

**Social Recovery Taskforce**  
**01 October 2020 at 14:00**  
**Via Microsoft Teams**

**Agenda**

1. Welcome, Introductions, and Apologies  
*Chair*
2. Minute of Previous Meeting  
*Chair* Attached
3. Matters Arising  
*Chair*
4. Community Engagement – Community Listening Events  
*Judith Hunter*
5. Research Attached
  - i. Issues and questions for workstreams to consider – *Des McNulty and Pete Seaman*
  - ii. The COVID-19 Crisis and Universal Credit in Glasgow: September 2020 – *Sarah Weakley, Policy Scotland*
6. Workstreams Update
  - i. Disabled Communities – *Louise MacKenzie*
  - ii. Third Sector – *Ian Bruce*
  - iii. Young People / Transitions – *Sharon Kelly / Robin Ashton*
7. Challenge Child Poverty Partnership  
*Fiona Moss*
8. Participatory Budgeting  
*Chris Harkins*
9. Meeting Schedule:  
Please note meeting schedule has changed, calendar invites will be updated.

**05/11/2020, 14:00**

**03/12/2020, 14:00**

**21/01/2021, 14:00**

**25/02/2021, 14:00**

**18/03/2021, 14:00**

**15/04/2021, 14:00**

**20/05/2021, 14:00**

**10/06/2021, 14:00**

**08/07/2021, 14:00**

**Taskforce due to end by 31/07/2020**

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## MINUTES

### Social Recovery Task Force

3<sup>rd</sup> September 2020, at 11am via Microsoft Teams

**Present:** Councillor Jennifer Layden, Glasgow City Council (Chair); Councillor Richard Bell (Chair), Glasgow City Council; Annemarie O'Donnell, Glasgow City Council, Chief Executive; Martin Booth, Glasgow City Council; Bernadette Monaghan, Glasgow City Council, Community Empowerment Services; Chris Harkins, Glasgow Centre for Population Health; Roddie Keith, Scottish Fire and Rescue Service; Des McNulty, University of Glasgow; Valerie McNeice, Glasgow Centre for Population Health; Ian Bruce, Glasgow Third Sector Interface; Jatin Haria, BAME Representative; Colin Lee, BAME Representative; Pete Seaman, Glasgow Centre for Population Health; Gary I'Anson, Police Scotland; Fiona Moss, Glasgow City Health and Social Care Partnership; Tressa Burke, Glasgow Disability Alliance; Douglas Taylor, Glasgow Third Sector Interface; Anne Fehilly, Glasgow City Council, Violence Against Women; Marshall Poulton, Glasgow City Council, Neighbourhoods and Sustainability (Transport); Kirsti Hay, Glasgow City Council, Violence Against Women; Lorraine Barrie, Glasgow Equality Forum; Cormac Quinn, Glasgow City Council, Strategic Policy and Planning (Equalities).

#### **In attendance:**

Mary McPhail, Glasgow City Council, Community Empowerment Services  
Gerald Tonner, Glasgow City Council, Community Empowerment Services

#### **Apologies:**

Linda De Caestecker, Glasgow City Health and Social Care Partnership; Colleen Rowan, Glasgow and West of Scotland Forum of Housing Associations; Gary Dover, Glasgow City Health & Social Care Partnership; Janie McCusker, Glasgow Colleges Regional Board; Paul Buchanan, Glasgow Colleges Regional Board; Martin Cassidy, Scottish Fire and Rescue Service; Afton Hill, Glasgow City Council, Strategic Policy and Planning (Equalities); Parveen Khan, CEMVO; Jill Miller, Glasgow Life; Gavin Slater, Glasgow City Council, Neighbourhoods & Sustainability.

#### **1. Welcome, Introductions and Apologies**

The Chair welcomed everyone to the meeting and introductions were made.

#### **2. Minute of Previous Meeting**

Only two amendments were requested:

- **Item 4 - Priorities and Workstreams;** Jatin suggested that the focus should be on poverty more generally, not just on child poverty.
- **Item 7 – A.O.C.B:** Martin asked that the report comment be amended to show it is in relation to Universal Credit.

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and the minute was agreed.

### **3. Matters Arising**

Bernadette advised that there were still some gaps in the membership and some thought has been given as to who would be good representatives from the groups. She stated that the Scottish Government Social Renewal Advisory Board) is taking the community listing events forward. They are looking for people disproportionately affected by COVID. Jonny Pickering is working with the Thriving Places community connectors to look at what to capture and will provide a brief report to the Scottish Government.

