



Glasgow City Council

Operational Performance and Delivery Scrutiny Committee

Report by: Chief Executive Department

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Council Family Equality Outcomes for 2025 to 2029 Action Plan

Purpose of Report:

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

Recommendations:

The Committee is asked to:

- 1) Consider and approve the attached Equality Outcomes Action Plan for 2025 to 2029.
- 2) Note that this report will also be presented to the Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee in April 2026.

Ward No(s):

Citywide:

Local member(s) advised: Yes No

consulted: Yes No

1. Introduction

- 1.1 The Equality Act 2010 sets out the public sector general equality duty that requires public authorities to pay due regard to the need to eliminate unlawful discrimination, victimisation and harassment; advance equality of opportunity; and foster good relations. These requirements apply across the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation, and (to a limited extent) marriage and civil partnership.
- 1.2 Scottish Ministers introduced specific duties on Scottish public authorities to enable better performance of the public sector equality duty. One of these specific duties requires the Council to publish a set of Equality Outcomes every four years and publish progress towards the outcomes every two years. In 2013, 2017 and 2021 and 2025 the Council developed Equality Outcomes based on the findings of an evidence review and in consultation with equality groups.
- 1.3 This report presents the proposed Action Plan which will support the delivery of Council Family's fourth set of Equality Outcomes and will help to facilitate progress reporting.

2. Definition and Development Process

- 2.1 An Equality Outcome should achieve one or more of the following: eliminate discrimination, advance equality of opportunity, or foster good relations. Proposed outcomes were considered against the following criteria:
 - Ability to measure and adequately evidence progress.
 - Whether there is a real opportunity that action by the Council Family will bring about positive change; and
 - Delivery supports the Council Family's role in society.
- 2.2 Equality Outcomes must be evidence-based, and authorities should take reasonable steps to involve people who share a relevant protected characteristic and people who represent the interests of those people. The measures taken in the development process of our 2025 to 2029 Equality Outcomes include:
 - Consultation with stakeholders to identify key equality priorities and reflect on existing outcomes, including elected members, key stakeholders and equality organisations in the city
 - Updating the Council Family's database of evidence to ensure our baseline of key facts and figures about protected characteristics remains current.

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

3. Structure of the 2025 to 2029 Action Plan

- 3.1 The Equality Outcomes form a framework for equality-related work undertaken by the Council Family and are not meant to encompass everything the Council Family does to address social inequality.
- 3.2 The 2025 to 2029 Equality Outcomes were presented to the Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee in May 2025, with members approving the consolidation of the previous 14 outcomes to 10. Each section of the Action Plan on the following table focuses on Service specific activity which is aligned to delivery of the individual outcomes. [Equality Outcomes 2025 to 2029](#)
- 3.3 The tables present activity which will be monitored and reviewed by Services, Corporate Policy Equalities Team and by the Equality Officer Working Group to establish appropriate performance reporting and progress status (RAG Rating). Each Equality Outcome is aligned to the relevant element of the Equality Act 2010's General Duty and the specific protected characteristic it addresses (unless all are specified).
- 3.4 Future progress reporting will also contain statutory Workforce data including detailed analysis of workforce demographics, recruitment and pay, covering all protected characteristics.

4. Delivery and Measurement

- 4.1 Progress towards the Equality Outcomes will be reported through the identified measures every two years as part of the duty to publish a progress report and align equality-related performance reporting with existing public performance reporting. This report will come back to OPDSC in 2027.
- 4.2 As the 2025-2029 Equality Outcome Plan progresses, the actions and measures used to deliver the outcomes will be continually reviewed, refined, and adapted. This ensures that the plan remains responsive to community feedback, new evidence, and any shift in Council strategic priorities over the four-years.
- 4.3 The Action Plan will also be presented to The Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee in April 2026 to

ensure further oversight and support as the actions and measures continue to be refined.

5. Equality Outcomes for 2025 to 2029

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

7. Advance Equality, Diversity and Inclusion through Workforce Policy and Culture.

Aspiration/Strategic Ambitions to:

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

Education Authority (previously 12-14)

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

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

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

6. Policy and Resource Implications

Resource Implications:

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

Legal: No new legal issues.

Personnel: No direct personnel impact.

Procurement: No relevant procurement issues.

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

Equality Impacts:

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

Outcome:

Sustainability Impacts:

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

Social: See above.

Economic: See above.

7. Recommendations

The Committee is asked to:

- 1) Consider and approve the attached Equality Outcomes Action Plan for 2025 to 2029.
- 2) Note that this report will also be presented to the Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee in April 2026.

Equality Outcomes Action Plan 2025 to 2029

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.

<i>General Duty: Advancing equality of opportunity</i>	<i>Strategic Plan Grand Challenge 1: Reduce poverty and inequality in our communities</i>
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HOW WE WILL DELIVER THIS OUTCOME

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

Action	Service	Current Status	Planned Activity
Work to support employment and training opportunities	Economic Development	Employability provision is in place as determined and commissioned by the Local Employability Partnership and delivered through the Glasgow Futures programme. This is designed to support people who are furthest from the labour market or experiencing in work poverty. Over 30 projects or interventions are delivered by a partnership of over 40 different organisations as detailed in	<p>Performance is on track to exceed registration, training and employment targets across all of these groups.</p> <p>LGBTI+ figures are captured but not reportable at present. These will be reported in future updates</p>

Action	Service	Current Status	Planned Activity
		<p>the Project Directory. This provision is largely based on a key worker model, with services tailored to the needs of individuals and their unique barriers to employment. Specialist services are in place for parents, ethnic minority communities, young people, and disabled people. It also provides interventions for people to progress into and in work such as training for work, paid work placements, and in-work support.</p> <p>Year to date (to quarter 3) 2025/26, the programme has supported 1,557 young people (16-24), 660 single parents and 514 parents in a couple, 1,184 from a minority ethnic community, and 1,492 people with a disability.</p>	
<p>Sports Modern Apprenticeship Scheme:</p> <p>Runs in partnership with the Training Academy to assist young people in developing skills, in confidence building and</p>	<p>Glasgow Life</p>	<p>Coach Core is a modern apprenticeship programme in sports coaching designed to help young people (typically 16–24) develop employability skills, gain qualifications, and start careers in sport and physical activity. It is delivered locally through organisations such as Glasgow Life,</p>	

Action	Service	Current Status	Planned Activity
<p>supporting employability for young people who are not attending school. The scheme is inclusive of those of BAME backgrounds, and supportive of disabled young people.</p>		<p>which hosts apprentices in its venues and provides practical coaching experience.</p>	
<p>Volunteering programmes across libraries, arts and music, museums, sports, and events</p>	<p>Glasgow Life</p>	<p>Glasgow's 2026 volunteering landscape — especially around the Commonwealth Games and Glasgow Life programmes — shows strong alignment with equalities priorities such as age inclusion, disability access, digital inclusion, skills development, community integration, and reducing financial barriers.</p>	<p>.</p>
<p>Digital skills learning programmes, adult literacy, and numeracy classes and ESOL classes designed to increase employability.</p>	<p>Glasgow Life</p>	<p>Adult Literacy & Numeracy (ALN)</p> <p>Glasgow Life delivers free literacy and numeracy classes aimed at adults aged 16+ across local community venues</p>	<p>Particularly beneficial for adults who face multiple barriers such as low confidence, long-term unemployment, or lack of qualifications.</p>

