



## Springboig/Barlanark Thriving Places Steering Group

Thursday, 7 June 2018 at 2.00pm in Calvay Housing Association

### AGENDA

1. Note of previous meeting of 19 April 2018 (attached).
2. Draft Action Plan (attached) – discussions on actions and timescales.
3. Community Engagement:
  - (a) Feedback from Community Engagement Opportunities Sub-group – *Sub-group rep*
  - (b) Calvay Regeneration Group – Social Survey – *Yvonne Smith/Jonny Pickering*
4. Easterhouse Job Centre Closure – Community Engagement proposals – *Jacqui Hughes, DWP*
5. Recruitment and Funding Update (attached).
6. Easterhouse/Barlanark and Springboig Partnership Group – Note of meeting held on 23 May 2018 (attached).
7. AOB
8. Date of next meeting – 12 July 2018.

## Springboig Barlanark Thriving Places Steering Group

Note of meeting held on 19 April 2018 at Calvay Housing Association

### Present:

Craig Green	Glasgow Kelvin College
Colin Cameron	Gardeen Housing Association
Cllr Annette Christie	Glasgow City Council
Simon Bilcock	Glasgow Life
Kirsteen Shearlaw	GCC Partnership and Development
Jonny Pickering	GCC Partnership and Development
Michelle Hunt	HSCP – Health Improvement
Derek Speirs	GCC Partnership and Development
Debbie McGowan	VSNEG
Isobel Barnes	VSNEG
Yvonne Smith	Calvay Housing Association
David Gibson	GCC - DRS
Joyce Lau	GCC – Community Development
Ruth Donnelly	HSCP Health Improvement
Sharon McGregor (mins)	HSCP (Health Improvement)
Representative from Skills Development Scotland	

### Apologies:

Cllr Coleman	Glasgow City Council
Cllr Russell Robertson	Glasgow City Council
Cllr Marie Garrity	Glasgow City Council
Cllr Philip Charles	Glasgow City Council
Baillie Ballantyne	Glasgow City Council
Roslyn Crawford	Gardeen Housing Association
Pauline Smith	Connect Community Trust
Martin Lundy	Tristin Lundy Glasgow Community Safety Services

## 1. Minute of previous meeting

The minute of the previous meeting held on 21 February 2018 was agreed as an accurate record.

### Matters Arising

Jonny informed the group that both the community councils for the area are inactive. If anyone knows of anyone wishing to get involved then to let either Derek or himself know.

## 2. Draft Action Plan

Kirsteen has updated the action plan, there are still a few blanks as there were not many responses. The consultations from Nisha's report has now been added. Cllr Christie asked if there was a database listing everyone that Nisha had contacted. Yvonne advised that the information is available but not on a database. Ruth highlighted the importance of gaining consent from people before sharing their contact details as it was unclear if Nisha had done this. There is also a list of people who wished to get more involved. Cllr Christie – the question

needs to be asked if anyone wants to be involved. Derek asked Joyce to take on the task at looking at a residents group while the Community Organiser is not in place. Finding out what groups already exist and what the interest is, would be a good starting point.

The group continued to discuss the best ways to reach the local community, with the following been agreed

- Connect to be added for future meetings.
- Link in with Glasgow Girls Football Club Gala day at Budhill park
- Debbie and Jenny to set up sub group to look at festivals across the north east area

All to get back to Kirsteen with updates.

The transport issue with those attending Bannerman High school from Barlanark was spoken about. There is currently no direct transport however it is unknown if this is having an affect on attendance levels. Nisha had previously met with the Head Teacher to discuss. The new community organiser may take this forward when they are in post.

Yvonne spoke about the neighbourhood survey which she was planning to undertake which would be wider than Calvay tenants. Yvonne has been linking with Jonny to plan this work.

