



Glasgow City Council

Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee

Report by Chief Executive

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Item 3

13th April 2023

## Equality Outcomes 2021 – 2025 Mainstreaming Report

### Purpose of Report:

This report presents progress on the Council's actions to mainstream equalities and the progress against its Equality Outcomes 2021 - 2025. It is a statutory requirement of the Equality Act 2010.

### Recommendations:

The Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee is asked to:

- Consider and note the progress towards mainstreaming equality into service delivery.

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes  No  consulted: Yes  No

### PLEASE NOTE THE FOLLOWING:

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## 1 Purpose

1.1 As part of the council's statutory requirements under the Equality Act 2010, this report on Part I of the Equality Outcomes update presents report on the council's mainstreaming of equality into service delivery and 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 II of this Equality Outcomes report detailing progress against those specific actions will be presented to the Operational Delivery Scrutiny Committee in May; 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. Mainstreaming Equality Summary

3.1 The Council is required to have appropriate governance in place to develop policy and practice, monitor implementation of its Equality Outcomes and related performance.

3.2 The report outlines the robust arrangements in place across the Council Family Group to ensure compliance with the duty, the sharing of good practice and a consistent approach, where required. Among some of the key areas are:

- A City Convener for Equalities, who links in with key strategic leads from Chief Executive Department and other Services as appropriate.

- An Equality Working Group of senior officers representing each Service and ALEO
- Continued collaborative working with the Glasgow Community Planning Partnership and active links to the Community Planning Equality Working Group, and also with the Health and Social Care Equality (HSCP) Working Group.
- Re-commencing the BSL User Reference Group for users of British Sign Language (BSL) to support the implementation of Glasgow's local action Plan for BSL; and to increase accessibility across the Council Family.
- Re-commencing face to face Equality Impact Assessment (EQIA) training sessions to support and assist decision making processes.
- Addressing the legacy of Covid 19 and the emerging impacts of the Cost of Living Crisis.

3.3 The governance and monitoring arrangements also include an approach to conducting Equality Impact Assessments (EQIAs) shared across the Council Family Group.

3.4 As noted the **Equality Working Group** reports and updates on any further action to improve mainstreaming; or further work to deliver the Equality Outcomes, by our Services and ALEOs. This also provides a forum for impact evaluation, and timely consideration of equality as part of policy development through the EQIA process.



# **Equality Mainstreaming Report 2023**

**Mainstreaming Equality in Service Delivery**

Glasgow Council Family  
Equality Mainstreaming Report 2023

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

Email: [equality@glasgow.gov.uk](mailto:equality@glasgow.gov.uk)

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

# PART I

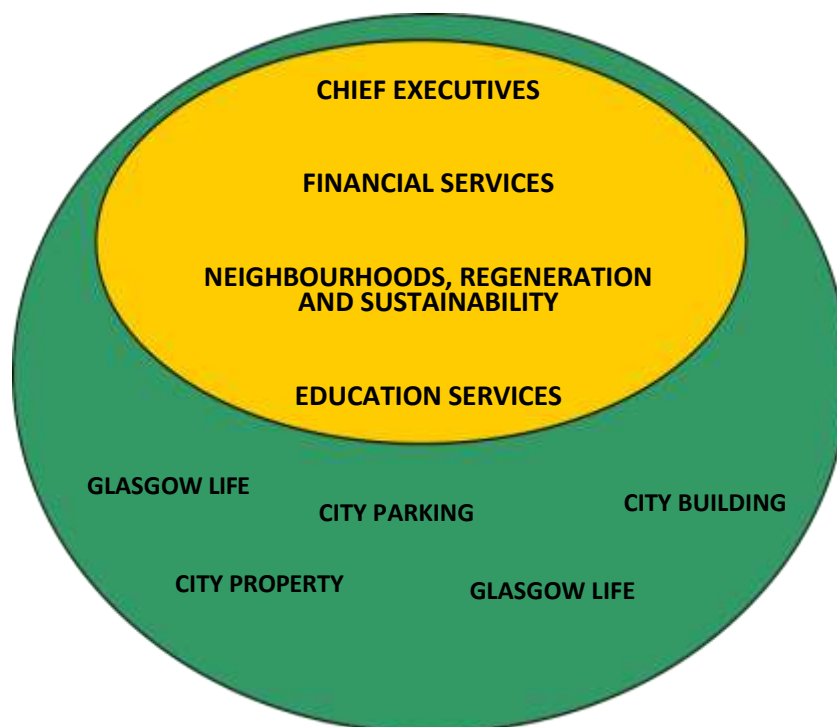
## Mainstreaming Equality in Service Delivery

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### 1.1 Introduction

- 1.1 This is the mid-term report on Glasgow City Council Family's mainstreaming of equality into service delivery and progress towards the [Equality Outcomes 2021-2025](#). It describes what steps have been taken to integrate equality into day-to-day activities, building on the original outcomes as published in 2013 and the second set of outcomes were published in 2017. The Equality Act 2010 introduced a new public sector general equality duty that combined the existing legislation requiring 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: age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex and sexual orientation, and marriage and civil partnership.
- 1.2 The Council Family is the business model through which the Council delivers services to the people of Glasgow (see diagram 1 below). It is a model based on a group of directly provided services and wholly and jointly owned companies that share core key objectives, priorities and values, the arms-length organisations (ALEOs). Although the ALEOs are not bound by the Public Sector Equality Duty, they have agreed to deliver the Council's policy and Equality Outcomes as part of the Council Family. They are also required to address Poverty and Inequality, and ensure services adhere to the Human Rights Act.

### 1.3 The Glasgow City Council Family of Organisations 2021-2025



- 1.4 It should be noted since the outcomes were published that there were several structural changes which have resulted in a more effective and streamlined service. These changes included services such as Cordia being [transferred back into appropriate areas of Social Care Services and Glasgow Life](#). Appropriate elements of Community Safety Glasgow were also transferred into the Neighbourhoods, Regeneration and Sustainability (NRS) Department. It should be noted that in order to assist the tracking of progress; these areas will still be referred to by their original service names where necessary.
- 1.5 The report explains the overall approach to equality and provides specific examples of good practice in each service area within the Council Family, including; Human Resources, Neighbourhoods, Regeneration and Sustainability, Glasgow Life, Education, Chief Executive and Community Empowerment. It reflects how the Council Family has sought to embed Equality as part of its day to day approach and operational considerations.
- 1.6 The Equality Act 2010 stipulates that public authorities must publish Equality Outcomes every 4 years, which include targets and actions the Council Family Group will take to reduce inequality. As noted above, the Council published its first set of Outcomes in 2013 based on the findings of an evidence review and developed in consultation with equality groups. They do not encompass all the work the Council Family does to reduce inequality in the city. Instead, they reflect what are the priorities and form the framework on which the Council Family has built its equality agenda in 2017.
- 1.7 This report represents the Part I of the Equality Outcomes Report. Part II of this report will be presented to the Operational Delivery and Scrutiny Committee to provide the statutory update on progress towards the Equality Outcomes.

## 2.1 Equality: The Glasgow Context

2.1 Glasgow is Scotland's largest and most diverse city with a population of 627,479, updated in June 2022. The city has the largest [growing and growing percentage of black and ethnic minority population](#) (12%) of all major Scottish cities. In reference to the [Mid-2021 Population Estimates Scotland](#), International Immigration was the highest in cities such as Glasgow, Edinburgh and Aberdeen.