Action	Service	Current Status	Planned Activity
		<p>Glasgow Life offers community-based ESOL programmes for adults aged 16+ whose first language is not English. Includes reading, writing, speaking and listening, offered from beginner to pre-intermediate level.</p> <p>Glasgow Life delivers significant digital literacy support as part of its <i>Community-Based Adult Learning</i> and wider <i>Community Learning & Development</i> strategy. These programmes are designed to reduce digital exclusion, increase employability, and improve confidence and wellbeing, particularly for people facing social or economic barriers.</p>	
Promote opportunities in construction to black and minority ethnic groups.	City Building	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	

Action	Service	Current Status	Planned Activity
		Apprenticeship Week including construction taster events.	
RSBi is one of the UK's largest and most established supported businesses, operating as part of City Building (Glasgow). Its core mission and operations directly advance multiple equality objectives across employment, skills, inclusion, and accessible economic participation.	City Building	Based in Springburn in the north of the City RSBi is a leading example of a successful social enterprise-combining commercial success with socially responsible practise.	

OUTCOME 2

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

General Duty: Fostering good relations and Advancing equality of opportunity

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

HOW WE WILL DELIVER THIS OUTCOME

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

Action	Service	Current Status	Planned Activity
Road Safety – Vulnerable Road Users Aged 70 Years and Over	NRS	The Scottish Government has set new targets to reduce the number of people aged 70 and over killed or seriously injured by 20% by 2030. Glasgow's new Road Safety Plan to 2030 identifies older pedestrians as Vulnerable Road Users (VRU's) under the new Safe Systems approach to road safety. The Safe Systems approach takes into consideration that older road users will make mistakes and therefore	<p>VRU Aged 70+ KSI (Interim SG TARGETS 2030)</p> <p>Glasgow remains on track to achieve the Scottish Government's road safety targets, but enhanced, targeted interventions are essential to support older</p>

Action	Service	Current Status	Planned Activity
		<p>NRS and its partners need to ensure that sufficient measures are put in place to minimise the risk of a collision occurring and, when it does occur, minimise the severity of the collision through such measures as speed reduction.</p> <p>NRS Road Safety and partners will continue to engage directly with this road user group through inter-generational education (Time Traveller resource), publicity and community engagement.</p>	drivers and people with disabilities or other vulnerabilities.
Open Government Strategy	CED	The Open Government Action Plan (2021–2023) and broader Open Government commitments are specifically designed to increase inclusive participation, transparency, and access to information.	
Locality and community Programmes	Community Emp	The Glasgow Community Learning & Development Plan (2024–27) places people “at the heart” of service planning and delivery, working collaboratively with individuals, families, and communities to address barriers and improve circumstances.	

Action	Service	Current Status	Planned Activity
Community Plan	Community Emp	Our Community Plan puts local communities at the heart of service design and places emphasis on the vital need to work with local communities to design and deliver services that reflect local need.	
Community Councils	Community Emp	<p>Through our Community Councils we gather views from local communities to develop inclusive services, targeted to support those who need them.</p> <p>Councils encourage involvement across a diverse range of citizens to build inclusive working relationships and develop proactive community engagement.</p>	
Delivery of Adult Disability Sports Programmes	Glasgow Life	<p>Glasgow Life delivers a wide range of adult disability sports opportunities, including:</p> <ul style="list-style-type: none"> • Adult disability sport sessions across Glasgow Club venues, 	<p>Glasgow 2026 will Feature the Largest Para Sport Programme in Commonwealth History.</p> <p>The expansion of Para sport at Glasgow 2026 (47 medal events — the most ever) is intended to elevate</p>

Action	Service	Current Status	Planned Activity
		<p>led by trained disability-qualified coaches</p> <ul style="list-style-type: none"> • Disabled Adult Gym Sessions supported by specialist Disability Sport Coaches who design personalised fitness programmes for participants [• Disability Sport Days, a multi-activity programme in Tollcross, Gorbals, and Springburn featuring multisport, circuits, boccia and gym sessions, co-delivered with partners like Key Housing and HSCP • Partnership work with Disability Sport Glasgow, supporting clubs and providing a pathway to activities such as athletics, swimming, boccia, basketball, tennis, and lawn bowls. • Inclusive Wellbeing programmes including disability-specific activities and the Access Card Initiative, which removes cost and 	<p>disability sport participation across the city. Glasgow Life directly enables this legacy by:</p> <ul style="list-style-type: none"> • Producing more opportunities at community level • Providing pathways for adults with disabilities to progress • Working with Disability Sport Glasgow and partner organisations to grow inclusion in the city

Action	Service	Current Status	Planned Activity
		<p>participation barriers for people with disabilities</p>	
<p>Delivery of children's disability sports programme</p>	<p>Glasgow Life</p>	<p>Glasgow Life delivers a variety of activities for children and adults with disabilities" and works with Disability Sport Glasgow to develop opportunities across the city.</p> <p>Dedicated Children's Disability Sports Sessions (Ages 5–17)</p> <p>Glasgow Life runs specific children's disability sports sessions. For example:</p> <p>Multisport Sessions (Ages 5–17)</p> <p>A fun, pan-disability programme where children with physical, learning, or sensory disabilities can try a range of sports (e.g., tennis, parachute games, fun games). Delivered in partnership with Disability Sport Glasgow, Scottish Disability Sport and local clubs, and suitable for ages 5–11 and 5–17 depending on the session.</p>	

Action	Service	Current Status	Planned Activity
		<p>Accessible / ASN Family and Youth Support including:</p> <ul style="list-style-type: none"> • Sport and physical activities for disabled children and adults as part of its Accessible Activities offer. • ASN family play sessions and ASN youth clubs, supporting children with additional support needs in physical, social, and play activity environments. 	
<p>Glasgow Life Access panels supporting design and delivery of museum exhibitions programmes</p>	<p>Glasgow Life</p>	<p>Glasgow Museums Display Guidelines – Built-in Accessibility Standards</p> <p>Glasgow Museums operate under a formal Display Standards Framework (“A Practical Guide for Exhibitions”), which explicitly embeds accessibility into all design and interpretation work.</p> <p>This document:</p>	

Action	Service	Current Status	Planned Activity
		<ul style="list-style-type: none"> • Clarifies principles and methods for displaying museum collections. • Supports designers to provide physical, sensory, and intellectual access to exhibitions. • Ensures exhibition planners meet legal accessibility requirements, including the Disability Discrimination Act. • Requires accessibility to be addressed from the outset in all exhibition projects. <p>These guidelines apply across all Glasgow Museums, including Kelvingrove, Riverside Museum, Burrell Collection, GoMA and others.</p>	

OUTCOME 3

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

General Duty: Advancing equality of opportunity

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

HOW WE WILL DELIVER THIS OUTCOME

Actions required to meet outcome	Required
Inclusive Communications	<ul style="list-style-type: none"> - Implement any legislative requirements - Research, develop and promote an approach which recognises best practice across the organisation
Web accessibility	<ul style="list-style-type: none"> - When required, ensure information added or placed on the Glasgow City Council website is appropriate. - Work with services to promote accessible information being added to the Glasgow City Council website
BSL translations	<ul style="list-style-type: none"> - When required, use BSL translations to improve communications with deaf service users and customers
Use of translated materials for service communications eg Roads and Lighting	<ul style="list-style-type: none"> - Assist services to identified when translated materials are required - Monitor customer feedback to gauge the effectiveness of the translations

