed by members of the disabled community. The final numbers on access to DAGS will be verified and published shortly.	216 updated and revised DAGs for venues were identified and published by Glasgow Life.	GCC contract with AccessAble passed to Glasgow Life to manage in March 2023.	Glasgow Life	G

OUTCOME 4

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

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

General Duty: Eliminating discrimination, harassment and victimisation Strategic Plan Theme: A Well Governed City That Listens and Responds

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	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. This work includes revising the GVAWP objectives and identification of key actions for the next 3 years. As part of the review of the strategic plan the actions identified below will be subject to change.	A 3-year city wide strategic plan is agreed to tackle all forms of violence against women and girls.	The GVAWP undertook a review of its role and function and produced a suite of recommendations to take forward to inform strategic planning.	An external contractor has been appointed to support NRS Violence Against Women Services to produce the city-wide plan.		NRS	G
Work with Glasgow City Council to engage with Close the Gap Equally	GCC has developed policy, practice and has achieved Bronze Award	GCC engaged with Close the Gap as a shadow authority.	GCC to pursue Equally Safe at Work Bronze Award.	A working group to be established to support the development and delivery.	NRS	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Safe at Work pilot as a shadow authority.	status Equally Safe at Work.					
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.	Women's Safety support report is produced and distributed across relevant GCC and other services.	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. Permanent app has been developed to allow women and witnesses to continue to report public harassment and identify areas of concern. Women's safety tours taking place in the city.	A subgroup of the GVAWP including Wise Woman will be established.	NRS	G
To embed an effective multi- agency financial inclusion plan for women and girls affected by male violence against women.	Financially Included Service is operational across the city.	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. A dedicated Financially Included Team was appointed.	Financially Included Service operational since January 2022. A Steering Group was established to oversee the roll out of the project and report accordingly.	An external contractor has been appointed to evaluate the project in its first year of operation.	NRS	G
Establish a specific working group to address the needs of women affected by immigration including Asylum Seeking and EU withdrawal.	A working group is established with clearly identified objectives and corresponding action plan.	The Women, Asylum Immigration Refugees (WAIR) Working Group was established. The group identified funds to establish a Women,	To date 6 women have been supported via the WD&NRPF project. The WAIR Group are currently reviewing and refreshing the	Women's experiences in achieving safety are being recorded and findings will be reported in future.	NRS	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		Destitution and No Recourse to Public Funds Project (WD&NRPF). A position statement on Gendered Response to Ukraine Refugee Crisis was produced along with a corresponding workshop.	Action Plan in line with GVAWP strategic priorities.			
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.	Funding was identified to appoint a dedicated MARAC Coordination Team. All MARAC systems and processes subject to review and new procedures implemented.	NRS Violence Against Women Services are seeking to source additional funds to continue the delivery of MARAC in the city. In 2022/23: • 51 MARAC meetings convened • 1,130 high risk victims of domestic abuse discussed • 1,588 children discussed.	Should funding not be secured, NRS VAW Services will begin an exit strategy to cease to deliver MARAC in the city. An Equality Impact Assessment has been developed relating to this.	NRS	A
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.	NRS Violence Against Women Services introduced the Safe & Together model of working to Glasgow HSCP. Information on Safe Lives training shared.	Glasgow HSCP have undertaken a pilot of Safe & Together in South of the city. Safe & Together Managers training has taken place. Safe Lives have delivered training targeted at specific staff teams.	Glasgow HSCP are producing a 5-year Domestic Abuse Strategy to be implemented across all the care groups. This strategic document has been subject to public consultation and will be publicly available in Spring of 2023.	NRS	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
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.	GCC Education Services are exploring the use of Zero Tolerance Under Pressure workshops for use within secondary school estate.	NRS	R
Develop a specific strategy to address Commercial Sexual Exploitation (CSE) of women and girls in Glasgow.	Glasgow has a dedicated multi-agency working group committed to tackling commercial sexual exploitation. Glasgow has a strategic plan which tackles the commercial sexual exploitation of women.	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.	Routes Out are working in partnership with Police Scotland undertaking an observation exercise on the selling of sex east of the city centre. GVAWP responded to GCC consultation on licensing of sexual entertainment venues. GVAWP, TARA and Routes Out participated in the Scottish Government working group on challenging demand.	The outcome of the Routes Out scoping observation exercise will help to inform the development of a CSE strategy. The Scottish Government have produced a framework to challenge men's demand for the purchase of sex and this will be integrated into the city-wide plan.	NRS	A
Caledonian Project	This project works with men who have offences relating to domestic abuse. Monitor the activity of the team and the outcomes recorded for men who engage with this project.	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. 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	The Caledonian team continue to maintain contact with women and children at risk of domestic abuse, offering a range of physical and emotional support. 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	That 80% Justice Social Work Reports are submitted to the court within the six-week timeframe that is agreed by the court. The court has requested 254 Justice SW Reports, the team have completed 201 of these on time. From the 53 that were not completed on time 8% of these	NRS	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		supports the wider strategic aims of Glasgow HSCP in reducing violence to women. 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 addressed with greater ease.	Orders with a requirement to engage with the programme. The Women's Workers continue to be proactive in engaging with the (ex) partners of the men that are subject to Caledonian Team. It is important to recognise that every effort is made to support women in engaging with the service throughout the duration of the man's Order. Currently the team have over 200 women allocated to the team. They all receive varied levels of support determined by their wishes and the level of risk, need and support required. One of the key functions of the project is providing the men with the opportunity to engage with the groupwork programme. Currently we have 3 groups running with 10 people in each group. We have 45 men waiting to have a place in the group. The team continue to support processes such as Multi-Agency Risk Assessment Conferences (MARAC), Multi-Agency Tasking and Coordination (MATAC) and Disclosure Scheme for Domestic Abuse Scotland (DSDAS) in terms of a wider multi-agency approach to addressing domestic abuse.	were requested at short notice from the court. 29% of this- 53 reports were not completed on time, as a result of the man not attending the appointment offered. At present 79% of Justice SW Reports have been submitted on time, it is hoped that the report completed at the year-end will be over 80%.		