### **3. Job Centre Sub Group**

The group met on 27<sup>th</sup> March, and a paper was circulated. The purpose of the sub group was to recognise existing assets within the community in light of the job centre closures, and to ensure information is publicised. Zoe from Jobs and Business Glasgow was in attendance and advised there are currently Job centre advisors located across areas although there are no advisors in the Barlanark area. The list of advisors are listed in the sub group minutes along with the Freefone number. Connect also have a drop in service on Edinburgh Road and are keen to get the information out and for the group to support.

Colin advised that there will be new Welfare Rights officers being employed within Housing Associations, this includes Wellhouse and Calvay. There is also another foodbank opened up in Shettleston where advisors will be in place. It was felt that there needs to be more flexibility with appointments for people to access at the weekends and after 5pm. Cllr Christie sits on the JBG Board and agreed to start the conversation in light of Universal Credit. Michelle suggested joining up the sub group with the group that Cllr Kelly had initiated in Easterhouse to look at developing a unit within the Shandwick Centre to support people into employment at the Fort. Joining up this work would avoid duplication across the two thriving places. Cllr Christie will speak to Cllr Kelly and report back at the next meeting as to where they are.

### **4. Development of Springboig/Barlanark Thriving Places**

Derek and Ruth have met to discuss funding and the recruitment process for the Community Organisers post. HSCP funding has been agreed but still waiting on Council IGF to be approved, although a letter of comfort has been



issued until formal approval to allow recruitment process to go ahead. At the moment there is only commitment for one year. Yvonne offered to take the risk in getting CO advertised to save time but was told hold off with recruitment. It was felt that this should have been a group discussion. Ruth and Derek had met initially and agreed they need a clear structure for the postholder before advertising as there are 3 CO's required, and need a standard approach across the City.

After further discussions, Derek confirmed he is happy for Calvay to continue advertising the post once SLA been agreed with funders and host. As host organisations both Jenny and Yvonne would like the opportunity to be more involved in these discussions. Derek agreed that once funding has been approved then the host organisations will be involved in the discussions. Jenny would also like the anchor organisations to meet to discuss what is happening in other areas. Cllr Christie will discuss with Baillie Robertson extending post from 31 March 2019.

**Date of Next Meeting**

To be confirmed

<b>Thriving Places Priority</b>	<b>Commitment</b> (what we are going to do).	<b>Actions</b> (how we will meet our commitments)	<b>Lead partner</b> (who will provide updates on progress)	<b>Timescale</b> (when we will meet our commitment)	<b>Progress</b> (regular updates on progress to the Steering Group)
Community engagement	publish the plan and tell as many people as they reasonably can about it	Publish the plan on Pathfinder	Craig Green, Glasgow Kelvin College	October 2017	Plan published on October 2017.
		Review content and style of the plan with a focus group of local residents and practitioners	Jonny Pickering, Locality Planning Officer, GCC	September 2018	
		Summary of plan to be produced for local distribution	Jonny Pickering, Locality Planning Officer, GCC		
		Update information on the CPP website and share information with partners	Jonny Pickering, Locality Planning Officer, GCC Laurence Clark, Community Planning Officer, GCC		
		Use local networks to circulate information, including physical copies of the plan			
		Create a @springboigbarlanarktp.co.uk mailing address	Community Connector		
		Use Springboig/Barlanark Facebook page to promote projects/initiatives for other	Community Connector		

		partners			
		Launch Thriving Places	Community Connector	August 2017	Thriving Places launched at gala day on 5 August 2017 at Barlanark Community Centre/ Sandaig Park – 15 conversations with local people took place
	Use a variety of methods to engage with local residents	Use the same 3 consistent questions: What do you like about where you live? What would you change? How would you like to be involved?	Community Connector / Glasgow Kelvin College	Ongoing	Local conversations undertaken between May 2017 and February 2018 with the following groups (number from each group in brackets): Mattie Carwood Come Cooke with Me Group (6) Mattie Carwood Day Centre (8) Budhill Care Centre (12) Barlanark CC 50+ Group (27) Connect Youth Club (17) Gardeen Housing Association (5) Tea Dance – Barlanark (6) Connect Older People’s Lunch Club (4) Winterfest (28)
		Develop community breakfasts for local residents	Community Connector	Ongoing	Breakfasts held in September 2017 at Calvay Housing Association and in January 2018 at the Glenburn Centre 17 conversations took place
		Establish a sub-group on community engagement opportunities including events to engage with	Jenny Crowe, Platform Debbie McGowan,	May 2108	Winterfest event delivered in December 2017. Results of consultations analysed and reported to Steering group