2.2 The latest [Scottish Surveys Core Questions 2019](#) notes that [24% of people in Glasgow have a limiting long term physical or mental health condition or illness](#) compared to an average 25% in Scotland. This reflects an increase in the national figure on the last report and a slight drop in the Glasgow figure from 24.9%. There are over 84,265 people living in Glasgow who are over the traditional retirement age of 65 years, a slight increase of 293 on the figure recorded in the latest report, which is the 2019 report.

2.3 Despite the work undertaken over the life of the Outcomes there are still significant challenges for the poorest and most disadvantaged people in the city, and for those who face barriers because of their race, gender, age, disability, sexual orientation, or religion and belief. To ensure that equality is considered at all levels of service delivery and decision making, the Council Family agreed a Statement of Intent for Equality as part of the Equality Outcome 2017-21 that sets out its policy approach which still applies to the new 2021-25 outcomes, which can be summarised below:

*Glasgow City Council will not tolerate inequality and discrimination in the city and will take action to address the underlying causes and support its most vulnerable citizens. In particular, the Council will work to eradicate hostility, prejudice and violence that continue to be manifested against particular groups.*

2.4 The experience of inequality and its impact on life experience is complex. Some people may fit within a protected characteristic but may not define themselves that way. Similarly, other people may define themselves by more than one protected characteristic and experience multiple inequalities and discrimination. It is important that protected characteristics are not each viewed separately, but that the connections and their collective impact are considered. Socio-economic status also increases gaps in equality, and in line with the [Fairer Scotland Duty Interim Guidance](#), must now be considered for the potential multiplying effects it may have on protected characteristics. There is evidence to indicate that people live in deprived areas have poorer physical and mental health. For example; Life expectancy for females is 10.5 years longer in the least deprived areas compared to the most deprived areas in Scotland. For males, that difference increases to 13.7 years.

2.5 To mitigate the effects of inequality, Glasgow City Council has been committed to delivering its Equality Outcomes within a policy framework that ensures that the Council Family is:

- Mainstreaming equality in all aspects of policy development and decision making, thereby demonstrating leadership
- Embedding equality impact assessments into policy, service planning and decision making
- Contributing to the development and use of a robust evidence base, which identifies the underlying causes of inequality and supports the activity by which these are addressed



- Actively engaging with communities in order to understand their perspectives, concerns and priorities
- Using the framework provided by the Equality Act 2010 and the specific duties set by the Scottish Government to mainstream equality within the day to day work of the Council Family and in working with our Community Planning Partners.

## **2.6 Equality: The Impact of COVID-19 and Cost of Living Crisis on Equality**

- 2.7 It is widely acknowledged that the impacts of the coronavirus pandemic are significant and unequal. This is both from the effects of contracting COVID-19 and the restrictions and lockdown measures required to control the spread of the virus. The impacts of COVID-19 have compounded existing inequalities with many protected groups experiencing increased risk from health impacts, mental health and economic disadvantage. Each of these factors can be further heightened by intersectionality of protected characteristics or socio-economic disadvantage. Further information on the impacts that have been identified, so far, of COVID-19 on equality can be found on the [Scottish Government website](#).
- 2.8 There is opportunity as part of recovery and renewal to tackle many inequalities and ensure that equalities are at the forefront of any goals. Equality and poverty will be considered as part of Glasgow's renewal plans and specific actions identified to measure the new equality outcomes for 2021 to 2025.
- 2.9 Across all Council Family Services there were several co-ordinated responses to protect the vulnerable (not all of which are detailed here). But among those to note were the co-ordination of the Shielding Programme; which delivered supports for many older and vulnerable people in the city and helped to reduce social isolation. The provision of laptops and iPads and IT supports (including web access) to pupils who required it in order to respond to the ongoing challenges presented by online learning. Specific COVID-19 safety training undertaken by HSCP homecare staff in order to safeguard them and the vulnerable people they continue to support. Homecare staff also adhere to twice weekly testing regime; and have strict safety protocols in place, for staff training.
- 2.10 Not all of these were intended as specific direct responses to the needs of those with protected characteristics; however; they have undoubtedly positively impacted many who are most vulnerable in our city.
- 2.11 Some of the structures employed to support vulnerable members of the community have informed the [Glasgow Helps](#) response as outlined at this Committee in August 2022. This response is a key part of the Council's ongoing focus on the [Cost Of Living Crisis](#); and cuts across many of the protected characteristics. In particular for children and their families; the Glasgow Child Poverty Pathfinder which aims facilitate more comprehensive access for successful early intervention.

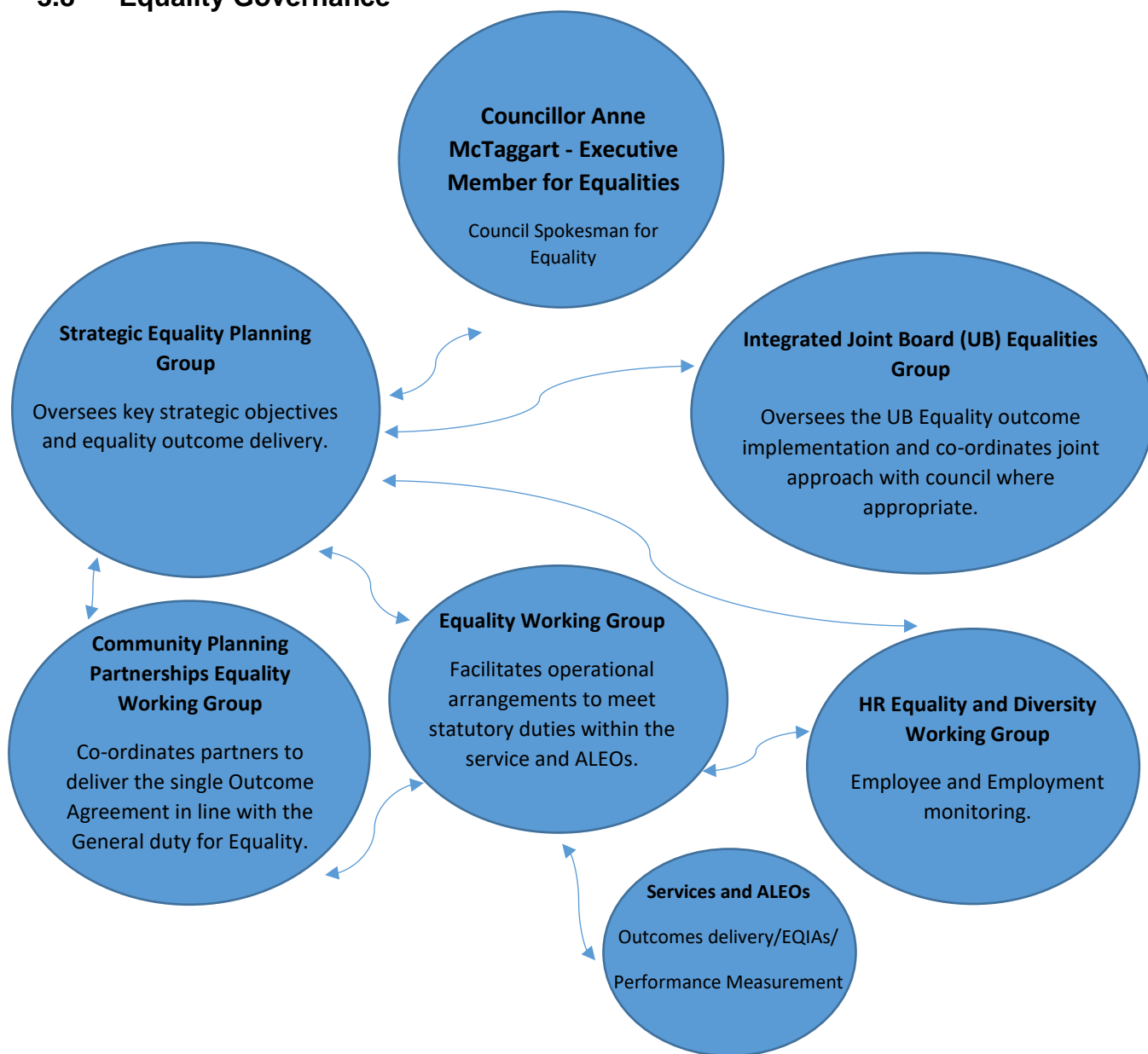
## **3.1 Leadership, Structure and Partners**

### **3.2 Governance and Management**

- 3.3 The activities highlighted in the remainder of the report are focused on the key activities that have been undertaken in the full period of the Equality Outcomes implementation (2021-2025).