OUTCOME 5
LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to; • **prevent hate crime before it happens** • **encourage people to report hate crime when it happens** • **improve service responses to victims** *General Duty: Eliminating discrimination, harassment and victimisation* *Strategic Plan Theme: A Well Governed City That Listens and Responds*

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)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service (s)	RAG
Hate Crime GOLD module was revamped and launched October 2022.	Number of attempts/ completions.	N/A	596 completed Hate Crime Modules on GOLD since it was launched in October 2022, with an additional 84 '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.	NRS	G
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).	FACEBOOK: 24k users reached, 50 shares, 385 reactions (previously likes), 287 comments (11 posts). TWITTER: 67k impressions, 322 likes, 155 retweets (9 posts). INSTAGRAM: 4.8k impressions (5 posts).	All social media metrics saw an increase from last year; 50 Facebook shares and 287 comments vs 21 and 21 respectively. Retweets on Twitter tripled; Impressions on Instagram increased by more than 1000.	NRS	G
National Hate Crime Awareness Week 2022 physical events.	Attendees	N/A (2021 events were all online).	More than 1,500 young people attended PARTIE22, all of whom	This year saw a welcome return to physical events, all of which successfully engaged partners.	NRS	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service (s)	RAG
			received some form of hate crime education Three college campuses received lunchtime inputs, reaching approximately 150 students per day 30 people attended an awareness raising event hosted at the Mitchell Library, with a further 59 attending via Zoom 59 artworks were received as part of the schools' poster competition.	(Police Scotland; GCC education; Glasgow Disability Alliance; SEMDC; Interfaith Glasgow; GCC Corporate Policy; The Wheatley Group; and The Advocacy Project).		
Third Party Reporting training.	Numbers trained.	No training has been recorded for the 2021/2 period.	124 staff were trained, from 24 different organisations.	Recruitment of new Third Party Reporting centres is currently on pause pending a Police Scotland review of the service nationwide however this year has been focused on bringing existing centres up to standard training-wise and improving data reporting frameworks.	NRS	G
Updating web presence.	n/a.	n/a.	Web presence has been updated to reflect more up-to-date branding, legislation, and resources.	HateCrimeGlasgow.org is currently in development.	NRS	A
Glasgow Household Survey		Specific Hate Crime questions were not included in the 2022 Glasgow Household Survey.	Hate crime questions have been submitted for the forthcoming 2023 Glasgow Household Survey, with an additional question aimed at collecting	Pending submission outcome.	NRS	A

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service (s)	RAG
			data around why people choose not to report- the results of which can inform Glasgow's hate crime strategic practice going forward.			
Glasgow Life (GL) support for National Hate Crime Awareness Week & Third party Hate Crime reporting in Venues.		GL's approach to Hate Crime activities largely ceased during Covid-19.	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.		Glasgow Life	A
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.	There has been less demand in having these workshops from schools in recent years.	Glasgow Life	A