		residents in a variety of ways	Voluntary Sector Network		and East Centre Area Partnership
		Sub-group to organise with partners a Winterfest event in December 2018	Community Engagement Opportunities Sub-group	December 2018	Application for funding to be submitted to East Centre Area Partnership by mid July 2018
		Sub-group to link with Glasgow Life and use the re-launch of Barlanark Community Centre as an opportunity to engage with local residents	Community Engagement Opportunities Sub-group / Simon Bilcock, Glasgow Life	July 2018	
		Sub-group to link with Budhill Park Gala Day to maximise opportunities to engage with local residents	Community Engagement Opportunities Sub-group	August 2018	
		Develop Social Survey to gain views from local residents	Yvonne Smith, Calvay Housing Association / Jonny Pickering, Locality Planning Officer, GCC		
	Empower local people to decide which local projects get funded through Community Budgeting where project ideas are voted on by local people				
	Support local people to get involved in	Establish a local residents group	Community Connector /		Face to face meetings held by Joyce Lau with

	<p>decisions about the services in the area, to find out about opportunities to be involved in delivering their own services and to engage with local elected representatives and planning officers to make sure their views are heard</p>		<p>Joyce Lau, Community Engagement Officer, GCC</p>		<p>Barlanark CC 50+ group Glenburn Centre – manager and activities co-ordinator / volunteers Connect Community Trust – manager and development officer / volunteers Greyfriars church Youth worker</p>
		<p>Establish a Job Centre Sub-group to ascertain impact of closure of Easterhouse Job Centre in local people and promote existing services</p>	<p>Kirsteen Shearlaw, Partnership and Development Officer, GCC</p>	<p>March 2018</p>	<p>Sub-group met on 27 March – Zoe Welsh (JBG) to meet with Glasgow Life and Calvay HA with a view to providing a job advisor within Calvay or Barlanark CC one day per week</p> <p>Practitioners Group met in March 2018 – liaising with GEMAP to ascertain if levels of sanctions has increased since the closure. Bailie Christie liaising with Councillor Kelly on use of Savers Unit in Shandwick Centre to explore how local people can be supported. Group collating information on current services</p> <p>Jonny Pickering met with</p>



					DWP in May 2018
	Support local people to become more involved in community life in Springboig/ Barlanark through a variety of means so that residents are represented and working alongside services in delivering the plan				
	Involve local people in reviewing and developing this plan		Community Engagement Opportunities Sub-group		
	Develop the pathfinder website to include a wider range of services and activities in the area				
Learning	Encourage local people to take up learning opportunities				Digital Inclusion Programme for older people – <b>add details</b>
Implementation of community projects and initiatives reflective of the needs and aspirations			Community Connector		Delivered by the Community Connector and partners: First Aid awareness programme delivered to 125 people Winterfest delivered to 250 people Supporting Aultmore Park Primary to deliver a family

of the community					meal and homework club
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\* (Baseline: 2014/15 Health and Wellbeing Survey)



**Report to:** Springboig/Barlanark Thriving Places Steering Group

**Subject:** Recruitment and funding update

**Contact:** Derek Speirs (276 9880)

## Introduction

1. This report provides the Springboig/Barlanark Thriving Places Steering Group with an update on
  - a. A Thriving Places agreement between funders and the anchor organisation
  - b. Recruitment of a Community Organiser/Connector
  - c. Funding

## Background

2. The Community Organiser appointed to support the Springboig/Barlanark Thriving Place resigned in February 2018. The funding partners, Glasgow City Council (GCC) and Glasgow City Health and Social Care Partnership (GCHSCP), and the anchor organisation, Calvay Housing Association, took this opportunity to review how the arrangement had worked over the preceding years before looking to appoint a replacement.
3. The Steering Group noted at the previous meeting that it was unlikely that recruitment for a replacement would begin until funding for 2018/19 was confirmed.