*Please see the table on page 8 regarding any actions assigned.*

### **4. Academic Support Group**

At the last meeting, a discussion took place around the support network that the Academic Support Group could provide to the taskforce. Des spoke of the paper he'd put together to flesh out the work. He cautioned that this was not a menu, he's simply trying to curate what's going on in the universities and what the taskforce could use. His team have a lot of expertise (particularly in poverty work) and the GCPH have a strong track record.

Des described the support group as acting as a bridgehead to what's going on in Glasgow – not just in Glasgow University, but the other universities and colleges within Glasgow. The purpose of the group is to act as a broker as to what other information is available. Manchester and Liverpool Universities are also looking at the same things - Des has already met with contacts from Liverpool and has learned a lot from them.

Fiona asked how we build in the learning that may not have come through the academic forum. Des stated the need to have mechanisms in place so that learning can come from all sources. He envisions the group sitting alongside the SRT, to listen to their needs and see how they can relate to the community. Des spoke about how the International Network Policy Scotland is looking at housing with people from Canada and Australia and talked of maybe setting up some sort of informal forum.

Tressa asked about the role of "grey" literature – information put together by charities and other organisations and, also, if Des had come across anything in relation to disability from his contacts in Manchester and Liverpool. Pete stated that he'd found real time intelligence at the start of COVID to be really useful and important in shaping responses. Des related how his colleague was looking at research by the London School of Hygiene that was showing interesting results in relation to different relationships generating different ideas.

Anne advised that services are being inundated with requests for research, particularly in regard to domestic abuse. Des stated that research is going on in Glasgow University and there are research grants to do work around this subject. Des offered to put Anne in touch with a colleague and would keep her updated; he would also have his colleague see how this could be fed into the SRT.

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Bernadette advised that Des, Shaw and herself would look at refining the questions to focus into the key priorities for the workstreams. Shaw is hoping that the Academic Support Group will set the bar for actions in going forward and that evidence based coherence will come out of the work. Des thought this may be the start of a longer term relationship with the Council, but, just now, it's about mobilising the research that's already there. Des stated that he wanted to get the agreement to set up the group endorsed by the SRT. All agreed and the Chair thanked him for his input.

### **5. Supercharged: A Human Catastrophe – Inequalities, Participation and Human Rights before, during and beyond COVID19**

Tressa had hoped to share a video with the SRT, but had technical issues and will share a link with the group instead.

Tressa and her colleagues are working hard with disabled people before, during and after COVID, but there are challenging questions in how they move forward. Tressa spoke of the problems disabled people faced during shielding and how disabled people are also vulnerable to inequalities.

Tressa went on to talk about her report that was launched August 21<sup>st</sup>. The report captures 20 weeks of lockdown. It was put together by the Disability Alliance members and shows the problems and solutions. On March 16<sup>th</sup>, all planned programmes were suspended and 6000 check-in calls had to be made. In-depth engagement by members allowed the GDA to make rapid changes to the way support was delivered and the response required. The number of staff was doubled, additional funding was found and existing funding repointed. Tressa added that it was critical to keep reviewing the list of people and their vulnerabilities to pass on.

Of the calls made:

- 80% of people were not aware of local support
- 41% struggled to find accessible information
- 47% were worried about access to foods or medications
- 57% worried about financial problems
- 82% of people of all ages were worried about isolation
- 60% expressed digital exclusion
- over 90% wanted their voices heard

Tressa added the importance of noting reports from the DWP that said their numbers had gone down. 2000 care packages were cut with not much put in place.

The GDA built digital connections and inclusion. They got people connected through funding from the Scottish Government and the Big Lottery. Tressa explained that it wasn't just about money, but the staff time involved and that it wasn't a quick fix to get them connected. They held their first online conference in June and their second last week.

Through COVID, Tressa's found that we're not all in the same boat. Economic recovery is being looked at, but effort needs to be applied to social recovery. Long term impacts are hitting and COVID has supercharged inequalities that disabled people already face. The

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pandemic has left disabled people further behind. Tressa's report details the Supercharge Involvement they're asking for:

- embed lived experience of disabled people in planning recovery and renewal
- ensure place based approaches are equalities-proofed
- equalities competence being increased
- indicators captured in benefits

and the Supercharge Rights:

- incorporate the UNCRPD into domestic law
- co-design a disability equality action plan
- public sector staff to be empowered
- re-inforce employment action plan
- tackle rising hate crime

Supercharge Support:

- extend shielding list
- investment to maintain supports
- elevate the role of Social Care

Tressa stressed that history will recount how we responded to this pandemic and for the need to make sure that disabled people's voices are heard.