OUTCOME 6
The importance of tackling social isolation and loneliness is recognised and prioritised through our work with partners

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Alcohol Drug Partnership (ADP) Recovery Communities	There is a community in each of the 3 sectors in the city and contact was maintained with people during the pandemic. This programme provides opportunities for people in recovery to socialise free of alcohol and drugs.	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. 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. 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.	This is a rolling programme, so there is not a lot of new activity to report on. The communities also link with their local areas, working to reduce stigma and develop local, positive connections. 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.		Community Empowerment	G
Live Well Community Referral Programme Project launched in June 2022 in Calton Ward (9). Designed to improve social connection, health and	Numbers of participants & Demographics	Programme launched in 2022	126 participants; • 84% female; • 16% male • 32% connect with community • 29% social isolation • 23% low mood/improve mental wellbeing; • 10% increase physical activity; • 50% of all referrals from decile 1 (highest 10% deprivation)		Glasgow Life	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
wellbeing via programme of culture and sport.			• 61% of Calton referrals from decile 1 • 72% of all referrals are from quintile 1. (Highest 20% SIMD deprivation) • 77% of Calton referrals are from quintile 1.			
LGBTQ+ Book Group in Hillhead Library	Numbers of participants	10 LGBTQ+ Participants	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. This group includes a mix of ages and has helped reduce social isolation, while also sparking cross generational discussions around LGBTQ+ issues.		Glasgow Life	G
Dementia Training 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		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. This course has not yet restarted following lockdown; however, it is one of the priority courses and forms part of the HSCP COVID recovery training plan.	Dementia Informed training is included as core part of our homecare staff induction. Most recent figures, which were during 2022, highlighted that 241 homecare new starts had this course delivered to them.		HSCP	A

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Caledonian University.						
Pensioner Poverty Project	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. 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 loneliness/social isolation		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. Since November 2021, the following outcomes have been achieved: • £1,346,727 in actualised financial gains to date • 425 financial gains overall • 242 clients with one or more financial gain. • On average clients will be £5,565 better off per year • 97% client's applications for Attendance Allowance were successful • All 23 wards have had a financial gain		Financial Inclusion	G
Glasgow Helps 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, securing and managing agreed	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.	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. Since 2021 we have;	Alongside this, we have continued to provide support to citizens resulting in the following (Oct 2020 – July 2022); • Over 180,800 contacts with citizens, 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;		Financial Inclusion	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG

support pathways to help build citizen resilience and enable participation in the life of the city.		• Established appropriate governance to oversee service development, including the completion of a DPIA
		• Secured approval for a Business Plan
		• Recruited 28 staff
		• Implemented a new telephony system
		• Commenced development of website support solution
		• Updated our service records management system
		• Identified and commenced development and delivery of a number of 'campaigns' to reach out to cohorts of our citizens who may benefit from additional assistance
		• Grown and evolved our referral pathway partners
		• Worked with GCVS to create a standard Data Sharing Agreement for use between GCC and the Third Sector
		• Commenced work on our communications and stakeholder engagement plan
		• Positioned Glasgow Helps as an integral part of the Child Poverty Pathfinder as
			• 479 referrals made to organisations that can support with wellbeing
			
			Additionally, the statistics below provide a more up-to-date summary of activity undertaken between 9th May 2022 and 22nd September 2022.
			Please Note- There will be some crossover of these statistics with the above figures, which run from October 2020 to July 2022- but for the sake of providing the most up to date information, they have been included below.
			• 8,360 contacts with citizens (including inbound, outbound and text messages);
			• 1,777 referrals have been made which include;
			  ○ 32% for food support
			  ○ 39% for fuel support
			  ○ 14% for financial information and advice
			  ○ 9% to One Parent Family Scotland
			  ○ 5% for community support
			  ○ 0.8% to social work
			  ○ 0.6% for digital support
			• 1,333 adults and 1,143 children have been supported through referrals;
			• 452 citizens engaged in the case management support; and
			• 219 citizens have participated in a case review.			