- 3.4 The Council Family mainstreams equality in all aspects of policy development and decision making, in particular in its embedding of Equality Impact Assessment as a tool for enhanced decision making.
- 3.5 All scrutiny and policy development committees have embedded equality in their remits. Reports to committee regularly highlight equality issues through the inclusion of an equality consideration on all committee report templates. This consideration is linked to the Equality Impact Assessment process, and also reflects on Socio Economic and Human Rights considerations.
- 3.6 The [Community Planning Partnership](#) has also been responsible for co-ordinating the city-wide partnership approach to supporting General Duty for equalities, and seeks to embed Equality Outcomes through its own Equalities Working Group and its links to Locality Action Planning and support to organisations.
- 3.7 The Integration Joint Board, has developed its own specific [Equality Outcomes](#); and continues to support the work of Glasgow City Council by linking into Strategic Equality Planning Group, which enables the co-ordination of actions and responses related to GCC Equality Outcomes; where appropriate.

**3.8 Equality Governance**



- 3.9 The Council has appointed an Executive Member for Equalities, who chairs the Strategic Equality Planning Group (a meeting of key senior officers from across the Chief Executive's Department and other Council Family leads as appropriate).
- 3.10 At an operational level, an officer group EWG (Equality Working Group) with representatives from all services and ALEOs is responsible for coordinating the Council Family Group response to the Equality Act 2010, and for driving the Equality Outcomes and related policy areas. Policy links are also made to the Glasgow Community Planning Partnership Equality Working Group.

### **3.11 Equality Outcomes**

- 3.12 The Equality Act 2010 contained a new stipulation that public authorities must publish a set of Equality Outcomes. The 14 related Equality Outcomes 2021 – 2025 form the basis of equality work by the Council Family and reflect the priorities identified in consultation with equality groups. Each outcome has been aligned with the Strategic Plan theme it supports, actions and short-term and long-term measures. An update on the Council Family's progress towards delivering the Equality Outcomes is included in part II of this report.
- 3.13 Glasgow City Council also established a [Poverty Leadership Panel](#) to bring together organisations, as well as individuals who have been directly affected by poverty, to co-ordinate key organisations with a focus on mitigating and reducing the impact of deprivation. Panel members include people with direct experience of poverty as well as representatives from organisations like Glasgow Housing Association, Glasgow Disability Alliance, Scottish Human Rights Commission, Ethnic Minorities Law Centre and the Federation of Small Business.
- 3.14 The panel published the [People Make Glasgow Fairer Strategy](#), outlining the significant challenges Glasgow faces addressing deprivation, and those outcomes prioritised to assist services reducing the impact of poverty and close the gap between Glasgow and the rest of Scotland. The panel will continue to be a key partner in addressing the [Fairer Scotland Duty](#) as the framework for reporting is developed with the Improvement Service.
- 3.15 Glasgow has also been involved in direct feedback on the implementation of the Duty; through the EHRC in 2020-21; looking at how a consistent framework could be constructed across local authorities in Scotland.
- 3.16 However due to the COVID pandemic face to face meetings were cancelled and the PLP continued with the quarterly meetings via Microsoft Teams. This led to a continuous reduction in attendance and a decision was made to postpone online meetings until face to face was possible and a monthly PLP newsletter was issued to keep members up to speed with all the tackling poverty projects and policy and research updates. Unfortunately, due to lack of input the PLP Newsletter eventually ceased.
- 3.17 The co-chairs of the PLP agreed that members should be asked for their thoughts on the future of the PLP. This review will commence on 30<sup>th</sup> May 2023 with a view of having a report reviewed by the PLP co-chairs; Innocent Jakisa of the Community Activist Panel and Councillor Bell at the end of recess.

### **3.18** The Equality Outcomes 2021-2025 set out the following outcome areas:

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 other 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.
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. The Glasgow City Council has progressed LGBTI+ inclusion in the workplace.
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 tackling forward this approach.
14. Glasgow City council (Education Services) has continued to improve outcomes in relation attainment and achievement for children and young people including those experiencing socio-economic disadvantage, those for whom English is not their language, those who identify as black and minority ethnic and disabled children and young people.

### **3.19** Training

**3.20** We continue to provide all our staff with access to appropriate training to ensure that we build staff confidence, and professional assurance, to deliver high quality accessible

services to the people of Glasgow. For example, from April to March 2022, 364 staff attended the 'Autism Spectrum Condition Basic Awareness' course, 193 staff attended 'Dementia Basic Awareness' course and 268 staff attended 'Equality and Diversity' course. During and after COVID 19 we have ensured that staff have access to online supports, and these have become more accessible with the roll out of mobile ICT to staff who are not permitted to attend the office environment.

- 3.21** Since the development of the original outcomes, elected members have also been prioritised to attend equality awareness training, and it is now part of the elected member mandatory training. Half-day training sessions have been facilitated by external trainers.
- 3.22** The Council has an agreed core standard for equality training and plans to augment this training with briefings and awareness sessions on specific topics. Training courses for employees are provided online through the e-learning platform or, where appropriate, and in line with current restrictions, delivered through classroom-based training. All services have a commitment to development of training on equality and will supplement the core standard as relevant for different staff roles, for example, the Glasgow Centre for Independent Living delivered disability etiquette awareness sessions for staff in Social Work Services. In line with Glasgow Council's Equality Outcomes, we have partnered with several training providers to source a range of training opportunities. Training such as Equality, Diversity and Inclusion which is available to employees, and as of January 2023, an array of training has been scheduled, covering topics of Disability Equality for front line employees, Dementia Awareness, Unconscious Bias in Recruitment and [more](#).
- 3.23** The Council also provides Equality Impact Assessment (EQIA) training to enhance key decision-making processes in the Council. Since the third set of outcomes were published in 2021, significant numbers of staff across the entire Council Family have been trained in Equality Impact Assessment. Elected members across all political parties have also been trained, and refresher training will also be offered later this year. This has provided greater scrutiny of EQIA, and a helped to embed Equality consideration into decision making. As a result of COVID 19 restrictions, no consistent face to face training took place from 2020 to 2021, and an online EQIA module of training was developed for Elected Members and staff in November 2020. Since the easing of restrictions regular face to face training recommenced in November 2022; and a full schedule of monthly training is being undertaken for 2023.
- 3.24** The development of the Council's approach to Climate Change Impact Assessment will necessarily look to include EQIA as part of its approach and the ongoing development of this will be notified to Committee.
- 3.25 Implementation and Monitoring**
- 3.26** The Governance and Management section above outlines how progress towards mainstreaming equality and the delivery of the Outcomes is coordinated and monitored. To implement the council family approach to meeting the Public Sector Equality Duty, each council service and ALEOs has a lead officer for equality. The General Purposes City Policy Committee considers equality policy issues and the Operational Performance and Delivery Scrutiny Committee considers equality performance issues.
- 3.27** This report will be published website in April 2023, and the full report will be published after consideration by the City Administration Committee. The Council is bound by the public sector duty of the Equality Act 2010, and the entire Council Family, including arms-length organisations, has agreed to deliver the Equality Outcomes.