The Chair asked how we bring the recommendations made into the work of the SRT. Fiona was thankful that the GDA was there to support during COVID and for the comments made in particular to social care. Fiona advised that Suzanne Millar would speak with Tressa on these matters.

Bernadette was conscious of the issues being external to people with disabilities and didn't want to lose sight of housing, transport, accessibility and planning. In previous talks about community hubs, Bernadette wanted disabled people to get their points in first. She added that in community planning, it was important to see who should be around the table – it needs to be kept manageable but also needs to look at disabled people's needs.

The Chair asked for a timeline and an update to be brought to the next meeting.

In reference to the 2000 care packages that were stopped/paused, Lorraine asked if there was an update on it. Tressa didn't know, only that some hadn't been re-instated and some not to the same level and that the information she had came from the BBC. Some people were still being charged although their package had stopped. Social Work are worried about maintaining their level of service in relation to staff and such. Tressa plans to meet with Suzanne Millar about this issue. The Chair asked if Fiona would also look at this with Suzanne. Pete advised that one of his colleagues was working with Planning and another looking at real time evidence relating to pre and post Public Realm.

Colin asked if disabled peoples sexuality was part of the survey and stressed the need for more ethnic led organisations. Tressa advised that they had an ethnic minority group and

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that access with food had been problematic. Also BME had more trouble getting online. Individual black and minority people have connected in. LGBT and Young People are online and Tressa thought it'd be good if they were all connected together.

The Chair thanked Tressa for her presentation and asked that both she and Bernadette bring an update to the next meeting.

### 6. Third Sector

Ian stated that he'd learned lots of lessons about how the third sector is funded. He advised that the aim now is to think about the future for the third sector – what it should look like, what it should do and how it should be done. Critically, within that is the relationship that the sector should have with the public sector/Council at a strategic, tactical, service design and operational level. He wants to reaffirm the role of the third sector as a partner in Glasgow's future success - a strategic partner of the Council that is understood, involved and well regarded.

The intention is to form a small group (of 12 people) from the sector and chaired by Ian. The membership of the group needs to match the diversity of the sector - size, income type, area of work and so on. The group will have a series of conversations – each intended to build on the last. Work will be done by consensus over a period of about 6 months. Conversations will be 'Chatham House', very open with a spirit of being challenging to each other and unpicking difficult issues – poor behaviours for example. Wider spaces will be created digitally for people to engage with the process so the full sector feels involved. There will also be the opportunity for 'witnesses' to join the group to tell their story to inform the group.

The output will be to generate a shared vision and clear recommendations about how that should be achieved. This will then result in a proposed revision of the Concordat with an action plan that really moves the relationship forward. The types of issues the group might cover could include:

- review of what works well/what doesn't (particularly learning from COVID and GCF process)
- consideration about how the third sector in the city is "commissioned"
- how do we use a design based/collaborative approach in what the city needs
- how do we think about how both the third and public sector work in and with communities
- how does the sector need to change to better address the city's challenges and what support will that need
- what do public bodies need to do differently in supporting, resourcing and engaging the third sector

The Chair thanked Ian for his input and asked for questions.

Cllr Bell asked that when the groups look at what they would like, it's kept within guidelines that are deliverable and within a realistic dynamic. He also asked that communication is kept

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open. Ian thought these fair points and advised that there will likely be a couple of 'asks' in regard to taking issues further up the food chain to the Scottish Government.

Kirsti stated that she was working in relation to violence against women. Kirsti was keen to contribute to the third sector and thought there was a need to make a commitment to address issues. Ian advised it was about the sharing of powers in communities, not just about the third sector, but about the culture. Ian added that the councillors need to make decisions.

Bernadette advised that the workshops/workstreams will get up and running and that honest discussions are needed. Bernadette added that work in regard to the third sector workstreams will be invaluable.

Bernadette saw it as an opportunity to look at how we do things differently. The funding from the Scottish Government had been seen as phenomenal, but the issues are still there (although the funding relating to shielding plus worked well). Bernadette hopes this workstream will be part of the wider review. A strong living document that works is needed. Bernadette and Ian will follow up on this after the meeting. The Chair asked that they bring something to the next meeting for the group to take forward.