Action	Service	Current Status	Planned Activity
We will increase the number of play areas which include at least 1 disabled accessible play	NRS	Works at 5 such locations complete, and one on site.	Additional locations planned during 2026/27

Action	Service	Current Status	Planned Activity
item through work to deliver Scottish Government Play Renewal funding.			
Staff will complete Accessible Communications GOLD Course	CED	Accessibility course is prioritised as Core Learning on regular Staff Updates.	Continue to promote completion through regular staff communications.
Accessibility Guides	Glasgow Life	<p>Glasgow Life provides a wide range of accessibility-focused resources, including:</p> <ul style="list-style-type: none"> • Autism-friendly museum sessions, sensory bags, quiet times, reduced lighting/sound, and storyboards. • Accessible activities for disabled children and adults, dementia-friendly concerts, Age Well programmes, and specialised activity days. • A Venue Finder that lists all Glasgow Life locations and includes details about access and facilities for each venue. 	Glasgow Life and other Council venues are also featured with additional external accessible guides including AccessAble and Glasgow's Accessibility Portal.
Monitor and review on-going Citizen satisfaction levels with	CED	<p>Household Survey.</p> <p>Percentage of respondents who agree or strongly agree that the Council is good at letting residents know about the Services it provides.</p> <p>Online Service Use:</p>	<p>Maintain and Improve Citizen satisfaction levels with Council Communications.</p> <p style="text-align: center;">2025</p>

Action	Service	Current Status	Planned Activity
Council Communications.		<p>19% said that they Council Website was an influence on their opinion of Glasgow City Council. Those most likely to be satisfied with council services Included:</p> <ul style="list-style-type: none"> - minority ethnic respondents (61%, compared with 41% of white respondents) - younger respondents, aged 16 - 24 (56%, compared with 42% of those aged 60 and over) 	30%
BSL Plan	CED	<p>Our most recent British Sign Language (BSL) Local Action Plan covering 2024 to 2029 sets out how the Council will promote and support BSL in line with the BSL (Scotland) Act 2015 and the BSL National Plan 2023–2029.</p> <p>There is also a dedicated BSL information page on the Glasgow City Council website: https://www.glasgow.gov.uk/article/1336/British-Sign-Language-BSL</p>	<p>The Council commits to actions that embed BSL awareness and accessibility across its full service portfolio. These actions include:</p> <ul style="list-style-type: none"> • Improving access to information and services for BSL users. • Ensuring communication policies support BSL users consistently across departments.

OUTCOME 4

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

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

General Duty: Eliminating discrimination, harassment and victimisation

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

HOW WE WILL DELIVER THIS OUTCOME

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

Action	Service	Current Status	Planned Activity
<p>The Planning service led work on Feminist Urbanism seeks for more women and girls to have</p> <p>The Planning service led work on Feminist Urbanism seeks for more women and girls to have their views sought and voices heard on place based activities and development including Parks and play spaces.</p>	NRS	<p>Specific activities run for City Deal consultations with women (Custom House Quay) as pilot</p> <p>Upgrades to Parks lighting in response to feedback from local women (pilot)</p> <p>Feminist Urbanism Working Group with cross party Member and cross service representation</p> <p>Consultation with women on active travel proposals in City</p>	<p>Proposed Gender Strategy for GCC;</p> <p>Proposed toolkit for consultation with girls on play spaces; further operational works to lighting and trees to increase women's safety in public spaces; toolkit for design of public spaces to enhance women's safety and experience of the city;</p>
<p>Work with the Feminist Urbanism Working Group to support Glasgow to being a Feminist City, on measures to ensure that experiences of women and girls inform how NRS creates and manages places and spaces- A number of pilot projects have been funded for delivery</p>	NRS	<p>Pilot projects in relation to Safer Parks underway, and in relation to GCC officer training complete.</p>	<p>Further pilot projects are being brought forward</p>
<p>The Glasgow Violence Against Women partnership (GVAWP) have committed to reviewing and revising a city-wide multi-agency violence against women strategic plan</p>	NRS	<p>The GVAWP's multi-agency plan is explicitly aligned to the <i>Equally Safe</i> priorities, Scotland's national strategy to prevent and eradicate violence against women and girls. This strategy is grounded in gender equality and human rights, so aligning the Glasgow plan ensures that equality groups—particularly women and girls—are central to policy and decision-making.</p>	

Action	Service	Current Status	Planned Activity
Strengthen communication and visibility, through consistent internal and external messaging, via campaigns, newsletters, social media, and staff briefings.	NRS	There is existing public facing information on GCC website.	To expand the communication available and to extend the reach
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.	NRS	Training on Domestic Abuse has been identified and is being delivered. There is a need to identify materials and training opportunities on the other forms of Violence Against Women and Girls	Develop and facilitate resources and materials on all forms of VAW&G.
Establish a SLWG to develop a gendered lens toolkit and apply to service development and provision.	NRS	Agreement reached with Glasgow ADP to stand up a SLWG, membership drawn from VAW and ADP (Alcohol & Drug Partnership) services	To review resources developed by Dundee City VAWP, to revise and adapt to suit Glasgow.
To empower young people in our schools to assume leadership roles in challenging gender-based violence	EDU	Since its launch in Scotland in 2012, the MVP (Mentor in Violence Protection) Programme has trained a total of 322 secondary schools nationwide, representing 87% of all secondary schools, with approximately 210 schools implementing the programme each year. In Glasgow, 25 out of 30 secondary schools have engaged in MVP professional learning, equipping staff with the skills and knowledge to recognise and respond effectively to gender-based violence and related attitudes.	Glasgow Education Services is continuing this work and planning to introduce a primary pilot programme to ensure early intervention and promote positive attitudes among younger students.

Action	Service	Current Status	Planned Activity
		<p>The success of the MVP Programme delivery is the peer-to-peer support which young people experience. The programme has empowered our senior pupils across the secondary sector and provided a safe space to explore issues young people may encounter within a culture of respect and equality within their school community.</p> <p>Following the graduation of the Girls4Equality Group, a legacy of COP26, Education Services have initiated a new young women's group as a legacy of 850. This group will be tracked from S1 to S6 in a similar way to the Girls4Equality, meeting twice a year on International Women's Day and International Day of the Girl. In addition to these sessions, young women will be supported to lead change initiatives in their schools and promote gender equality. There will be a new name and logo; this was part of the initial consultation in October and this will be finalised in March. The girls will then develop an action plan based on the targets they have identified. Each session will include inputs from partners who can lead and inspire the young women to achieve their goals.</p>	
<p>Digital Discourse Initiative The Digital Discourse Initiative is a collaborative programme developed by Time for Inclusive Education (TIE) and the Institute for</p>	<p>EDU</p>	<p>As part of the programme's expansion, development work is currently underway within the a local Learning Community. Some of the primary schools are actively involved in co-designing and piloting new learning resources.</p>	<p>To complete the pilot programme by April 2026. Further developments to be considered for 2026</p>