## Thriving Places Agreement

4. The funding partners and the anchor organisation, together with the anchor organisations in the other two Thriving Places in the North East sector of the City (Easterhouse and Parkhead, Dalmarnock & Camlachie), have discussed the advantages of having an agreement in place which clearly defines their respective roles regarding the Community Organiser. It sets out what the funding partners will do to support the anchor organisation and the Thriving Places initiative in general as well as the anchor organisation's role in recruiting, managing and supporting the Community Organiser and the arrangements for reporting progress.
5. A draft agreement has been produced with the broad support of all parties and, subject to some minor adjustments, should be in place in the near future. It is hoped that the agreement will help to ensure the role is more focused in the future. Once this has been formally agreed, the recruitment process for the post can begin. A detailed work plan for the role will be brought to the Steering Group for consideration.
6. The funding partners and the anchor organisations across the north east also discussed the title of the post and agreed that 'Community Connector'

better described the role expected and so the Steering Group is asked to approve the change in title.

## **Funding**

7. The core funding available to Thriving Places in the City was provided during 2017/18 by GCC and GCHSCP and amounted to £160,000 from each. All of these funds are channelled through the Council's Integrated Grant Fund (IGF) process. The Council's City Administration Committee approved funding on 31<sup>st</sup> May 2018, at the same level as last year, for Thriving Places across the City. The GCHSCP funding had already been committed at the same level.
8. The Council's decision-making process includes a period of six working days after the meeting where elected members are able to 'call in' a decision of the City Administration Committee. If this is the case, the decision will be referred to a separate Committee for further consideration. Therefore, the decision to allocate funding to Thriving Places made on 31<sup>st</sup> May 2018 will not be implemented until the 'call in' process is completed.
9. In the meantime, discussions have been taking place within the funders regarding the allocation of the Thriving Places funding across the City to cover funding for a post and a seed/development budget in each area for 2018/19. The breakdown per area will be confirmed after the 'call in' period.

## **Recommendations**

10. The Steering Group is asked to
  - a. note the development of a formal agreement between the funders and the anchor organisation;
  - b. note the update on the recruitment process; and
  - c. agree to the renaming of the Community Organiser post as a Community Connector.

**E/S/B Partnership Working Group Meeting**  
The Calvay Centre, 10am, Wednesday 23<sup>rd</sup> May 2018

**Present:**

Angela Campbell (Glasgow Life), Jane Horne (Glasgow Kelvin College), Debbie Clark (Health Improvement Team), Laura McEwing (Health Improvement Team), Michelle Hunt, (Health Improvement Team), Yvonne Smith (Calvay Housing), Lyndsey Murison (Axis) Louise Taylor (Axis), Ann Marie Adair (Victim Support Scotland)

**Welcome/ Introductions**

Michelle H agreed to chair the meeting and Lyndsey M will be the note taker. Angela C has agreed to chair the next meeting.

**Actions previous minutes**

Community Breakfasts: Glasgow Life have confirmed they will host a future breakfast. Yvonne S advised that Calvay Housing is looking to host one for tenants after the school holidays.

Yvonne S advised there are 3 places available for the forthcoming Scottish Mental Health First Aid Course with places for local people prioritised and a stand-by list for anyone else.

Re-tune update: Michelle H advised that unit space has been sold to Persimmon Homes for a new luxury housing development and that alternatives for the project are still being sought. Jane H advised that use of room at East End Campus could be a possibility although it is only available in evenings.