- 3.28** The Equality Outcomes include both long-term and shorter-term performance measures to enable the Council Family to track progress of delivery. Services are asked to embed performance monitoring of progress towards the Equality Outcomes into performance management arrangements. Corporately, equality issues are reported in the Council Annual Performance Report.
- 3.29** Every Council service prepares an Annual Business Plan (ABP) formerly known as the ASPIR. This report contains a progress and performance update in relation to key priorities. It also sets out future priorities and how these will be achieved. ASPIRs are reported to the relevant Policy Development Committee. Within the ASPIRs, services are asked to summarise the key findings and response to [Equality Impact Assessments](#) (EQIAs) that have been conducted during the year and set out the planned EQIAs for the upcoming financial year.

## **4.1 Evidence and Information**

### **4.2 Consultation and Research**

- 4.3** A comprehensive list of demographic questions are asked in every consultation or survey carried out by Glasgow City Council. The [consultation statement](#) sets out the commitment to ensuring that all relevant groups and communities with an interest or who are likely to be affected by an issue will have the chance to participate in a consultation. The Council makes materials available in different formats if needed, for example using a large print or another language. The Council also uses alternative methods of consultation, such as focus groups, to ensure that a wide range of views are represented.
- 4.4** The [Glasgow Household Survey \(GHS\)](#) is used by the Council Family to measure and track residents' use of and satisfaction with key services provided by the Council and its partner organisations. The survey is carried out annually and consists of 1,000 interviews across the city. A fresh demographically representative sample is used for every survey. Each respondent is asked a comprehensive set of demographic questions. The latest report was released in August 2022.
- 4.5** The information that is collected through surveys is analysed by age, disability, gender, race, religion or belief and sexual orientation and is routinely done so to assess if there are differential results reported by different groups. For example, from this analysis the Council knows that Black and Minority Ethnic residents have a higher satisfaction levels with council services (66%) as non BME (46%), despite an overall decline in this satisfaction measure. In addition, every two years, the GHS includes an additional booster sample of interviews carried out among residents from black and ethnic minority groups. The results and analysis are reported across the Council, to elected members and the GHS reports are published on the Council's website.

### **4.6 Engagement**

- 4.7** The Council actively engages with communities in order to understand their perspectives, concerns and priorities. An example is the Glasgow Equality Forum (GEF), which brings together representatives from the voluntary sector, equality networks, and other

organisations, who meet with community planning partners to discuss areas of mutual interest and help to shape and inform strategy and policy development.

- 4.8** Membership of the Forum is structured to provide knowledge and experience of the issues and experiences of people across the range of protected groups. Many of the networks and organisations have broad membership bases, which inform their contribution. The current membership of the Forum includes:

[Glasgow LGBTI+ Voluntary Sector Network](#)

[Glasgow Disability Alliance](#)

[Glasgow Women's Voluntary Sector Network](#) (co-ordinated by Wise Women)

[Glasgow Voluntary Sector Race Equality Network](#) (co-ordinated by CRER)

[CEMVO Scotland](#)

**Associate members:**

[Faith in Community Scotland](#)

[Scottish Refugee Council](#)

[Age Scotland](#)

[WSREC](#)

[Interfaith Glasgow](#)

[Amina MWRC](#)

- 4.9 In addition, the network in partnership with the Council convened an LGBTi+ working group drawing on the LGBTi+ network, to facilitate closer engagement with public sector organisations on the delivery of outcomes for the community. The group has also overseen the establishment of Task Group to look at options for an LGBTi+ Hub in the City, linking to City Property and other relevant partners to explore practical options for the delivery of this outcome.
- 4.10 The Council also jointly supports the online [Equality Updates](#) (along with Glasgow Council for the Voluntary Sector). The Update consists of an e-bulletins and a web presence designed to raise awareness of and promote equality issues in Glasgow. Information is shared in relation to jobs, sources of funding, events and research.
- 4.11 Through the Integrated Grant Fund, the Council supported a range of third sector organisations that work to tackle discrimination and inequality and promote good relations. This included funding for equality networks and organisations, work on integration, and funding of services that complement and enhance Council Family Group services. The development of The [Glasgow Communities Fund](#) (referred to as the 'Fund'), was introduced in October 2022, offering a 30-month programme of grant funding support to third sector organisations up to 31<sup>st</sup> March 2023. In the first phase of the programme, the fund has supported almost 300 organisations to deliver diverse programmes of activity at a city-wide and local level to the value of over £47m. Phase 2 of the fund will run from 1 April 2023 until the 31<sup>st</sup> March 2026.
- 4.12 The Council also understands its obligations as an employer continues to support the [Equality and Diversity Group](#) to promote and support the message of diversity and inclusion within its own staff groupings, by using Diversity Champions to drive the message of equality across the Services and ALEOs.
- 4.13 There are several other networks or groupings at council service level that reflect this networking approach. One such example is the continued development of the [Glasgow Transport Strategy](#) (GTS);

- The GTS for the city of Glasgow aims to set a clear direction for transport policies, projects and investment up to 2030. It is the overarching transport strategy for the city by Glasgow City Council. Social inclusion cannot be achieved without a transport system that allows all communities to participate fully in the opportunities our city offers.
- The GTS will be delivered through the support of the Active Travel Strategy, City Centre Transformation Plan and Liveable Neighbourhoods Plan. The strategy responds to Glasgow's net zero carbon aspiration for 2030, as well as a city target to reduce car vehicle kilometres by at least 30% by 2030 (over a 2019 baseline).
- For more information on this strategy, please refer to [www.glasgow.gov.uk/transportstrategy](http://www.glasgow.gov.uk/transportstrategy)

4.14 The Scottish Council Equalities Network (SCEN) is also a key forum for Glasgow and other authorities to engage and share good practice and relevant equality information. Usually two representatives from Glasgow City Council attend a meeting every 3 months with SCEN and is regularly a host.

4.15 Since the last Mainstreaming Report, there have been areas of activity that have been brought to light which require much needed focus. These are areas where evidence continues to be gathered and approaches are still being developed. However; the continuing progress will be reported on. These include:

Engagement with officers to consider the most appropriate actions to support considerations around applying a Gender lens on Budgeting and City Development. Linked to this; the scheduled review of EQIA Guidance in April and May 2023 will allow emerging Scottish Government recommendations on the Public Sector Duty to be included in the future EQIA framework going forward, and which will also present opportunities for these lenses; noted above, to considered.

Progress by the Slavery Legacy Cross Party Working Group; around public consultation and ongoing engagement, was updated to this [Committee in January 2023](#); as work continues to address the Legacy of Slavery in the city; highlighted in the [Glasgow, Slavery and Atlantic Commerce: An audit of Historic Connections and Modern Legacies](#).

#### 4.16 Forum of Faiths

Originally founded in 2002, the Forum was [reconstituted in 2020](#) in order to improve ongoing dialogue and directly raise matters relevant to faith groups, that could inform the Council's approach to the Public Sector Equality Duty.