Action	Service	Current Status	Planned Activity
<p>Strategic Dialogue (ISD). ISD is an independent, internationally recognised “think and do tank” dedicated to safeguarding public safety, national security, human rights, and democratic values in the digital age.</p> <p>This work includes monitoring extremism and disinformation and designing evidence-based interventions to counter these harms with a n initial focus on misogyny and work exploring these themes with young people.</p> <p>This partnership aims to provide bespoke educational tools that help schools address the growing disinformation on children and young people.</p> <p>TIE delivers a free online professional learning module for Scottish teachers and educators. The module equips school staff with the knowledge, understanding, and practical tools needed to support children and young people to navigate online</p>		<p>This phase of work will also include the creation of accessible information materials for parents and carers.</p>	

Action	Service	Current Status	Planned Activity
environments critically, confidently, and safely			

OUTCOME 5

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

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

General Duty: Eliminating discrimination, harassment and victimisation

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

HOW WE WILL DELIVER THIS OUTCOME

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

Action	Service	Current Status	Planned Activity
Glasgow's Hate Crime Strategy (2018–2028)	NRS	Delivered through the Glasgow Hate Crime Working Group (HCWG), a multi-agency partnership embedded within the city's Community Planning structures.	The strategy will continue to focus on three thematic pillars: <ol style="list-style-type: none"> 1. Preventing hate crime 2. Improving reporting of hate crime 3. Responding effectively to hate crime

Action	Service	Current Status	Planned Activity
City-Wide Public Awareness Campaigns	NRS	<p>A city-wide poster campaign placed materials in:</p> <ul style="list-style-type: none"> • Bus stops • Subway stations • Social housing concierge areas • Other public spaces 	<p>Targeted campaigns designed to ensure people know :</p> <ul style="list-style-type: none"> • How to report hate crime • That they can report via police, third-party centres, or councillors • That hate crime is taken seriously <p>This responds directly to rising hate crime reporting levels and aims to build confidence among victims and witnesses.</p>
Hate Crime Awareness Week	NRS	<p>The HCWG coordinates city activities for Hate Crime Awareness Week, with campaigns, training and community engagement running annually.</p>	<p>10 October – 17 October 2026 These dates apply UK-wide, and Glasgow typically aligns its city-wide awareness activities with the national week.</p>
Citywide Anti-Racism Education Programmes	EDU	<p>We have developed a multi-layered, citywide approach to anti-racism in education, led by</p>	<p>Programme of on-going events to be confirmed.</p>

Action	Service	Current Status	Planned Activity
		<p>Education Services, schools, and partner organisations. The programmes include:</p> <p>7.2 Continuous Professional Lifelong Learning (CLPL) – Anti-Racism Focus</p> <p>7.3 Anti-Racism Conversations – Pupil Workshops: A recurring citywide programme across both primary and secondary schools.</p> <p>7.4 Anti-Racism Conversations – Pupil Workshops: A recurring citywide programme across both primary and secondary schools.</p>	

OUTCOME 6

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

General Duty: Fostering good relations

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

HOW WE WILL DELIVER THIS OUTCOME

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

Action	Service	Current Status	Planned Activity
Glasgow Helps	CED	Glasgow Helps is designed to connect individuals—particularly those facing hardship, disadvantage, isolation or barriers—to the right	

Action	Service	Current Status	Planned Activity
		<p>support in areas such as income, housing, wellbeing, benefits, and community services.</p> <ul style="list-style-type: none"> • Provides a single, accessible point of contact for people struggling to navigate services. • Helps residents overcome barriers linked to disability, age, language, poverty, or lack of digital access. • Ensures individuals get the support they need earlier, reducing inequality and social disconnectedness. 	
Socially Connected Glasgow	CED/ HSCP	<p>The strategy aims to reduce health inequalities by focusing on connection, mental wellbeing, and inclusion. The strategy emerged in response to a significant increase in isolation and loneliness following the pandemic.</p> <ul style="list-style-type: none"> • Recognised links between social isolation and poorer health outcomes (e.g., depression, anxiety, dementia). <p>Five areas have been identified for focus to support good connections and reduce loneliness.</p> <ul style="list-style-type: none"> • Volunteering, employment, education and community roles, creating opportunities for engagement. 	

Action	Service	Current Status	Planned Activity
		<ul style="list-style-type: none"> • Organised activities which bring communities together and proactively engage people. • Having the ability to connect with other people to stay in touch and feel connected. • Having and maintaining a support network. • Good Transport Links 	
Citywide Social Connection Programmes	Glasgow Life	<p>Glasgow Life delivers extensive, free or low-cost programmes that reduce loneliness and build community connection, including:</p> <p>Libraries as community connection hubs</p> <ul style="list-style-type: none"> • Libraries serve as safe, welcoming spaces where people can be around others without judgement, with digital access for the digitally excluded. <p>Home Library Service</p> <ul style="list-style-type: none"> • Volunteers bring books and materials to people who cannot leave their homes—often those most at risk of isolation. <p>Age Well sessions in museums</p>	

Action	Service	Current Status	Planned Activity
		<ul style="list-style-type: none"> • Social activities for older adults and care homes. <p>Health Walking Groups (50+ weekly)</p> <ul style="list-style-type: none"> • Free, easy community walks that support physical health and help people meet others regularly. <p>Early years sessions</p> <ul style="list-style-type: none"> • Songs, stories, and rhyme groups for families, building parental networks. Connecting parents and families <p>Walking Football, Digital Skills, Community Events</p> <p>Programme of events aimed at boosting mental and physical wellbeing through social participation.</p>	

Equalities Action Plan Updates 2025 to 2029 – Corporate HR

OUTCOME 7

Advance Equality, Diversity and Inclusion through Workforce Policy and Culture

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

General Duty: Fostering good relations & advancing equality of opportunity.

Strategic Plan Grand Challenge 4: Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities.

HOW WE WILL DELIVER THIS OUTCOME

Actions	Required
Support Strategic Service HR Departments with the development of Service specific ED&I action plans and the delivery of local ED&I activities.	<ul style="list-style-type: none"> - Develop an Employment Equality Diversity & Inclusion Strategy & Action Plan for 2025 – 2027, outlining activity to increase diversity and inclusiveness of the organisation. - Hold regular meetings with all HR ED&I Service Leads to ensure action plan activities remain in line with Corporate Strategy and are being driven. - Develop an action plan template/guidance to assist with the delivery of local ED&I action plans linked to overall organisational action plans. - Corporate and Service level analysis of management information and progress against actions reported to CLT and SMTs.
Work with Employee Networks	<ul style="list-style-type: none"> - Support Employee Networks to put together an annual ED&I Celebration event/bulletin to showcase GCC as a Diverse & Inclusive Employer. - Develop our ED&I Peer Support Networks to deliver events in different formats to connect with as many employees as possible. - Celebrate diverse cultural festivals.

Actions	Required
Staff training and development/management capacity building.	<ul style="list-style-type: none"> - Continue to develop and deliver a package of ED&I Training to support employees and managers. - Assess the feasibility of introducing a mandatory ED&I training module as part of induction and periodic refreshers (e.g., every three years). - Develop and roll out mandatory training and awareness raising materials on preventing Sexual Harassment to ensure compliance with the Employment Rights Bill.
Source support provisions for employees.	<ul style="list-style-type: none"> - Review options the provision of employee access to independent ED&I support through our Employee Assistance Provider - Work towards an online, accessible reporting system where employees can report experiences of bullying, harassment, including sexual harassment, discrimination or hate crimes anonymously or with details.
Work to increase employee equality monitoring information disclosure rates.	<ul style="list-style-type: none"> - Take action to encourage employees to disclose demographic information by raising awareness of why this information is collected and how it's used.