**Discussion on remit and structure of group**

There has been a period of uncertainty experienced by many partners, largely part to the end/start of funding cycles, including Thriving Places, which has yet to be confirmed. It was therefore agreed to keep the group's current format. The group also agreed it was good to continue to work together to promote joint working but with an aim to increase membership. Yvonne S offered to organise the next meeting at the Calvay Centre and offer breakfast to support this.

**Joint Working Themes – Digital Inclusion/Impact of Easterhouse Job centre Closure**

Michelle H advised that info has now been collated regarding local activity and feedback from organisations around some of the issues local people are experiencing. Councillor Kelly is investigating acquiring a unit at the Shandwick Centre to use as a drop in service to offer informal support/advice.

It was agreed that more could be done to better promote existing services and groups in the community.

Yvonne S advised she is currently working with a new community group looking to set up support for local unemployed people. The group are in their early stages at the moment but are hoping to become constituted.

Michelle H requested that the E/B/S group send her suggestions re: future joint themes or beneficial contacts that we could invite to future meetings.

**Thriving Places Updates**

Springboig/Barlanark

IGF funding will not be confirmed until the end of May which has delayed the recruitment process for the Community Connector post (previous title "Community Organiser.") Discussions are still underway regarding the remit of the post and a partnership agreement has been circulated for feedback. A degree of uncertainty remains around the post with many issues posed around the value of hosting a 6-7 month funded position instead of 12. Michelle said that Ruth Donnelly had advised that there had been a similar discussion at the Easterhouse Thriving Places Steering Group meeting around the reluctance to recruit for such a short period of time.

Yvonne S is planning to make an application to the VAF Holiday Hunger Fund for a 4 week programme linking up with Axis and local community chefs.

Michelle H advised that Louise Taylor from Axis is organising a Food Hygiene REHIS course for local E/B/S & Burnmouth Court residents on 31<sup>st</sup> August. Yvonne S offered the Calvay Centre as a possible venue.

#### Easterhouse

Michelle H gave an update on the summer programmes being organised across three different schools through FARE and other partners.

Councillor Kelly is linking with City Property regarding the refurbishment of the Shandwick Shopping Centre and once firm plans and a timeline is agreed this will then be communicated to the community.

#### **Partner Updates**

Glasgow Kelvin College have recently employed new Youth Workers.

Glasgow Life is carrying out a 'dementia audit' to help develop new programmes across all venues. There are no specific services currently available so the aim will be to provide an activity every single day of week in the North East. Glasgow Life are also looking for early years volunteers to support their Book Bug initiative 1-2 hours per week which could be a good opportunity for someone looking to gain employability skills working with families.

Axis (Springboig/Barlanark) has recently supported two local parents at St. Timothy's Primary School to complete the Good Food Good Health Cyrenian training course to help deliver cooking classes at their Family Meal Homework Club. Jane H suggested contacting VTO who train and support high school pupils to volunteer at Homework clubs. Axis volunteers also came along to a recent Tea Dance to prepare and serve lunch for the pensioners attending.

**Action:** Jane H to email Lyndsey M contact details for VTO.

Axis (Easterhouse) is continuing to support the New Scots Group at the Baptist Church, around cooking & ESOL classes, linking in with local services to support their integration. Louise T is also organising a summer programme in partnership with the college on 4 dates, starting 25<sup>th</sup> July.

Fiona H is looking for volunteers take on the running of the Play Café as well as organisations to come along and offer information talks. Jane H said the College is offering student placements so this could be a good volunteering opportunity for someone.

Yvonne S has submitted a paper to the Calvay Housing Association Committee regarding funding to develop a local playpark following on from a previous consultation with local parents.

Laura Mc gave an update on the Barlanark Tea Dance. There are 50+ members at the moment including residents from local care home (Burlington.) Following a recent bereavement of a group member, Laura Mc is looking at ways to offer support to their family and all Tea Dance members who have been affected. She is also looking to recruit volunteers to help support the running of the Tea Dance.

Ann Marie Adair from Victim Support introduced herself and gave info about her service which covers the North and North East. She is looking to participate in partnership groups, particularly integration networks to support their work around hate crime and learn more about services/groups their clients can access.