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		part of the 'No Wrong Door' model	Of those who are engaged in case management support; • 62% are female • 68% are unemployed • 10% are in full time work and 19% in part time work • 58% reside in the social rented sector and 22% in a private let, 11% are owner occupiers • 75% are white • 62% are families			

OUTCOME 7

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

General Duty: Fostering good relations *Strategic Plan Theme: A Well Governed City That Listens and Responds*

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Programme for young people in conjunction with Museums, Galleries Scotland (MSG) to address under-representation in museums workforce, working with Our Shared Cultural Heritage (OSCH) project which works with young people (11- to 25-year-olds) of South Asian heritage.	Number of Kickstart students and post programme outcomes Number of young people participating	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 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. 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. <u>Modern Apprentices:</u> In September 2019, Glasgow Museums employed 2 young	358 OSCH attendances by young people between April 2022 and February 2023. <u>Next Step Initiative Trainees:</u> Glasgow Museums hosted 2 Next Step Initiative (NSI) Trainees from March 2020 until November 2021. NSI's aim is 'widening and strengthening skills development and access of people from African and Caribbean / ethnic minority communities across Scotland into the museum and built heritage sectors'. The NLHF funded programme placed 2 NSI Trainees with Glasgow Museums, one with Events and Curatorial as an Events Trainee, and the other with the Open Museum as Outreach Trainee. Both Trainees completed their Traineeships and gained the SVQ Level 3 Museums and Galleries Practice qualification, and are now employed full time with Glasgow Museums, after successful		Glasgow Life	A

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		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.	interview for Gallery Assistants at The Burrell Collection.			
Glasgow Life (GL) is currently developing a new 5-year Equality, Diversity, and Inclusion (EDI) action plan		New 5 year Equality Diversity Inclusion plan under-development internally. Draft will be consulted on and published late summer 2023.	This will broadly focus on improving workforce diversity via positive action interventions; better understanding equalities, diversity and inclusion outcomes enabled by our services; We will focus on co-producing, designing and delivering GL services in partnership with under-represented communities and groups- seeking to improve the experience for under-represented communities and groups across our venues and services		Glasgow Life	A
Complete external benchmarking of ED&I approaches through Employers Network for Equality & Inclusion	Achievement of accreditation	Achieved Bronze Accreditation	Achieved Silver Accreditation		HR	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Delivery of suite of ED&I Training	Training delivery and evaluation	N/A	Launch of ED&I Training Catalogue with 13 courses across protected characteristics delivered through 48 events.	Evaluation currently ongoing with calendar for 23/24 being developed	HR	G
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	24 events delivered through MS Teams	Hybrid approach with mix of events on MS Teams and in person	Ongoing evaluation of model will continue in line with organisational approach to hybrid working	HR	G
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	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.	Activity will continue	HR	G
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	2021/22 Quarter 4 Figures: Disability 55.8% (-0.4% on 2020/21) Ethnicity 22.5% (+0.3% on 2020/21) Religion or Belief 58% (-2.1% on 2020/21)	2022/23 Quarter 3 Figures: Disability 54.4% (-1.4% on 2021/22) Ethnicity 22.8% (+0.3% on 2021/22) Religion or Belief 56.6%	Activity will continue with 2022/23 Quarter 4 Figures published on the Council website.	HR	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		Sexual Orientation 59% (-2.1% on 2020/21)	(-1.4% on 2021/22) Sexual Orientation 57.2% (-1.8% on 2021/22)			
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.	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.		HR	G
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	G

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 *Strategic Plan Theme: A Well Governed City That Listens and Responds*

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
Take action to increase BME Representation across the organisation and ensure BME employees are supported and developed.	Increase in number of BME Employees and % of workforce who are BME. Evidence of activity taking place to support BME Employees	2021/22 Quarter 4 Figures: BME Employee Number 917 (+55 on 2020/21) BME Workforce % 3.3% (+0.2% on 2020/21) Reengagement of BME Network with Coordinator, Steering Group and Leadership Sponsor. Quarterly Network Meetings taking place. Structure for Proposals for change developed.	2022/23 Quarter 3 Figures: BME Employee Number 963 (+46 on 2021/22) BME Workforce % 3.4% (+ 0.1% on 2021/22) • 25 Proposals submitted. • First BME Employee Survey Completed • BME Network Website Update and External site Created • Pilot of BME Employees in recruitment activity • Briefing on BME Specific Mentoring Programme • Focus on Race Equality in ED&I Training Calendar • Proposal for BME Management Programme Developed.	Activity will continue.	HR	G
Continue to work with BME Partner Organisations to deliver	Increase in BME Staff Evidence of activity taking place	Figures detailed in action above	Figures detailed in action above	Services continue to work with partners where opportunities	HR	A