Action	Service	Current Status	Planned Activity
Support Strategic Service HR Departments with the development of Service specific ED&I action plans and the delivery of local ED&I activities.	CHR	In progress	<ul style="list-style-type: none"> - Develop an Employment Equality Diversity & Inclusion Strategy & Action Plan for 2025 – 2027, outlining activity to increase diversity and inclusiveness of the organisation. - Hold regular meetings with all HR ED&I Service Leads to ensure action plan activities remain in line with Corporate Strategy and are being driven. - Develop an action plan template/guidance to assist with the delivery of local ED&I action plans linked to overall organisational action plans. - Corporate and Service level analysis of management information and progress against actions reported to CLT and SMTs.

Action	Service	Current Status	Planned Activity
Work with Employee Networks	CHR	In progress	<ul style="list-style-type: none"> - Support Employee Networks to put together an annual ED&I Celebration event/bulletin to showcase GCC as a Diverse & Inclusive Employer. - Develop our ED&I Peer Support Networks to deliver events in different formats to connect with as many employees as possible. - Celebrate diverse cultural festivals.
Staff training and development/management capacity building.	CHR	In progress	<ul style="list-style-type: none"> - Continue to develop and deliver a package of ED&I Training to support employees and managers. - Assess the feasibility of introducing a mandatory ED&I training module as part of induction and periodic refreshers (e.g., every three years). - Develop and roll out mandatory training and awareness raising materials on preventing Sexual Harassment to ensure compliance with the Employment Rights Bill.
Source support provisions for employees	CHR	In progress	<ul style="list-style-type: none"> - Develop a package of independent ED&I support for employees through our Employee Assistance Provider - Work towards an online, accessible reporting system where employees can report experiences of bullying, harassment, including sexual harassment, discrimination or hate crimes anonymously or with details.

Action	Service	Current Status	Planned Activity
Work to increase employee equality monitoring information disclosure rates	CHR	In progress	<ul style="list-style-type: none"> - Take action to encourage employees to disclose demographic information by raising awareness of why this information is collected and how it's used.

OUTCOME 7

Advance Equality, Diversity and Inclusion through Workforce Policy and Culture

Strategic Ambition: Support employees to have improved mental and physical health and wellbeing.

General Duty: Advancing Equality of Opportunity

Strategic Plan Grand Challenge 4: Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities.

HOW WE WILL DELIVER THIS OUTCOME

Actions	Required
Develop an Employee Health and Wellbeing Strategy and Action Plan for 2025 – 27.	<ul style="list-style-type: none"> - Ensure delivery of key priorities outlined in the Employee Health & Wellbeing Strategy (2025–2027). - Deliver an annual events & training programme to support employees and raise awareness. - Deliver an annual awareness & support comms programme. - Engage in the national Healthy Working Live Framework
Delivering the necessary health, safety and wellbeing factors relevant to a physically and psychologically safe workplace	<ul style="list-style-type: none"> - Bullying & Harassment Policy and Training to raise employee awareness and build manager capacity. - Continue to work with and develop Bullying and Harassment Champions. - Develop a number of trained Bullying and Harassment Investigators. - Develop and roll out Sexual Harassment Policy and preventative training to raise employee awareness and build manager capacity. - Work with Health & Safety teams to develop training on Stress at Work.

Actions	Required
	<ul style="list-style-type: none"> - Continued See Me partnership recognition. - Provide confidential advice, practical information and support through our employee assistance and occupational health services.
Strengthening our policy and approach to managing the risks and effects of alcohol and drugs in the workplace.	<ul style="list-style-type: none"> - Providing additional guidance, tools and training to support managers in the implementation of our policy - Continuing to monitor the national position in relation to workplace alcohol and drug testing, alongside other Scottish Local Authorities in collaboration with COSLA - Develop training and support materials.
Engage all staff with easy access to opportunities and resources to champion their own health and wellbeing.	<ul style="list-style-type: none"> - Deliver an annual events & training programme to support employees and raise awareness. - Deliver an annual awareness & support comms programme. - Engage in the national Healthy Working Live Framework - Working with our expert partners to continuously improve our arrangements to meet the health and wellbeing needs of our diverse workforce.
Support staff attendance	<ul style="list-style-type: none"> - Use workforce data to design meaningful supports that make a difference.

Action	Service	Current Status	Planned Activity
Develop an Employee Health and Wellbeing Strategy and Action Plan for 2025 – 27.	CHR	In progress	<ul style="list-style-type: none"> - Ensure delivery of key priorities outlined in the Employee Health & Wellbeing Strategy (2025–2027). - Deliver an annual events & training programme to support employees and raise awareness. - Deliver an annual awareness & support comms programme. - Engage in the national Healthy Working Live Framework
Delivering the necessary health, safety and wellbeing factors relevant to a physically and psychologically safe workplace	CHR	In progress	<ul style="list-style-type: none"> - Bullying & Harassment Policy and Training to raise employee awareness and build manager capacity.

Action	Service	Current Status	Planned Activity
			<ul style="list-style-type: none"> - Continue to work with and develop Bullying and Harassment Champions. - Develop a number of trained Bullying and Harassment Investigators. - Develop and roll out Sexual Harassment Policy and preventative training to raise employee awareness and build manager capacity. - Work with Health & Safety teams to develop training on Stress at Work. - Continued See Me partnership recognition. - Provide confidential advice, practical information and support through our employee assistance and occupational health services.
<p>Strengthen our policy and approach to managing the risks and effects of alcohol and drugs in the workplace.</p>	<p>CHR</p>	<p>In progress</p>	<ul style="list-style-type: none"> - Providing additional guidance, tools and training to support managers in the implementation of our policy - Continuing to monitor the national position in relation to workplace alcohol and drug testing, alongside other Scottish Local Authorities in collaboration with COSLA - Develop training and support materials.

Action	Service	Current Status	Planned Activity
Engage all staff with easy access to opportunities and resources to champion their own health and wellbeing.	CHR	In progress	<ul style="list-style-type: none"> - Deliver an annual events & training programme to support employees and raise awareness. - Deliver an annual awareness & support comms programme. - Engage in the national Healthy Working Live Framework - Working with our expert partners to continuously improve our arrangements to meet the health and wellbeing needs of our diverse workforce.
Support staff attendance.	CHR	In progress	<ul style="list-style-type: none"> - Bullying & Harassment Policy and Training to raise employee awareness and build manager capacity.

OUTCOME 7

Advance Equality, Diversity and Inclusion through Workforce Policy and Culture

Strategic Ambition: Take positive action to address the under-representation of BAME and disabled people across the council workforce.

General Duty: Fostering good relations

Strategic Plan Grand Challenge 4: Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities.