**Action:** MH to pass on David Jackson's details (Cranhill Development Trust) and other relevant contacts

### **AOB**

The group held a discussion about some of the issues surrounding loneliness and isolation and the benefits of taking part in social activities such as the Tea Dance, which helps older form new friendships and build networks of support. Recent evidence suggests that reducing isolation can also reduce the impact on NHS services.

Michelle H suggested looking at offering outreach activities and groups in care homes/other venues to help remove potential barriers such as carer support and transport, giving ROAR as an example. ROAR, based in Paisley, are an organisation working to connect people in the community, offering preventative, health and wellbeing services for older people.

### **Date of Next Meeting**

Wednesday 20<sup>th</sup> June, Calvay Centre at 10am - "Breakfast Meeting"



# Equality Briefing

Strategic Policy and Planning  
October 2015



# Glasgow City Council Equality Briefing

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**For further information on Equality at Glasgow City Council, please contact the Strategic Policy and Planning team:**

**Telephone**     **(0141) 287 0411**  
**Email**            **[equality@glasgow.gov.uk](mailto:equality@glasgow.gov.uk)**

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

## 1 Introduction

This report summarises the main aspects of equality legislation and the Council's approach to meeting its legal requirements under the Equality Act 2010.

## 2 Background

The Equality Act 2010 came into force in October 2010, consolidating nine main pieces of discrimination legislation, ranging from the Equal Pay Act 1970 to the Equality Act (Sexual Orientation) Regulations 2007. The Act also removes many of the anomalies that have arisen as a result of the piecemeal nature of the legislation. The Act strengthens the protection offered to people, while simplifying and standardising the requirements of employers, service providers and public bodies—requiring of them a proactive approach to promoting equality.

The Act includes a public sector General Duty, which came into force in April 2011. In 2012, Scottish Ministers agreed the details of the specific duties that Glasgow City Council as a listed authority also has a statutory requirement to meet (a listed authority is one that is named in the schedule of the General Duty as being subject to it).

<b>October 2010</b>	Equality Act 2010 came into force.
<b>April 2011</b>	Public sector General Duty came into force: <ul style="list-style-type: none"><li>• Eliminate discrimination, harassment and victimization and other conduct that is prohibited by or under the Equality Act 2010</li><li>• Advance equality of opportunity between people who share a relevant protected characteristic and those who do not</li><li>• Foster good relations between people who share a protected characteristic and those who do not</li></ul>
<b>May 2012</b>	Specific duties agreed by Scottish Ministers: <ul style="list-style-type: none"><li>• Assess and review policies and practices</li><li>• Gather and use employee information</li><li>• Consider criteria and conditions in procurement</li></ul>
<b>April 2013</b>	Listed authorities are required to publish: <ul style="list-style-type: none"><li>• A mainstreaming report (including employee information)</li><li>• Equality Outcomes (agreed through the use of evidence and involvement)</li><li>• A statement on equal pay and occupational segregation</li></ul>
<b>April 2015</b>	Listed authorities are required to publish: <ul style="list-style-type: none"><li>• A mainstreaming report (including employee information)</li><li>• Equality Outcomes (agreed through the use of evidence and involvement)</li><li>• A statement on equal pay and occupational segregation</li></ul>

### **3 The General Duty**

The duty on public authorities that is set out by the Equality Act 2010 is known as the General Duty. This requires public authorities to pay due regard to all three of the following needs when carrying out their functions:

1. The need to eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
2. The need to advance equality of opportunity between people who share a relevant protected characteristic and those who do not
3. The need to foster good relations between people who share a protected characteristic and those who do not

The second requirement specifically requires the council family to:

- Remove or minimise disadvantage suffered by people due to their protected characteristics
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low

Meeting the General Duty may involve treating some people more favourably than others.