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
programme of positive action to increase BME representation in the organisation.		Activity taken place as below: <u>Education Services</u> Al Meezan Centre Pupil Support Assistant Ring fenced principal teacher posts <u>Financial Services</u> Bridges Project into Catering, Cleaning and Facilities Management	Activity taken place as below: <u>Education Services</u> Bridges Project Ukrainian Refugees into school posts <u>Financial Services</u> Continuation of Bridges Project into Catering, Cleaning and Facilities Management <u>HSCP</u> Bridges project work placements leading to job outcomes in Older People's Residential Units	allow. Reduction in recruitment activity impacts organisational ability to change diversity of workforce.		
Continue to take action increase disabled representation across the organisation and ensure disabled employees are supported and developed.	Increase in Disabled Staff Evidence of activity taking place	Figures as at Q4 2021/22: Disabled Employee Number 741 (+27 on 2020/21). Disabled Employee Workforce 2.6% (No change on 2020/21). Maintained Disability Confident Accreditation Reestablishment of Disability Employee Network	Figures as at Q3 2022/23: Disabled Employee Number 766 (+25 on 2021/22). Disabled Employee Workforce 2.7% (+0.1% on 2021/22). Assessment of activity required to move towards Disability Confident Leader 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.	Reduction in recruitment activity impacts organisational ability to change diversity of workforce.	HR	

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
			Disability Equality Training focus in ED&I Training Calendar.			
Rollout Disability Passports to ensure we appropriately support employees with health conditions, disabilities, or impairments.	Launch of passport	Benchmarking of approach. Consultation with disability network and trade unions to scope requirements.	Draft documents prepared and shared with disabled network and trade unions for review, with a view to launch in 2023/24		HR	G

OUTCOME 9

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

General Duty: Advancing equality of opportunity *Strategic Plan Theme: A Well Governed City That Listens and Responds*

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	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.	Job Evaluation activity ongoing with update reports provided to committees	Updated Equal Pay Policy Statement will be produced when Job Evaluation activity complete.	HR	G
Take action to reduce the inequalities experienced by women in the workplace.	Evidence of Activity taking place.	Delivery of quarterly Women's Network Events. Launch of Menopause Café Delivery of Women's Confidence workshops in conjunction with Women's Network.	Delivery of quarterly Women's Network Events and 6 Menopause Café Events Delivery of Women's Network Women in Leadership Events Delivery of Women's Confidence workshops in conjunction with Women's Network. Delivery of Menopause in Workplace Training events for Managers. Delivery of ED&I Awareness and Unconscious Bias Training.		HR	G
Further develop our Gender Pay Gap Reporting to	Data produced and published.	Disability Pay Gap: - All Employees (Excluding	Data not due to be published until 31st March 2023.	Additional activity will be required to review this in line with revised pay and	HR	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
include Disability & Ethnicity.		Teachers) 9.1% in favour of disabled employees - Teachers 6.93% in favour of non-disabled employees Race Pay Gap: - All Employees (Excluding Teachers) 1.96% in favour of white employees - Teachers 5.54% in favour of white employees		grading structure as part of job evaluation process.		
Achieve accreditation as an Equally Safe at work Organisation (in line with Scottish Government rollout)	Implementation plan and accreditation achieved	Member of shadow group awaiting opening of next intake for accreditation. Ongoing discussions with Close the Gap to confirm position on Equal Pay to allow confirmation from Close the Gap to progress to accreditation. Confirmation received from Close the Gap to start accreditation process.	Employee consultations completed by Close the Gap. Employee survey completed to link to implementation plan. Gender lens training completed with HR Teams. Gap analysis completed and implementation plan developed. Implementation working group established. Commitment statement from Chief Executive & Leader of Council. Data bundle submitted for accreditation. Ongoing discussions with Close the Gap to support achievement of accreditation.	Activity will be ongoing	HR	G

OUTCOME 10

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

General Duty: Advancing equality of opportunity *Strategic Plan Theme: A Healthier City*