HOW WE WILL DELIVER THIS OUTCOME

Actions	Required
Continue work to increase the numbers and profile of BAME employees at Glasgow City Council to be representative of the city.	<ul style="list-style-type: none"> - Activities within the Scottish Government's A Fairer Scotland for All: An Anti-Racist Employment Strategy and the Scottish Government's Race Equality Framework. - Investigate opportunities for implementing positive action initiatives, aimed at addressing underrepresentation, with a focus on leadership roles. - Explore tailored development activities and pathways to support the increase in representation at management and leadership levels. - Explore options for conducting independent recruitment audits to identify disparities in success rates for BAME candidates and inform targeted actions for improvement. - Identify initiatives to recognise and value professional experience and skills gained in individuals' countries of origin.
Continue to work with BAME Partner organisations.	<ul style="list-style-type: none"> - Attendance at recruitment fairs. - Deliver targeted activities that support the reduction of disparities within the recruitment process for BAME candidates.
Support the BAME Employee Network.	<ul style="list-style-type: none"> - Support the BAME Network to achieve their proposals for change. - Continue supporting the Network to deliver Network Events.
Taking an anti-Racist approach	<ul style="list-style-type: none"> - Develop an anti-Racism Strategy
Continue work to increase the numbers and profile of Disabled employees at Glasgow City Council to be representative of the city.	<ul style="list-style-type: none"> - Activities within the Scottish Government's A Fairer Scotland for Disabled People. - Investigate opportunities for implementing positive action initiatives, aimed at addressing underrepresentation, with a focus on leadership roles. - Explore tailored development activities and pathways to support the increase in representation at management and leadership levels. - Support recruiting managers to understand and fulfil their role in removing barriers for disabled applicants at every stage of the recruitment process, attraction, application, interview through to onboarding. - Explore options for conducting independent recruitment audits to identify disparities in success rates for disabled candidates and inform targeted actions for improvement.
Progress Disability Confident Status	<ul style="list-style-type: none"> - Carry out activity required to become a Disability Confident Leader.

Actions	Required
Continue to work with Disability Partner organisations.	<ul style="list-style-type: none"> - Explore the provision of internship opportunities with Project Search. - Continue to monitor and review recruitment practices to ensure they are accessible and inclusive, incorporating feedback from individuals with lived experience. - Deliver the actions noted in the SUSE's employer review carried out in 2025/26.
Support the Disabled Employee Network	<ul style="list-style-type: none"> - Support the Disabled Employee Network to deliver their initial Network Events. - Support the Disabled Network to develop and achieve their proposals for change.
Inclusion/Effective Working Passports.	<ul style="list-style-type: none"> - Develop and rollout the passports.

Action	Service	Current Status	Planned Activity
Continue work to increase the numbers and profile of BAME employees at Glasgow City Council to be representative of the city.	CHR	In progress	<ul style="list-style-type: none"> - Activities within the Scottish Government's A Fairer Scotland for All: An Anti-Racist Employment Strategy and the Scottish Government's Race Equality Framework. - Investigate opportunities for implementing positive action initiatives, aimed at addressing underrepresentation, with a focus on leadership roles. - Explore tailored development activities and pathways to support the increase in representation at management and leadership levels. - Explore options for conducting independent recruitment audits to identify disparities in success rates for BAME candidates and inform targeted actions for improvement. - Identify initiatives to recognise and value professional experience and skills gained in individuals' countries of origin.
Continue to work with BAME Partner organisations.	CHR		<ul style="list-style-type: none"> - Attendance at recruitment fairs.

Action	Service	Current Status	Planned Activity
			<ul style="list-style-type: none"> - Deliver targeted activities that support the reduction of disparities within the recruitment process for BAME candidates.
Support the BAME Employee Network.	CHR	In progress	<ul style="list-style-type: none"> - Support the BAME Network to achieve their proposals for change. - Continue supporting the Network to deliver Network Events.
Taking an anti-Racist approach	CHR	In progress	Develop an anti-Racism Strategy
Continue work to increase the numbers and profile of Disabled employees at Glasgow City Council to be representative of the city.	CHR	In progress	<ul style="list-style-type: none"> - Activities within the Scottish Government's A Fairer Scotland for Disabled People. - Investigate opportunities for implementing positive action initiatives, aimed at addressing underrepresentation, with a focus on leadership roles. - Explore tailored development activities and pathways to support the increase in representation at management and leadership levels - Support recruiting managers to understand and fulfil their role in removing barriers for disabled applicants at every stage of the recruitment process, attraction, application, interview through to onboarding. - Explore options for conducting independent recruitment audits to identify disparities in success rates for disabled candidates and inform targeted actions for improvement.
Progress Disability Confident Status.	CHR	In progress	

Action	Service	Current Status	Planned Activity
			<ul style="list-style-type: none"> - Carry out activity required to become a Disability Confident Leader.
Continue to work with Disability Partner organisations.	CHR	In progress	<ul style="list-style-type: none"> - Explore the provision of internship opportunities with Project Search. - Continue to monitor and review recruitment practices to ensure they are accessible and inclusive, incorporating feedback from individuals with lived experience. - Deliver the actions noted in the SUSE's employer review carried out in 2025/26.
Support the Disabled Employee Network.	CHR	In progress	<ul style="list-style-type: none"> - Support the Disabled Employee Network to deliver their initial Network Events. - Support the Disabled Network to develop and achieve their proposals for change.
Inclusion/Effective Working Passports	CHR	In progress	<ul style="list-style-type: none"> - Develop and rollout the passports.

OUTCOME 7

Advance Equality, Diversity and Inclusion through Workforce Policy and Culture

Strategic Ambition: Embrace the diverse skills, abilities and experience our employees bring and value their contribution.

General Duty: Fostering good relations

Strategic Plan Grand Challenge 2:

HOW WE WILL DELIVER THIS OUTCOME

Actions	Required
Implement initiatives to engage and retain younger employees.	<ul style="list-style-type: none"> - Establish an early careers network - Support the Early Careers Network to deliver their initial Network Events. - Support the Early Careers Network to develop and achieve their proposals for change.
Work with stakeholders to embed lived experience into HR policy development.	<ul style="list-style-type: none"> - Develop a revised process for the completion of Employment Equality Impact Assessments on HR Policy development areas which includes collaboration with employee networks.
Raise awareness and understanding of Neurodivergence.	<ul style="list-style-type: none"> - Provide training and awareness resources via GOLD and through sessions in our annual training programme. - Support managers to build the knowledge and confidence needed to take a person-centred and inclusive approach.

Action	Service	Current Status	Planned Activity
Implement initiatives to engage and retain younger employees.	CHR	In progress	<ul style="list-style-type: none"> - Establish an early careers network - Support the Early Careers Network to deliver their initial Network Events. - Support the Early Careers Network to develop and achieve their proposals for change.
Work with stakeholders to embed lived experience into HR policy development.	CHR	In progress	<ul style="list-style-type: none"> - Develop a revised process for the completion of Employment Equality Impact Assessments on HR Policy development areas which includes collaboration with employee networks.
Raise awareness and understanding of Neurodivergence.	CHR	In progress	<ul style="list-style-type: none"> - Provide training and awareness resources via GOLD and through sessions in our annual training programme.

Action	Service	Current Status	Planned Activity
			<ul style="list-style-type: none">- Support managers to build the knowledge and confidence needed to take a person-centred and inclusive approach.- Gauge interest in establishing a Neurodiversity Employee Network in collaboration with colleagues.