The purpose of the group as agreed at the first meeting in August 2020 is to:

- Provide discussion on social issues;
- Promotion of good relations/community cohesion
- Visits (when possible) to places of worship
- Assistance to multi faith civic ceremonies
- Provision of advice to public bodies
- Acting as a consultative forum on local issues for local government
- Directly link faith groups to the civil and policy infrastructure of the city.



As work develops across these areas; we will, as noted previously, reflect on their development, scope and activities, in all future Outcomes progress updates.

Since the easing of restrictions and the election of a new Lord Provost; the most recent meeting was held in February 2023, whereby the Forums of Faith members met the Lord Provost and had discussions surrounding the impacts of COVID, warm spaces and generally, to identify the current needs of each unique communities. These meetings will be organised quarterly and/or annually, depending on updates and availability.

## **5.1 Access to Services**

## **5.2 Accessible Services**

**5.3** The Council has taken a number of steps to address barriers to communication in participation and accessing services. A number of these are included in part II of this report that set out the progress towards the Equality Outcomes. The paragraphs below provide some examples of specific approaches the Council Family Group undertakes to address barriers to access.

## **5.4 BSL Action Plan 2018-2024**

**5.5** A key development since the outcomes were published in 2017 is the publication of the [BSL Action Plan 2018-2024](#) in October 2018, which involved extensive consultation with the BSL community, services and stakeholders. This plan challenges the Council Family to improve accessibility for the BSL community. A [BSL User Reference Group met in October 2019](#) to provide a direct link to the community and reflect the priorities of the community as the Council Family seeks to implement the Action Plan. It had been planned to reconvene the group on an annual basis, however the COVID response has interrupted this, although the group continues to be contacted directly both as part of our direct [COVID response in 2020](#).

**5.6** Following on from the Action Plan, and after engagement with BSL Stakeholders, a BSL event is being organised by the Chief Executive Department for May 2023. This event will establish re-engagement with the BSL community, to ensure their needs as a community are reflected in our updated Action Plan and appropriate support and/or resources can be obtained.

**5.7** Related to this; the Centre for Sensory Impaired, supported by the Council in partnership with the Royal National Institute for the Blind (RNIB), provides a range of services for people with sensory impairments. This includes the provision of materials in different formats and specific support through the provision of interpreters to the BSL community. The Council provides some information about its services in British Sign Language (BSL) on its website and is looking to further develop its approach in line with the BSL Action Plan.

## **5.8 2023-2028 Gaelic Language Plan**

**5.9** Gaelic usage within Glasgow City Council and Glasgow Life has been increasing on year via various projects and initiatives to service the Ghaidlig speaking community in the city.

**5.10** It should be noted that the 2022 Gaelic Economic in Glasgow research study demonstrated that Gaelic contributed to over 700 FTE jobs and £21.6m GVA to the Glasgow economy. Raising awareness via undertaking research, facilitating internal and external training continues, and research has shown that interest in learning Gaelic among staff from across the Council continues to increase. Most recently, [Glasgow City Council's Gaelic Language Plan 2023-2028](#) has been approved by the City Administration Committee on the December, 2022.

**5.11 Employability**

**5.12** City Building's supported business [RSBi](#), offers employment facilities to employees with disabilities. This includes Work Choice positions, which offers opportunities for people with disabilities on a rolling programme, which facilitates progression for disabled employees into mainstream employment.

**5.13 Other Areas of Accessibility**

**5.14** The Council; through its Financial Inclusion team, and with its partners at MacMillan Cancer support continues to assist cancer patients linking up services through needs assessment to improve the journey of those patients and provide better access to all.

**5.15** Through Neighbourhood, Regeneration and Sustainability (NRS) the Council has funded £2.7m of adaptations to Housing Association homes during 19/20. However, this allocation of £2.7m had been ring-fenced for medical adaptations to housing association homes during [2020/21](#) due to the vulnerable nature of the client group, many of these adaptations were delayed. Most recent update, the Glasgow Affordable Housing Supply Programme takes into account the priorities identified within 2 key strategic documents, [Glasgow's Housing Strategy 2017-2022 and Strategic Housing Investment Plan \(SHIP\) 2021-2026](#).

**5.16** The Linguistics team, as part of the HSCP, provides face to face interpreting, telephone interpreting and translation for citizens accessing Social Work Services and Education Services. The service currently supports around 70 languages across the city. We continue to support the increased diversity of communication in the city and respond to requests for certain languages. For example, the demand for Ukrainian interpreters has increased dramatically, due to the number of Ukrainian refugees within the City.

<b>Services provided: 01 April 2022 – 31<sup>st</sup> December 2022</b>	
<b>Total</b>	<b>8,061</b>
Internal: Social Work Services	4,206
Internal: Education Services	1,333
Internal: Other (private)	2,154
External: Other Council Services and External Agencies	368

**5.17** 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 Caledonian University. 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 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 in 2022, highlighted that 241 homecare new starts had this course delivered to them.

5.18 Glasgow ESOL partners continue to use the central register to recruit for ESOL learning classes which avoids duplication, provides a single point of access and gives a better picture of what the needs are in the City. Learning classes have switched to online since COVID and have remained online, as evidence conveys a higher attendance rate. Total courses delivered between April 2022 to mid-March 2023 were 136, with 5934 attendance.

## 5.19 Equality Monitoring

5.20 Equality monitoring enables the Council to analyse how different people use and experience services, highlights any issues and understand how services work, in order that action to improve service provision may be taken. The following examples illustrate how the Council collects and uses equality monitoring information to deliver services.

5.21 The CareFirst management information system utilised by Social Work Services continues to capture information on every service user's ethnicity, age, and gender, as well as their main client group to determine the type of disability or disabilities. There is also optional information collected on first language and religion. This classification information is built into operational reports that will show service activity by client and their equality characteristics. In turn this allows the department to monitor uptake of service and service activity by these characteristics.

## 5.22 Equality Impact Assessments

5.23 The Council continues to embed equality into policy, service planning and decision making through the application of an [Equality Impact Assessment \(EQIA\)](#) approach, which ensures that equality is considered at the start of a policy or service development. The EQIA considers how protected characteristics, socio economic deprivation, and human rights should impact our decision making and how a proper understanding of each of those elements as part of a decision-making process, enhances the outcome of that decision.

5.24 The Equality Impact Assessment documentation and process are used by the whole Council Family. All services and ALEOs are asked to report on completed EQIAs and note those planned for the upcoming financial year. Services comply with this by including the information as part of the Annual Service Performance and Improvement Report (ASPIR), which are published annually. All completed EQIAs are published on the [Council's website](#)

5.25 The EQIA process is also integrated into the Budget Strategy. The equality impacts of all budget options are assessed and the findings presented to elected members. These were summarised within the appendix to the [Budget Report](#).

- 5.26 The [EQIA guidance and assessment tool](#) was revised in July 2021, to reflect the Fairer Scotland Duty, and the need to reflect specifically on Human Rights implications in course of Impact Assessment. During 2019-2021, EQIA training was delivered online, due to the restrictions of COVID. As of 2022, EQIA training in person has restarted and occurs between 9-11 times a year to ensure all staff across the Council Family can attend. The structure of this training includes presenting information and guidance, followed by a practical example, whereby employees are asked to work in groups to discuss and identify impacts of this example.
- 5.27 At present, the chief Executive Department are developing a Climate Change Impact Assessment Form, which is currently at the testing stage and will be trialled later this year, 2023.