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	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	G
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	G
Maintain 'See Me in Work' accreditation from See Me Scotland to support employee mental health & wellbeing	Maintain accreditation	Accreditation maintained	Accreditation maintained.		HR	G
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	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		Provision of independent Occupational Health & Employee Assistance Services to support employees. Benchmarking of organisations Occupational Health & Employee Assistance Provisions in preparation for tender process to procure contract from 2023.	Development of health & wellbeing hub on council website to allow all employees to access information. Developed Health & Wellbeing Handbook as 'one stop resource' for employees and managers Developed Health & Wellbeing Marketing materials including digital screens, QR codes, posters etc. to raise awareness of activities. Delivered managers training workshops on our Health & Wellbeing approach. Procurement of combined independent occupational health and employee assistance provider from 2023 in line with contractual requirements. Provider confirmed and implementation process under way.			
Take action to support employee's mental health & wellbeing		Work with 'See Me' to support employee mental health and wellbeing. Carried out benchmarking towards developed of Health & Wellbeing Handbook and one stop support area	Launched 'Able Futures' to raise awareness of support available from DWP. To date engaged with 600 staff with 200 self-referrals made. Update our employee alcohol, drug, and gambling support		HR	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		Research and benchmarking on organisational approached to supporting employee experiencing alcohol, drugs and gambling harms.	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			
Take action to support employee physical health & wellbeing	Evidence of activity happening	Access to online resources due to social distancing requirements.	Delivered bespoke Glasgow City Council Step challenge in partnership with 'Paths for All'. 30 teams took part. Provision of discounted fresh fruit and vegetables to employees through partnership with City Markets. Carried out health & wellbeing roadshows providing health checks and access to resources to support health & wellbeing.		HR	G

OUTCOME 11

Glasgow City Council has progressed LGBTI+ inclusion in the workplace

General Duty: Fostering good relations and Advancing equality of opportunity

Strategic Plan Theme: A Well Governed City That Listens and Responds

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	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.		Education Authority	G
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		Education Authority	G

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 *Strategic Plan Theme: Excellent and Inclusive Education*

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	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. Added tiles/buttons to GO (Glasgow Online) for GCC Curriculum Frameworks.	Continue to promote the use of these links and create additional links to Equalities resources. To replicate this work across GCC other Curriculum Frameworks.	Education Authority	G
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.	Professional learning regarding Glasgow's Slavery Audit and Slavery past. Launch/share teaching resources.	Education Authority	A

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 *Strategic Plan Theme: Excellent and Inclusive Education*

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	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.	Under-reporting of Bullying and Equalities incidents.	Ongoing monitoring of Bullying and Equalities incidents and analysis by schools and LA.	Education Authority	G
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.	Education Authority	A
Action Plan created.	Schools have their own Anti-Bullying Policy. School staff Complete RespectMe eLearning modules. Consultation with Glasgow Schools Forum – children and young people about bullying.		Schools reflecting on their existing Anti-Bullying Policies. Launch of Anti-Bullying: -Flowchart -Guidance for school staff -Guidance for parents/carers Create an Anti-Bullying Charter for Glasgow Schools, children, and young people. Launch/share Anti-Bullying Charter.	Schools have a refreshed Anti-Bullying Policy and school staff have engaged with the RespectMe eLearning modules. Schools display and implement Anti-Bullying Charter.	Education Authority	G
Connect with Glasgow City Parents Group (GCPG)	Partnership work RespectMe resulting in jointly produced		Joint presentation with RespectMe and GCPG to parents.	Ongoing work with RespectMe and GCPG.	Education Authority	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
	guidance for parents/carers of: -Those experiencing bullying behaviour -Those displaying bullying behaviour		Launch/share guidance for parents.			

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 *Strategic Plan Theme: Excellent and Inclusive Education*

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	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.		Year 1 of EAL CLPL offer involved 6 full day CLPL sessions. 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. 2 sessions delivered with key focus areas of welcoming new arrivals and raising attainment in listening and talking. Current attendance of approximately 85% of EAL teachers. Average attendance – 110 total.	2 further sessions to be offered this year.	Education Authority	
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.		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.	Aim to have representatives from all schools in coming year.	Education Authority	
English Language Learner (ELL) framework to encourage accurate allocation of ELLs across the city and to provide			ELL draft framework created. Currently at pilot stage. EAL LOL team piloting alongside EAL teachers in 10 primary	Phase 3 to include schools with no EAL teacher	Education Authority	

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
age/level appropriate strategies and resources.			schools and 5 secondary schools			
English for Speakers of Other Languages (ESOL) Strategy Group to review and update ESOL policy.		N/A	ESOL policy working group created. Inaugural meeting to take place in April.		Education Authority	R
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. STEM ambassador role created for people with STEM background who are refugees and Asylum seekers to highlight and promote the value of STEM subjects.		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. 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. 1 online session for the STEM Nation group of 50 Early Years, Primary and ASN practitioners was hosted by Education Scotland. EAL Leaders of Learning delivered EAL awareness traini to the Glasgow Science Centre staff Engagement Team to	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. STEM Ambassadors supported by project grant funding to cover transport costs to and from school visits. 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. 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		Education Authority	G

Output / Action	Measure(s)	Year 1 (2021/22)	Current Performance (2022/23)	Further Work and Comments	Service(s)	RAG
		enhance staff knowledge, skills and confidence to support inclusion.	(PARTIE) event, which was attended by over 50 Glasgow school groups (600 learners and 50 staff). Developing Young Workforce images showcased in CLPL and by EDIS as part of a portfolio of STEM images focussed on more equitable representation.			