OUTCOME 7

Advance Equality, Diversity and Inclusion through Workforce Policy and Culture

Strategic Ambition: Reduce barriers faced by women to remain and progress in the workplace

General Duty: Fostering good relations

Strategic Plan Grand Challenge 2:

HOW WE WILL DELIVER THIS OUTCOME

Actions	Required
Progress the Equal Pay programme	<ul style="list-style-type: none">- Continue with the job evaluation exercise in line with agreed revised plans and timelines.- Update the Equal Pay Policy Statement to include a comprehensive action plan at the appropriate stage of the Equal Pay programme.- Integrate Equality Impact Assessments into the pay modelling process to measure the impact on pay gaps.
Consider further development of our equal pay reporting.	<ul style="list-style-type: none">- Enhance existing pay gap analysis by incorporating intersectional data to identify and address overlapping inequalities.- Plan evidence-based activity once the data has been analysed.
Continue work to increase the profile of female employees at Glasgow City Council.	<ul style="list-style-type: none">- Investigate opportunities for implementing positive action initiatives, aimed at addressing the underrepresentation of women in leadership roles.- Employees working flexibly, including part-time, job-share, compressed hours, or remote arrangements are equally valued, supported, and recognised in comparison to full-time colleagues in accessing training and progression opportunities.
Participate in the Equally Safe at Work accreditation programme.	<ul style="list-style-type: none">- Carry out activities required to achieve and maintain Bronze accreditation.
Review and evaluate the effectiveness of our flexible working arrangements to ensure they are meeting the	<ul style="list-style-type: none">- Survey employees returning from maternity, adoption or shared parental leave.- Analyse data on requests and outcomes at both Corporate and Service level.

Actions	Required
diverse needs of our workforce.	
Support the Women's Network.	<ul style="list-style-type: none"> - Continue to support the Women's Network to deliver Network Events, encouraging participation from front line employees. - Support the Women's Network to achieve their proposals for change.
Take steps to prevent sexual harassment in the workplace.	<ul style="list-style-type: none"> - Develop and roll out Sexual Harassment Policy and preventative training to raise employee awareness and build manager capacity to ensure compliance with the Employment Rights Bill.

Action	Service	Current Status	Planned Activity
Progress the Equal Pay programme	CHR	In progress	<ul style="list-style-type: none"> - Continue with the job evaluation exercise in line with agreed revised plans and timelines. - Update the Equal Pay Policy Statement to include a comprehensive action plan at the appropriate stage of the Equal Pay programme - Integrate Equality Impact Assessments into the pay modelling process to measure the impact on pay gaps.
Consider further development of our equal pay reporting.	CHR	In progress	<ul style="list-style-type: none"> - Enhance existing pay gap analysis by incorporating intersectional data to identify and address overlapping inequalities. - Plan evidence-based activity once the data has been analysed.
Continue work to increase the profile of female employees at Glasgow City Council.	CHR	In progress	<ul style="list-style-type: none"> - Investigate opportunities for implementing positive action initiatives, aimed at addressing the underrepresentation of women in leadership roles.

Action	Service	Current Status	Planned Activity
			<ul style="list-style-type: none"> - Employees working flexibly, including part-time, job-share, compressed hours, or remote arrangements are equally valued, supported, and recognised in comparison to full-time colleagues in accessing training and progression opportunities.
Participate in the Equally Safe at Work accreditation programme.	CHR	In progress	Carry out activities required to achieve and maintain Bronze accreditation.
Review and evaluate the effectiveness of our flexible working arrangements to ensure they are meeting the diverse needs of our workforce.	CHR	In progress	<ul style="list-style-type: none"> - Survey employees returning from maternity, adoption or shared parental leave. - Analyse data on requests and outcomes at both Corporate and Service level.
Support the Women's Network.	CHR	In progress	<ul style="list-style-type: none"> - Continue to support the Women's Network to deliver Network Events, encouraging participation from front line employees. <p>Support the Women's Network to achieve their proposals for change.</p>
Take steps to prevent sexual harassment in the workplace.	CHR	In progress	<ul style="list-style-type: none"> - Develop and roll out Sexual Harassment Policy and preventative training to raise employee awareness and build manager capacity to ensure compliance with the Employment Rights Bill.

OUTCOME 7

Advance Equality, Diversity and Inclusion through Workforce Policy and Culture

Strategic Ambition: Progress LGBTI+ inclusion in the workplace.

General Duty: Fostering good relations

Strategic Plan Grand Challenge 2:

HOW WE WILL DELIVER THIS OUTCOME

Actions	Required
Take part in Stonewall Scotland's Proud Employers' Accreditation to progress LGBTI+ Inclusion in the workplace.	<ul style="list-style-type: none"> - Implement the activities from the resulting action plan
Work with the Prism Network	<ul style="list-style-type: none"> - Support the Prism Network to deliver Network Events. - Support the Prism Network to develop and achieve their proposals for change.
Celebrate Pride annually.	<ul style="list-style-type: none"> - Explore and implement different ways to mark Pride annually.

Action	Ser	Current Status	Planned Activity
Take part in Stonewall Scotland's Proud Employers' Accreditation to progress LGBTI+ Inclusion in the workplace.	CHR	In progress	<ul style="list-style-type: none"> - Implement the activities from the resulting action plan
Work with the Prism Network	CHR	In progress	<ul style="list-style-type: none"> - Support the Prism Network to deliver Network Events. - Support the Prism Network to develop and achieve their

			proposals for change.
Celebrate Pride annually.	CHR	In progress	- Explore and implement different ways to mark Pride annually.

Equalities Action Plan Updates 2025 to 2029 – EDUCATION SERVICES

OUTCOME 8

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

General Duty: Fostering good relations

WHY WE HAVE PRIORITISED THIS OUTCOME

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

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

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

HOW WE WILL DELIVER THIS OUTCOME

Areas that will be considered for potential action, but not limited to:

- Continue to work closely with the Anti Racist Conversation Group to ensure pupil voice is articulated and heard and actions are informed with their aspirations.
- The social studies framework includes all aspects of equality through various stages and an intersectional approach is adopted using a rights based approach.
- Continue to develop our online platform to make more resources available to schools. This includes, Glasgow Online and Education Service GLOW tiles.
- The EAL Equalities Team support schools in developing relevant and appropriate Equality materials and resources

	<ul style="list-style-type: none"> • The EAL Equalities Team continue to support City wide activities and work closely with Statutory and voluntary organisations. • Partnership Work with the Scottish Government AREP Board will continue with the focus on curriculum development
Linked Strategies and Plans:	All Learners All Achieving Education Equalities Working Group Action Plan

Action	Service	Current Status	Planned Activity
To deliver professional learning programmes and refine through evaluations for further cohorts.	Edu	<p>Glasgow City Council (Education Services) has been developed Career Learning Professional Learning (CLPL) to support teacher confidence in addressing issues around Race and Anti racism in schools.</p> <p>“Anti Racist Educators: the journey” has been developed and is available to all teaching staff on CPD manager. This programme covers topics such as</p> <ol style="list-style-type: none"> 1. Positionality 2. Understanding Bias 3. Decolonising the curriculum 4. Ethos and Culture 5. Partnerships 6. Recording and reporting <p>On 30 January 2026, Education Services will launch the Young Men’s Mind Project. This project has been developed to support the mental health of young men in our city based on evidence gathered by Education Psychologists. The project will be delivered in partnership with Strathclyde University and a variety of other agencies. After the initial Conference, young people will return to their schools to develop an action plan based on their own school priorities. They will be</p>	Further CLPL offers based on pilot evaluations to be planned out and delivered.