### **4 The Specific Duties**

In addition to the General Duty, Scottish ministers set out a series of specific duties with which the council family must also comply by April 2013. These are to:

- Report on mainstreaming the equality duty
- Publish equality outcomes and report progress
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish statements on equal pay
- Consider award criteria and conditions in relation to public procurement
- Publish this information in a manner that is accessible

The policy framework and actions the council family has taken to meet these specific duties are outlined in [section 6](#).

## 5 Protected Characteristics

The Equality Act 2010 refers to protected characteristics and prohibits discrimination because of any of these nine characteristics. It is against the law to discriminate against anyone because of:

Protected Characteristic	Definition
Age	Where this is referred to, it refers to a person belonging to a particular age, e.g. 32 year olds, or range of ages, e.g. 18 – 30 year olds.
Being or becoming a transsexual person	The Act changes the current definition of 'gender reassignment' by no longer requiring a person to be under medical supervision to fall within it. This means that a person, who was born female but chooses to spend the rest of his life as a man, without seeking medical advice or intervention, would be undergoing gender reassignment for the purposes of the Act. However, transvestites, or those who choose temporarily to adopt the appearance of the opposite sex, would not necessarily be covered by the definition.
Marriage and Civil Partnership	Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. A person is disabled under the Equality Act 2010 if he or she has a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on his or her ability to do normal daily activities. Previously, impairment only qualified as a disability if it affected a listed set of capacities, such as mobility, manual dexterity, physical co-ordination, continence, etc. The list has been removed so there is no attempt at defining what a 'normal day-to-day activity' might be, making it easier for people with mental impairments in particular to use the Act.
Race	Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs, including lack of belief (e.g. Atheism). Generally, a belief should affect someone's life choices or the way he or she lives for it to be included in the definition.
Sex	A man or a woman.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

## 6 Glasgow City Council's Equality Policy Framework

The Council's Strategic Policy and Planning team has responsibility for implementing the policy framework that ensures the council complies with the Specific Duties and ensuring that equality is mainstreamed at a strategic level.

The Executive Member for Equality, Councillor Archie Graham, chairs the Equality Working Group, which has representatives from all services and ALEOs and meets at least quarterly. The Equality Working Group has responsibility for delivering the work required to mainstream equality within service delivery.

The table below demonstrates how the Council meets each of the Specific Duties:

Specific Duty	Timescale...	How the Council Meets this Duty...
Report on progress towards mainstreaming the equality duty.	By 30 April 2013 and every two years thereafter.	The Council publishes a combined report on progress towards mainstreaming the equality duty and progress towards the equality outcomes. The Strategic Policy and Planning team produces the report with input from the services and ALEOs. The first part of the <a href="#">Equality Progress Report 2015</a> contains detailed information about training, engagement, employment and specific programmes and initiatives delivered. The second half of the report provides details on the delivery of the equality outcomes.
Publish equality outcomes and report progress.	By 30 April 2013 and every two years thereafter.	The Council's <a href="#">Equality Outcomes</a> were agreed and published in April 2013 after development by the Equality Working Group and in consultation with equality groups. At this time the Council also agreed a Statement of Intent for Equality, which was published as part of the report on the Equality Outcomes.

Specific Duty	Timescale...	How the Council Meets this Duty...
Assess and review policies and practices.	Ongoing.	<p>The Council has adopted a process for conducting an <a href="#">Equality Impact Assessment</a> (EQIA) on new and revised policies. Glasgow's EQIA incorporates a health impact assessment and during 2013/14, the process and guidance will be reviewed to consider Human Rights issues as well. Each service and ALEO is responsible for identifying policies that require an EQIA. EQIAs must be signed off by at least Head of Service. The EHRC also expects to see formal consideration of the issues raised by a policy's EQIA prior to the policy being approved at Elected Member level. All EQIAs are published on the Council's website when completed.</p> <p>The Council has recently signed up to Stonewall's Good Practice Programme to drive excellence in the provision of public services to the LGBT communities in Scotland.</p>
Gather and use employee information.	Ongoing.	<p>Employee information regarding age, disability, ethnicity, gender, religion/belief, and sexual orientation is collected on a voluntary basis through the SAP payroll system. Efforts have been made to increase the proportion of employees who provide this information, however the reporting rate is still low.</p> <p>Analysis of the Staff Survey is also done by equality groups, and any issues identified will be action taken accordingly. This specific duty has been agreed as one of the Equality Outcomes and so will be a priority area of work for the Equality Working Group.</p>
Publish gender pay gap information.	By 30 April 2013 and every two years thereafter.	The Council's gender pay gap was most recently published in April 2015 as part of the <a href="#">Equality Progress Report 2015</a> .
Publish statements on equal pay.	Ongoing.	The Council publishes its <a href="#">Equal Pay Statement</a> on its website.
Consider award criteria and conditions in relation to public procurement.	Ongoing.	The Council has committed to promoting Article 19 of the European Public Sector Procurement Directive, which allows public sector bodies to reserve contracts for organisations that provide supported employment opportunities to disabled people.