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 2022.

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	9,533	74.1%		509	4.0%		2,831	22.0%		12,873
Grade 5 - 7 Total	5,656	79.2%		222	3.1%		1,263	17.7%		7,141
Grade 8 Total	598	85.4%		13	1.9%		88	12.6%		699
Grade 9 - 15 Total	274	86.9%					39	12.2%		313
Other Non-Pay & Grading Structure	342	72.8%		15	3.2%		113	24.0%		470
Teaching	4,213	65.4%		201	3.1%		2,024	31.4%		6,438
Total Workforce	**20,616**	**73.8%**		**960**	**3.4%**		**6,358**	22.8%		**27,397**
Total Full Time Workforce	12,708	75.4%		487	2.9%		3,656	21.7%		16,851
Total Part Time Workforce	7,908	71.3%		476	4.3%		2,702	24.4%		11,086

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 2022.

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	334	2.6%	5,865	45.6%	6,674	51.8%	12873
Grade 5 - 7 Total	221	3.1%	2,704	37.9%	4,216	59.0%	7141
Grade 8 Total	21	3.0%	250	35.8%	428	61.2%	699
Grade 9 - 15 Total			118	36.1%	191	60.4%	316
Other Non Pay & Grading Structure	31	6.6%	290	61.7%	149	31.7%	470
Teaching	152	2.4%	2,759	42.9%	3,257	50.6%	6438
Total Workforce	**766**	**2.7%**	**11,986**	**42.9%**	**15,185**	**54.4%**	**27,937**
Total Full Time Workforce	508	3.0%	6,999	41.5%	9,344	55.5%	16,851
Total Part Time Workforce	258	2.3%	4,987	45.0%	5,841	52.7%	11,086

To ensure that employees can't be identified we have removed number 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 2022.

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	3,260	25.3%	9,613	74.7%	12,873
Grade 5 - 7 Total	1,827	25.6%	5,314	74.4%	7,141
Grade 8 Total	242	34.6%	457	65.4%	699
Grade 9 - 15 Total	149	47.2%	167	52.8%	316
Other Non Pay & Grading Structure	237	50.4%	233	49.6%	470
Teaching	1,402	21.8%	5,036	78.2%	6,438
Total Workforce	**7,117**	**25.5%**	**20,820**	**74.5%**	**27,937**
Total Full Time Workforce	6,016	35.7%	10,835	64.3%	16,851
Total Part Time Workforce	1,101	9.9%	9,985	90.1%	11,086

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 2022.

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	49	0.4%	5,703	44.3%	70	0.5%	28	0.2%	7,023	54.6%	12,873
Grade 5 - 7 Total	37	0.5%	2,744	38.4%	74	1.0%			4,283	60.0%	7,141
Grade 8 Total			234	33.5%					460	65.8%	699
Grade 9 - 15 Total			104	32.7%					204	64.7%	316
Other Non Pay & Grading Structure			323	68.7%					137	29.1%	470
Teaching	63	1.0%	2,403	37.3%	90	1.4%			3,879	60.3%	6,438
Total Workforce	**154**	**0.6%**	**11,511**	**41.2%**	**250**	**0.9%**	**36**	**0.1%**	**15,986**	**57.2%**	**27,937**
Total Full Time Workforce	114	0.7%	6,700	39.8%	203	1.2%	21	0.1%	9,813	58.2%	16,851
Total Part Time Workforce	40	0.4%	4,811	43.4%	47	0.4%	15	0.1%	6,173	55.7%	11,086