## 6.1 Council Workforce Equality Monitoring

- 6.2. As an employer, the Council aims to achieve equality and diversity in its workforce, we want to be a sensitive and understanding employer, creating a workplace where everyone is respected. The Council monitors its workforce across multiple profile areas including by gender, ethnicity, disability, and salary. Tables providing a summary of this information as at quarter 3 2022/23 (December 22) are included as appendix A and B below. Detailed monitoring information for the Council and Education Services (the Education Authority which we are required to publish separately) will be published on the [Council's Website](#) for year end 2022/23 in due course.

The analysis presented is based upon what is known about the workforce and where employees have chosen to disclose their information across the protected characteristics (as at December 2022). HR Teams have since 2015 been focussed on encouraging employees to update their personal information, this has resulted in an improvement in disclosure across all protected characteristics since 2015. [March 2022 data](#) showcases non-disclosure rates are high for sexual orientation and religion and belief (57.6%) and disclosed rates as 42.4%. Therefore, the information does not include analysis for these characteristics. Full details are available on the Council's Website [here](#). The work to improve disclosure rates will continue.

### 6.3 Workforce Profile by Ethnicity

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%	316
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
<b>Total Workforce</b>							
	<b>20,616</b>	<b>73.8%</b>	<b>963</b>	<b>3.4%</b>	<b>6,358</b>	<b>22.8%</b>	<b>27,937</b>
<b>Total Full Time Workforce</b>							
	12,708	75.4%	487	2.9%	3,656	21.7%	16,851
<b>Total Part Time Workforce</b>							
	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)

#### 6.4 Workforce Profile by Disability

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
<b>Total Workforce</b>	<b>766</b>	<b>2.7%</b>	<b>11,986</b>	<b>42.9%</b>	<b>15,185</b>	<b>54.4%</b>	<b>27,937</b>
<b>Total Full Time Workforce</b>	<b>508</b>	<b>3.0%</b>	<b>6,999</b>	<b>41.5%</b>	<b>9,344</b>	<b>55.5%</b>	<b>16,851</b>
<b>Total Part Time Workforce</b>	<b>258</b>	<b>2.3%</b>	<b>4,987</b>	<b>45.0%</b>	<b>5,841</b>	<b>52.7%</b>	<b>11,086</b>

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

## 6.5 Workforce Profile by Gender

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
<b>Total Workforce</b>	<b>7,117</b>	<b>25.5%</b>	<b>20,820</b>	<b>74.5%</b>	<b>27,937</b>
<b>Total Full Time Workforce</b>	<b>6,016</b>	<b>35.7%</b>	<b>10,835</b>	<b>64.3%</b>	<b>16,851</b>
<b>Total Part Time Workforce</b>	<b>1,101</b>	<b>9.9%</b>	<b>9,985</b>	<b>90.1%</b>	<b>11,086</b>

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

## 6.6: Workforce Profile by Sexual Orientation

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
<b>Total Workforce</b>	<b>154</b>	<b>0.6%</b>	<b>11,511</b>	<b>41.2%</b>	<b>250</b>	<b>0.9%</b>	<b>36</b>	<b>0.1%</b>	<b>15,986</b>	<b>57.2%</b>	<b>27,937</b>
<b>Total Full Time Workforce</b>	<b>114</b>	<b>0.7%</b>	<b>6,700</b>	<b>39.8%</b>	<b>203</b>	<b>1.2%</b>	<b>21</b>	<b>0.1%</b>	<b>9,813</b>	<b>58.2%</b>	<b>16,851</b>
<b>Total Part Time Workforce</b>	<b>40</b>	<b>0.4%</b>	<b>4,811</b>	<b>43.4%</b>	<b>47</b>	<b>0.4%</b>	<b>15</b>	<b>0.1%</b>	<b>6,173</b>	<b>55.7%</b>	<b>11,086</b>

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



## 6.7 Workforce Profile by Religion or Belief.

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	52.1%	12,873
Grade 5 - 7 Total			403	5.6%					54	0.8%	164	2.3%	782	11.0%	11	0.2%			49	0.7%	1,326	18.6%	4,335	60.7%	7,141
Grade 8 Total			43	6.1%							11	1.6%	77	11.0%							104	15.0%	461	66.0%	699
Grade 9 - 15 Total			27	8.0%									26	8.3%							48	15.4%	205	65.5%	313
Other Non Pay & Grading Structure			63	13.4%							16	3.4%	84	17.9%							146	31.1%	148	31.5%	470
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%	6,438
<b>Total Workforce</b>			<b>1,446</b>	<b>5.2%</b>	<b>14</b>	<b>0.1%</b>			<b>293</b>	<b>1.0%</b>	<b>1,259</b>	<b>4.5%</b>	<b>3,780</b>	<b>13.5%</b>	<b>65</b>	<b>0.2%</b>			<b>175</b>	<b>0.6%</b>	<b>5,026</b>	<b>18.0%</b>	<b>15,807</b>	<b>56.6%</b>	<b>27,937</b>
<b>Total Full Time Workforce</b>	<b>17</b>	<b>0.1%</b>	<b>897</b>	<b>5.3%</b>	<b>17</b>	<b>0.1%</b>			<b>105</b>	<b>0.6%</b>	<b>544</b>	<b>3.2%</b>	<b>2,179</b>	<b>12.9%</b>	<b>29</b>	<b>0.2%</b>			<b>105</b>	<b>0.6%</b>	<b>3,006</b>	<b>17.8%</b>	<b>9,946</b>	<b>59.0%</b>	<b>16,851</b>
<b>Total Part Time Workforce</b>			<b>549</b>	<b>5.0%</b>	<b>13</b>	<b>0.1%</b>			<b>193</b>	<b>1.7%</b>	<b>723</b>	<b>6.5%</b>	<b>1,601</b>	<b>14.4%</b>	<b>40</b>	<b>0.4%</b>			<b>75</b>	<b>0.7%</b>	<b>2,020</b>	<b>18.2%</b>	<b>5,861</b>	<b>52.9%</b>	<b>11,086</b>

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

## 7.1 Education - Service Provision

Education Services continue to include as many children and young people as possible in mainstream provision with appropriate support, as set out by the service's Inclusion Policy 'Every Child is Included'. In addition, there is specialist provision for children and young people with more complex additional support needs including physical disabilities, visual impairment and hearing impairment. Some of this provision is within co-located bases in our mainstream schools. There are 70,000 students enrolled in 192 establishments (140 primary schools, 30 secondary schools and 22 Additional Support for Learning schools). Further aspects of Glasgow's educational context include;

- Over 17,000 children and young people from minority ethnic backgrounds
- Over 15,000 children and young people who have English as an additional language (EAL); and
- Over 1400 care experienced children and young people attend Glasgow education provision.

**7.2** The strategic lead for education is the Executive Director for Education Services. He is supported by Heads of Service including; learning, teaching and assessment; quality improvement and leadership; strategic lead for raising attainment and achievement, curriculum and employability. The Head of Inclusion has lead responsibility for Equalities, and is supported by the Quality Improvement Officer (QIO) Equalities

**7.3** An integrated English as an Additional Language (EAL) Service is delivered in schools across the city. Staff are deployed according to need and work with children and young people who are learning English as an additional language, including those who are new migrants to Glasgow and those who are part of the settled community. The focus of the EAL Service is to help these children and young people achieve their potential and to overcome any barriers to learning caused by learning in an additional language.