Specific Duty	Timescale...	How the Council Meets this Duty...
Publish in a manner that is accessible.	Ongoing.	The Council offers to provide all of its public documents in alternative formats and translations into community languages. The Council's Strategic Policy and Planning team will be considering how to improve equality performance reporting and align it with other public performance reporting.

## 7 Use of Evidence

The use of robust evidence should underpin all of the council's work to mainstream equality into policy and service delivery. The council provides demographic information about the makeup of the population through its [Fact Sheets](#). Information about service users is also monitored where appropriate, for example Education monitors the school population. However, qualitative information about equality groups is sometimes harder to access.

In 2012, the council undertook a comprehensive evidence review that presented a baseline selection of the key facts and figures known about groups that meet one or more of the protected characteristics. Used as part of the development process for the equality outcomes, this evidence review highlighted the following key issues:

- The need to mitigate the impact of welfare reforms for particular groups, for example disabled people. Work in the last few years to reduce inequalities caused by deprivation, such as life expectancy, has been stalled by the economic crisis.
- Gender-based violence and reporting remain a significant issue in Glasgow.
- As of 2010, approximately 12-15% of the population in Glasgow is minority ethnic; there has also been increased migration from Africa.
- It is estimated that the physical disability rate varies from 20% in the most deprived areas to 13% in the non-deprived areas. Disabled people are more likely to be living in poverty.
- The UK Government estimates that 5-7% of the population are gay, lesbian or bisexual. This group of people still experience targeted violence. Homophobia continues to affect their lives, particularly at school age.

In 2014, the Scottish Government developed an online tool, the [Scottish Government Evidence Finder](#), to facilitate access to current research and statistics on different protected characteristics.

This is complemented by a similar tool that was developed to present research at a city-level by the council, specifically for use as part of the Equality Impact Assessment process. The council's [Equality Impact Assessment Evidence Matrix](#) is maintained by Strategic Policy and Planning and is available on Connect.

Nationally, other pieces of work are driving improvements to evidence and research about equality groups. The Scottish Neighbourhood Statistics website now publishes a report on Equalities and the Scottish Government introduced an Improving Evidence and Data

Programme due to a recent review of the needs of Community Planning Partnerships, which highlighted the need for disaggregated local social, health and economic data.

## **8 Engagement**

The council and its community planning partners primarily engage with equality groups through the [Glasgow Equality Forum](#), which meets four times a year. Membership of the Forum includes representatives from the following organisations:

- Glasgow Black and Ethnic Minority Voluntary Sector Network
- Glasgow Disability Alliance
- West of Scotland Lesbian, Gay, Bisexual and Transgender Forum
- Glasgow Women’s Voluntary Sector Network
- Age Scotland
- LGBT Youth Scotland
- Faith in Community Scotland
- Scottish Refugee Council

## **9 Further Information**

Additional information on the Equality Act 2010 and equality in general may be found on these websites:

Legislation <http://www.legislation.gov.uk/ukpga/2010/15/contents>

Guidance <http://www.equalityhumanrights.com/scotland/>