Action	Service	Current Status	Planned Activity
		supported to do this by the allocation of two coaches, one who is based in the school and another external coach who has volunteered to support the project. Support sessions are being delivered to coaches prior to the launch to ensure a consistent approach to supporting the young people. This project will be used as research by the University to show evidence of the impact of this model. All 30 Secondary schools have been invited to attend with 4 S4 young men who will represent their schools.	
To ensure Anti-Racism (AR) Conversation sessions are offered to both primary and secondary children and young people across the city.	Edu	To date, this has seen participation from 15 secondary and 39 primary schools. Following on from these sessions, each school been encouraged to now consider how they can best take the learning from the sessions forward in their own school and local community. Linking closely with the English Additional Language (EAL) Equalities team, schools will be able to work collaboratively to consider how this can be best delivered in their local context	Encourage further participation in the central AR conversation groups to encourage local AR workshops and initiatives in schools and LCs
GCC continues to commit to offering this opportunity to our young people and teaching staff to consider was	Edu	GCC Allies (Action and Learning for LGBT Inclusive Education) event continues as part of our annual calendar. ALLIES 2026 begins in Feb 26 supported by our partners from TIE Scotland.	Further refine the ALLIES offer to ensure current and relevant content.

Action	Service	Current Status	Planned Activity
<p>forward in providing LGBT inclusive education and a responsive curriculum.</p>		<p>In addition this provides an opportunity to explore case studies and scenarios and positively impact on stereotyping of LGBT young people.</p>	
<p>To support LGBT voice and participation - - Pride lite offers a opportunity to reaffirm Glasgow's Inclusive values to all learners by showing our commitment to the young LGBT community.</p>	<p>Edu</p>	<p>Pride -Lite, 2025 ensured more opportunities for young people to interact with peers and build connections with schools from across the city in a relaxed and celebratory environment.</p> <p>The event began with input from two Keynote Speakers including a comedian, Susie McCabe and social media influencer. Both speakers used humour and personal experience in an appropriate, supportive and sensitive way to further discussion with our young people.</p>	<p>Further refine the PRIDE Lite offer to ensure current and relevant content.</p>

OUTCOME 9

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

General Duty: Eliminating discrimination, harassment and victimisation

WHY WE HAVE PRIORITISED THIS OUTCOME

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

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

HOW WE WILL DELIVER THIS OUTCOME

Areas that will be considered for potential action, but not limited to:

- Working with Glasgow University our Higher Education partners, we will continue to ensure senior leaders within our service are committed to “Leading Anti-Racism”.
- Include Equality training as mandatory in the probationer induction and CLPL programme.
- Staff CLPL will continue at City, Learning Community and establishment levels.
- Our work with TIE is ongoing with our commitment to deliver on the GCC motion as endorsed. In partnership with TIE Scotland, the Digital discourse training is available to all staff to enable them to respond to disinformation and online hate and equip learners with critical and digital media literacy skills. This e-learning will help develop and improve knowledge and understanding with social media platforms. Sections include online hate, extremism, radicalisation, misogyny, and child protection and safeguarding.
- Continue to work with GCC Pupil Forum and the Senior Phase Parliament to ensure pupil voice and participation is incorporated into the direction taken.

HOW WE WILL DELIVER THIS OUTCOME

- Continue to promote and develop the Sense Over Sectarianism programme and to promote events and projects which highlight the Holocaust and the importance of combating discrimination

Action	Service	Current Status	Planned Activity
Equality themed probationer inputs are delivered each year in partnership with WODEC in line with the leadership strategy	Edu	Ongoing yearly inputs to support probationer development	
Holocaust Memorial Day 27 th January 2026.	Edu	<p>Event featured performances including music, drama, dance and poetry from several Glasgow Schools and a variety of speakers on this year's theme of "Bridging Generations".</p> <p>GFT and GCC links 3rd February 2026 Sense over Sectarianism and Glasgow Film Theatre offered Glasgow schools the opportunity to visit the GFT and view films associated with the holocaust and subsequent genocides.</p>	Continued programme of Learning.
Comprehensive delivery programme of schools-based Sense over Sectarianism educations.	Edu	<p>Compromising of SOS workshop direct delivery & class teacher delivery of novel study The Divided City.</p> <p>Delivery of CPD opportunities to teaching staff, CLD Practitioners and school partners such as Police Scotland.</p>	

OUTCOME 10

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

General Duty: Advancing equality of opportunity

WHY WE HAVE PRIORITISED THIS OUTCOME

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

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

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

HOW WE WILL DELIVER THIS OUTCOME

Areas that will be considered for potential action, but not limited to:

- Take forward teaching and learning initiatives and activities which support all learners.
- To continue to improve attendance through targeted support and universal campaigns.
- Further develop and enhance wellbeing initiatives
- Ensure Glasgow's pedagogical approaches take account of all learners

HOW WE WILL DELIVER THIS OUTCOME

	<ul style="list-style-type: none"> • Continue to support targeted programmes and initiatives to improve the attainment and achievements of all children and young people. • Continue to work with wider statutory and voluntary organisation and partners to support improvements in schools for all children and young people. • Continue to develop personalised learning pathways in partnership with 3rd sector and voluntary organisations.
Linked Strategies and Plans:	<p>All Learners All Achieving All Learners All Achieving - Included Nurtured Supported Audit Scotland ASN Report Education Equalities Working Group Action Plan</p>

Action	Service	Current Status	Planned Activity
<p>To provide high quality support for EAL and school staff to improve outcomes for EAL learners.</p> <p>To promote equalities across all protected characteristics to enhance the learning experience for all learners</p>	Edu	<p>The EAL service continues to work to enhance the learning and teaching for bilingual learners from early years to secondary.</p> <p>School based EAL teachers who are allocated directly to establishments work directly with young people and school staff.</p> <p>EAL leaders of learning and senior leadership team work in an area model to build capacity across the city.</p>	<p>EAL LOL team support schools through placement looking at the following areas:</p> <p>Whole school EAL data including English Language Levels EAL pedagogy and practice, including promotion of first language</p> <p>Family engagement EAL transitions/new arrivals.</p> <p>Digital tools for EAL learners ESOL EAL and ASN Race and Anti Racism</p>

Action	Service	Current Status	Planned Activity
<p>To enhance CLPL opportunities for all staff at all levels to develop an understanding of disability discrimination and visibility. – working group to create calendar of events for CLPL, including case studies.</p>	<p>Edu</p>	<p>ASL Coordinators meetings have started with a continued focus on learning and peer support. Recent meeting focused on ALAA Policy and roles of coordinator and SfLW.</p> <p>INS event and work of Inclusion DHTs. Update Calendar of CLPL events to be planned from different organisations – network/spotlight sessions for all staff. This to enhance partnership working.</p>	<p>Collate & review data from CLPL programmes in overview report bi-annually (Dec & Jun)</p>
<p>To develop approaches in work to support Neurodiverse staff</p>	<p>Edu</p>	<p>Explore what is ongoing nationally for education e.g. NAIT and strategic policies/guidelines from other local authorities in order to review current Glasgow policy and update.</p>	<p>Create subgroup including HR rep</p>