The EAL Service provides direct support to children and young people with EAL and builds capacity with schools and teachers. The EAL Service links with other agencies that work with this group and also develops links with parents. The service was reviewed last session and the recommendations from this will have implications on the way we support children and young people with a great role in advising on curriculum development in schools.

- To ensure that young people who do not have English as their first language can demonstrate their attainment in English at an appropriate level, Education Services support the teaching of SQA qualifications in English for Speakers of Other Languages (ESOL) within secondary schools. ESOL is a qualification that is offered by the Scottish Qualifications Agency (SQA) at a National 3, 4, 5 and Higher and may be used to access further and higher education. Glasgow has developed an ESOL policy that advises which young people should be presented for ESOL and how it may be delivered in schools
- The revised Anti-bullying guidance(2019) from Education Services clearly sets out our expectations on bullying, including bullying related to all protected characteristics. SEEMIS Bullying and Equalities Module allows schools to record all incidents of bullying behaviour.

- Working in partnership with ‘*respectme*’, Scotland's Anti-Bullying Service, Education Services are currently delivering mandatory anti-bullying training to all senior leaders between January and March 2023, totalling 6 sessions across each the city.
- Education Services has the Education in Equalities Working group (EEWG) who lead in supporting the development and implementation of equality actions within the service. The group consists of practitioners, service support staff, and representation from external agencies. The EEWG link with closely with colleagues across the city and particularly with QIO’s who work in the field of curriculum development, pupil rights and pupil voice.

#### 7.4 **Anti-sectarianism**

Anti-sectarian work in Glasgow schools and Local Authorities across Scotland continues to occur and develop through the Sense Over Sectarianism program. Direct delivery by Sense over Sectarianism staff had been reduced due to COVID 19 restrictions but a healthy level of engagement has returned through a mixture of direct delivery, provision of teaching resources and online support. Anecdotal indicators through communications with Glasgow schools suggest that the SOS Flagship resource “Divided City” continues to be delivered by teaching staff in over 80% of Primary Schools.

Due to Covid restrictions, the program had also developed and delivered online CPD sessions to both Primary & Secondary sector Probationer Teachers however normal staff CPD and Glasgow University MeDUC & PGDE Inputs have been resumed.

The annual Holocaust Memorial Day (HMD) education event was once again hosted by Sense over Sectarianism on January 27<sup>th</sup> in the Banqueting Hall. There were a variety of speakers and performances who addressed an audience of over 350 young people and staff from a selection of Glasgow schools. The headline speaker was Kirsty Robson from the HMD Trust and other speakers included the Director of Education Douglas Hutchison and Councillor Christina Cannon.

SOS Workshops continue to support anti-sectarian work across our schools. To date this session, a series of 3 workshop sessions have been delivered to over 1650 pupils across our primary schools.

#### 7.5 Age appropriate resources are continuing to support the work in schools at 4 stages:

- Early years – Using ‘Rainbow Fish to the Rescue’ to explore the themes of friendship, and feelings around being left out because of differences
- P6/7 – The novel study of ‘Divided City’ continues to be delivered in high numbers of schools however COVID restrictions has led to the suspension of the popular Communities United programme which brings denominational and non-denominational schools together to explore their values, attitudes and behaviours in relation to sectarianism.
- S2/3 – The play ‘Scarfed for Life’ addresses a wide range of issues experienced by young people in our schools and in the wider community
- S5/6 – Employability and Social Media workshops provide education around the history of discrimination in the workplace and how the digital footprint of

young people could be affecting their employment opportunities especially in relation to recent legislation

## 7.6 **Anti-Homophobic and Transgender Developments**

Education Services continues to work with partner organisations to deliver initiatives to raise awareness about diversity and to tackle homophobia. We have a strong working partnership with LGBT Youth Scotland. Currently we have 17 secondary schools involved in LGBT Youth Scotland Chartermark development work and this is at all levels Gold, Silver and Bronze. We also have one Primary establishment who achieved Silver Charter mark status and another 6 now involved in the Chartermark programme. Psychological Services are also currently working towards silver chartermark. This work had been impacted by the pandemic, however, is now moving forward progressively

This session we have continued to strengthen our links with Time for Inclusive Education (TIE) working in partnership to promote the national website, resources and e-learning modules. The positive impact of last session's successful 'Spotlight On' professional learning events for Glasgow schools is evidenced in the increasing number of our schools and staff registering with the national website and undertaking further professional e-learning modules.

To date, **793** education staff and **100** Glasgow schools have registered with the website. Further to this, a significant number of teachers have completed Stage 1 and Stage 2 of the national professional learning modules in delivering LGBT Inclusive Education learning, as detailed below.

Moving forward, there has been a focus on Leadership of Equalities at all levels within our schools. A further four 'Spotlight On' professional learning sessions took place throughout January and February 2023 co-delivered with TIE, Education Services and school staff.

Spotlight session content included:

- Spotlight on... Leading Equalities in your School
- Spotlight on... LGBT Education in Primary
- Spotlight on... LGBT Education in Secondary
- Spotlight on... LGBT Education Toolkit in Action

## 7.7 **Action and Learning for LGBT Inclusive Education in Schools (ALLIES 23)**

During LGBT History month, Education Improvement Services planned various events to celebrate diversity and strengthen Inclusive Education across our schools. This series of events launched as ALLIES 23 – Action and Learning for LGBT Inclusive Education in schools

Working in partnership with TIE and LGBT Youth Scotland, ALLIES 23 delivered and facilitated a series of citywide events with a key focus on support and learning for children and young people, increased opportunities for professional learning

and curricular development. These opportunities provided an excellent opportunity to acknowledge and celebrate the strong work of schools in LGBT education, with several schools sharing practice through open door events.

Events during ALLIES 23 included:

#### Staff -Professional Learning

- 5 'Spotlight On' Sessions delivered by TIE/ LGBT Youth Scotland
- Whole Day staff professional learning event held in Glasgow City Chambers
- Castleton Primary : LGBT Inclusive Education in Action
- Golfhill Primary Golfhill Pride: A Celebration of Inclusivity

#### Pupil Events

- School Workshops sessions held on 20<sup>th</sup> and 21<sup>st</sup> February in City Chambers with sessions available to both for primary and secondary pupils.
- Glasgow Film Theatre - Love Simon screening for secondary pupils.

In addition to ALLIES 23, Education Improvement Services will continue with Pride Lite 2023. This will be celebrated in the month of June and will be held at City Chambers. This annual gathering of LGBT young people will include a range of opportunities and workshops specifically for young people who identify as LGBT.

Education Services continues to encourage schools to promote their LGBT activities through social media and this highlights the significant number of LGBT groups in our secondary schools.

### **7.8 Anti-Racism developments and the Curriculum: Promoting Anti-Racism Together in Education (PARTIE 22)**

Dialogue had been held with Glasgow's Schools Forum and feedback gathered to inform our planning. Their comments supported our direction of travel in strengthening anti-racism through increased opportunities for professional learning, sharing of practice and ongoing curricular support and development.

PARTIE22 was the vehicle to highlight and focus on these important priority areas, whilst we continue ongoing development across the session. It was attended by young people from Glasgow primary and secondary schools. Schools were invited over a 3 day period with a range of sessions in the city chambers, all of which were oversubscribed.

A total of 30 schools attended Day 1 and Day 2 workshops. These were facilitated by school practitioners, EAL Leaders of Learning, central officers and external partners. Workshops were designed to be safe spaces where young people explored anti-racism and expressed their thoughts, experiences and questions.