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

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			606	4.7%	14	0.1%			196	1.5%	946	7.3%	1,793	13.9%	42	0.3%			91	0.7%	2,461	19.1%	6,712	52.2%	12,861
Grade 5 - 7 Total			403	5.7%					54	0.8%	164	2.3%	782	11.0%	11	0.2%			49	0.7%	1,326	18.6%	4,335	60.9%	7,124
Grade 8 Total			43	6.1%							11	1.6%	77	11.0%							104	15.0%	461	66.2%	696
Grade 9 - 15 Total			27	8.0%									26	8.3%							48	15.4%	205	67.0%	306
Other Non Pay & Grading Structure			63	13.4%							16	3.5%	84	17.9%							146	31.9%	148	32.4%	457
Teaching			304	4.7%					43	0.7%	122	1.9%	1,018	15.8%	12	0.2%			35	0.5%	941	14.6%	3,946	61.3%	6,421
Total Workforce			**1,446**	**5.2%**	**14**	**0.1%**			**293**	**1.0%**	**1,259**	**4.5%**	**3,780**	**13.5%**	**65**	**0.2%**			**175**	**0.6%**	**5,026**	**18.0%**	**15,807**	**56.6%**	**27,937**
Total Full Time Workforce	17	0.1%	897	5.3%	17	0.1%			105	0.6%	544	3.2%	2,179	12.9%	29	0.2%			105	0.6%	3,006	17.8%	9,946	59.0%	16,853
Total Part Time Workforce			549	5.0%	13	0.1%			193	1.7%	723	6.5%	1,601	14.4%	40	0.4%			75	0.7%	2,020	18.2%	5,861	52.9%	11,084

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 and 2022/23

2021/22 Equality Impact Assessments	
Licensing and Regulation of Sexual Entertainment Venues ([968kb]	People's Palace and Winter Gardens- Stakeholder Engagement [69kb]
Avenues programme: Cambridge St (North) to Renfrew St [155kb]	Ash Dieback [126kb]
Active Travel Strategy [54kb]	National Park City [44kb]
Secure on Street Cycle Parking [131kb]	Strategic Plan for Cycling 2018 Review [137kb]
Winter Maintenance Plan [46kb]	City Centre Recovery Plan 2022-24 (CCRP) [243kb]
Argyle Street West [5Mb]	Employment - Community Payback Services – Service Reform [109kb]
TRO George Square [120kb]	Young Persons Guarantee [72kb]
Provision of pay as you go car club service [121kb]	Hyndland, Hughenden and Dowanhill West Traffic Management and Parking Controls (Variation No 1) Order 2019 [263kb]
Screening Form for GCC (Kelvin Way) (Traffic Management) Order 202_ [268kb]	Screening Form for City Deal Clyde Waterfront and West End Innovation Quarter Byres Road Public Realm [166kb]
Screening Form for Bilsland Drive (Traffic Regulation) Order 20__ [211kb]	Screening Form for Hawthorn Street (Traffic Regulation) Order 20__ [261kb]
Application of Maximising Attendance and Sick Pay Principles During Covid19 [121kb]	COVID 19 Recovery Planning – Glasgow Life – Events, Festivals, Services and Programme Re-activation [69kb]
Glasgow's Active Travel Strategy 2022-2031 [418kb]	Introduction of New Process for the Issue of Staff Travel Passes [108kb]

2022/23 Equality Impact Assessments

Positioning of Private Hire Car Licence ID Plates [122kb]	CRC Taxi - Private Hire Car Drivers GM (002) [131kb]
2023 UCI Cycling World Championships Activation Project [48kb]	People's Palace and Winter Gardens- Stakeholder Engagement [69kb]
Liveable Neighbourhoods Plan [349kb]	Cost of Living Crisis Support Fund [405kb]
Waste Strategy (Employment Assessment) [57kb]	St. Mungo Museum of Religious Life and Art - Stakeholder Engagement [62kb]
City Centre No.33 (Riverside and Merchant City) [209kb]	EqIA CBS Parking Team Move [131kb]
Licensing of Short Term Lets (STL) September 2022 [220kb]	City Property Service Reform Phase 1 & 2 [129kb]
Taxi and Private Hire Cars - Implications of implementing the Low Emission Zone [136kb]	Installation of Fixed Side Step on Taxis [134kb]
Private Hire Cars - Consideration of 7 year age limitation policy for private hire cars reintroduced [133kb]	No One Left Behind Programme [182kb]
Hillhead (Traffic Management and Parking Controls) Order 20 [138kb]	Child Poverty (Glasgow's LCPAR) 2021-22 [658kb]
Glasgow Communities Fund (GCF) - Phase Two 2023-2026 [183kb]	Implementation of Social Listening Software [134kb]
Holland Street Avenue [1Mb]	Glasgow's Housing Contribution Statement [246kb]
Tidal Weir Centre and South [176kb]	Dressing the City (Screening form) [120kb]
Hybrid Meetings [46kb]	Non-Residential Charging Policy [208kb]
Access and Integrity of the Waterfront: Tradeston Bridge [53kb]	Access and Integrity of the Waterfront: Windmillcroft Quay [150kb]