Workshop content included:

- An introduction to anti-racism and approaches to building a sense of belonging and self-confidence.
- Exploration of the effects of racism and how to stand up to racism.
- Hidden figures and representation in film and the effects on viewers.
- Hate crime.

- Day 3 celebrated the work already undertaken in the city whilst recognising there is more to be done. This Showcase had over 25 display stands designed and hosted by practitioners, children and young people. The content highlighted the breadth & depth of anti-racist work taking place across City schools. Just under 1000 young people visited the showcase along with practitioners:

The Education Improvement Service provided four professional learning “SpotlightOn” sessions throughout October alongside Black History Month on culturally responsive and inclusive curriculum design and anti-racism,

A PARTIE22 film festival at GFT Glasgow Film Theatre was attended by 1400 young people and practitioners from Glasgow schools. Content at the festival related to Black History Month and anti-racism.

Education Services continues to support the Scottish Government Anti Racist Education Programme. (AREP). Two senior officers are involved with this work one is supporting diversity in teaching and the other is supporting educational leadership and professional learning this work is ongoing.

Psychological Services is undertaking research into experiences of black Young People. This will assist in ensuring there is clearer understanding on challenges faced by black young people as well as considering staff support needs.

Education HQ are working to support all schools in re-establishing their policy procedures with a new format Equalities Policy. With the head teacher being the lead for the Equalities Policy, all schools will ensure that all developments/plans linked to equalities work will be shared through school annual reporting procedures.

The Equalities in Education Working group (EEWG) work with colleagues from the Secondary and Primary sector and continue to develop curriculum materials around race and equality. Resources across the partnership are uploaded onto our website and schools can access this through Glasgow on-line as well as linking in with Education Scotland resources as they emerge. Partnership projects are instrumental in supporting the anti-racist curriculum and include work undertaken with Police Scotland and Community Safety Glasgow. Education Services also have an established Curriculum Dev Group (Social subjects) and practitioners continue to pull together learning and teaching resources for Race Equality with both Primary and secondary sector input. Lessons in citizenship are provided in across schools, and can be complemented by work with community and voluntary organisations to explore themes of discrimination around race

In addition, schools continue to develop opportunities for children and young people through music, art and cultural studies to build on young people’s understanding of racism and discrimination. Education Services will continue to develop anti- racist education work in schools with a specific focus on reporting bullying/ harassment and Hate Crime.

## 7.9 Anti-bullying and Equalities

The revised Anti-bullying guidance(2019) from Education Services clearly sets out our expectations on bullying, including bullying related to all protected characteristics. SEEMIS Bullying and Equalities Module allows schools to record all incidents of bullying behaviour.

Working in partnership with '*respectme*', Scotland's Anti-Bullying Service, Education Services are currently delivering mandatory anti-bullying training to all senior leaders between January and March 2023, totalling 6 sessions across each the city.

This training provides further support to schools in relation to:

- Recording bullying incidents
- School policy review and development
- '*respectme*'s' e-learning anti-bullying training modules for all school staff
- '*respectme*'s' Anti-Bullying Self-Evaluation Toolkit and reward certification

Education Services has also created additional support materials which include:

- Bullying response flowchart
- Information poster/guidance for staff
- Information poster/guidance for young people and parents/carers
- A Glasgow Schools Anti-Bullying Charter

Our Schools Forum (Primary 6 – Senior Phase) groups have received input from '*respectme*' on Bullying related to body image and appearance. We have used what our young people said to create the Anti-Bullying charter for all Glasgow's Schools.

## 7.10 Gender - Girls At COP26

During November 2021 and while Glasgow hosted COP26, more than 2500 young women from Glasgow secondary schools participated in #GirlsAtCOP26 – The Solutions are Feminist, at Glasgow Caledonian University. Read more background to Girls@COP26.

Young people joined forces to discuss the global issues around environment and gender – UN Sustainable Development Goal 5 - alongside other female related issues including health and challenges that can affect women and girls' bodies.

Over a series of sessions, which were co-designed with the pupils, girls discussed a range of themes including: the future of work and the green economy, data and design, fashion and food systems, and climate refugees.

On Tuesday 8<sup>th</sup> March 2022, as reported in our last committee update, we were able to hold two events to celebrate International Women's Day. The focus was 'Breaking the Bias' which was the global theme for the day. We also launched the BAME women's video with colleagues from the video attending the event and speaking with the pupils who were there:

Tinto primary school produced an excellent video to support schools using books donated by the EIS:

To continue the legacy of this work and plan for COP27, EDIS colleagues held an event in June with S3 girls to discuss what our next steps should be. We continually aim to ensure that the girls have the opportunity to have their own voices heard and we followed up with activities as suggested, some of which are detailed below.

Almost one year on from GirlsAtCOP26, an exhibition, #WomenAtCOP26 opened on Thursday 29 September 2022 at Street Level Photoworks, Trongate 103, Glasgow. The portraits document women from across the globe who joined the girls in discussing taking collective action to address the climate emergency from a female perspective.

An official opening was held on 11 October, the UN Day of the Girl and attended by officers, members, female leaders from across the city and beyond.

Secondary schools were invited to visit the exhibit and many of our young women did so.

The exhibition was a timely reminder on the Road to COP27 that COP26 was a game-changer, a people's COP. An equalities conference with representation from equalities committee across our secondaries met at St John Paul Academy on the same day with the Learning for Sustainability Officer. Glasgow is committed to ensuring that honouring UN Day of the Girl becomes a key milestone before every future COP and serves to help empower women and girls.

Discussions in our secondaries have been held with the girls, with women leaders on what action the City Government has taken since the events last year, in response to their calls for action. At the same time certificates were awarded to each school in recognition of their contributions to Glasgow and partner city, Pittsburgh, winning a prestigious award for Innovation in Youth & Education from Sister Cities International for its collaboration on the initiative. More information at

Glasgow Caledonian University film students have also been editing each day's discussion, to be used as learning aids, one of which was premiered at the exhibition:

A suite of 10 videos for each theme have been edited and the West OS will now develop learning materials to support the BGE and Senior Phase. Importantly these videos will be used to involve boys as well as girls in learning about sustainability across the West of Scotland, investigating balanced solutions between women and men.



## 8. Policy and Resource Implications

### Resource Implications:

*Financial:* The plan will be implemented within existing resources.

*Legal:* None

*Personnel:* None

*Procurement:* None

**Council Strategic Plan:** This supports the Grand Challenge of Enabling staff to deliver essential services in a sustainable, innovative and efficient way for our communities by focusing on how our performance data is presented for public and operational scrutiny

### Equality and Socio-Economic Impacts:

*Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.* This report represents progress towards delivering all of the outcomes.

*What are the potential equality impacts as a result of this report?* Not required as the report is not proposing a new service, policy, strategy or plan, significant change to/review of a service, policy, strategy or plan or a decision about budgets

*Please highlight if the policy/proposal will help address socio-economic disadvantage.* The Equality Outcomes include a specific aim to 'Improve Economic Outcomes for People with Protected Characteristics'

## Climate Impacts:

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

The report outlines how EQIA will complement and support the development of Climate Change Impact Assessment

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

None identified at this stage

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

No direct contribution identified at this stage

## Privacy and Data Protection Impacts:

Are there any potential data protection impacts as a result of this report Y/N

If Yes, please confirm that a Data Protection Impact Assessment (DPIA) has been carried out

## 9. Recommendations

9.1 The Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee is asked to:

- Consider and note the progress towards mainstreaming equality into service delivery.