Tressa stated that she wouldn't feel comfortable with a process where people didn't feel enabled to speak; people need to feel safe to be able to be honest. Ian thought this cut to the heart of the relationship we should have. Cllr Bell advised that he wasn't suggesting that people don't feel able to speak, but it was about managing expectation - we need to work out how we come to a better understanding without getting caught up in a corporate/local authority bubble. He didn't want to get into a situation where the third sector comes up with a brilliant plan, which we can't push through. The plan needs to be actually deliverable or at least the sector understands why we can't deliver. Cllr Bell was concerned that the 'ask' is beyond our means. The Chair hoped it was about having more open and honest conversations, highlighting the need to be open and honest in regard to our vulnerable citizens.

Ian asked if the taskforce wanted anything brought back before he gets started. The Chair advised him to get started as she didn't want to get held back through bureaucracy.

Fiona spoke of the Child Poverty Group whose ask was "what does the SRT want us to do". Fiona thought it would be helpful to get a sense of what the SRT wants brought back to the group from the different workstreams. Bernadette advised that it was back to just framing the questions. She was conscious that the talk today was focussing on disability and the third sector. She stated the need to shape a bullet point guidance. Bernadette advised asking what they want us to focus on, what the outcomes will be and what the difference will be.

The Chair stated that the priority would be to get guidance pretty swiftly and asked if this could be got by the next meeting. Fiona thought it would be good to have a paper to take to meetings. Bernadette advised that the key priorities were needed. Cllr Bell didn't see the need to wait until the next meeting and thought this could be got out in advance, adding the need to see outcomes and hard actions delivered.

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Des advised that some issues were technical, while others had a political dimension. Questions for different groups include what steps we need to do politically and these would need to go back to the counsellors and politicians. There's also a need to see how they fit into the strategies. The Chair was confident they would match up with the workstreams.

### **7. Visioning and Participatory Budgeting (PB)**

Chris stated that he was struck by the conversations so far and how much of it links into PB. He explained PB budgeting as a democratic process, where members are involved in how the money is spent. He described it as a strong model – it has a clear focus on inclusion and inequalities (including people with disabilities). There is a strong footing for PB with the Council across Glasgow.

The Scottish Government and COSLA agreed PB by 2021, with the local authority providing 20% of budgeting.

Chris explained that any approaches to recovery must include the people most affected by COVID - who, where, how and when. He stressed the importance of the SRT to consider the distinction between small grants funding and embedded PB. Cllr Layden stated that she'd had conversations about how we move away from small grants. If PB is done correctly it can deepen democracy and, when done well, can lead to a mature and reciprocal way of working.

Chris offered to undertake a short scoping exercise if the SRT wanted; he'd see how PB is coping nationally and speak to key organisations regarding any academic information. He wants to frame things in a way that would help us move forward. Cllr Bell was pleased to accept Chris's offer and asked if he could bring something back to the next meeting. Pete agreed that a scoping paper would be a good piece of work.

Tressa stated that there was a lot of great learning around PB at ward level, but not transformational due to the small amounts of money involved. In relation to disabled people, Tressa thought that embedded PB would be more of an impact for them. Pete agreed with this.

Shaw stated that PB is so aligned with Empowerment Legislation - it gives a voice to the people. It's seen as a different way of working, with different principles and adopting these will help drive forward the work of the SRT. A mechanism is needed and Shaw thought that this may be it – it gives a flavour to the way we work together as a platform.

Chris stressed that pragmatically, you could work on this for 5 years and still not come up with the perfect model. PB is not a panacea but, hopefully, shows more alignment with the needs of the community.

### **8. Date of Next Meeting**

Thursday, 1<sup>st</sup> October at 14:00. Cllr Bell will Chair.

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Date of Meeting	Action Agreed	Action Taken	Status
03/09/2020	Tressa to share video link with the SRT.		
03/09/2020	Bernadette to bring a timeline and update to the next meeting about disabled people's needs and community planning.		
03/09/2020	Tressa and Fiona to meet with Suzanne Millar about level of service issues.		
03/09/2020	Bernadette and Tressa to bring an update to the next meeting.		
03/09/2020	Bernadette and Ian to follow up on 3 <sup>rd</sup> Sector workstreams and bring an update to the next meeting.		
03/09/2020	Bernadette to provide guidance on what the SRT want brought back to the group from the different workstreams by the next meeting.		
31/07/2020	Bernadette to speak to colleagues about the opportunity for a piece of work on community engagement to be taken forward jointly between the SRT and ERT groups.	Bernadette met with Kevin Rush. The ERT is interested in a joint session around community engagement. Will go back after today's discussion. In process.	Complete
31/07/2020	Bernadette to pick up with Ian the issues relating to the 3 <sup>rd</sup> Sector.	On today's agenda.	Complete
31/07/2020	Bernadette to discuss with GDA colleagues how their workstream will operate.	On today's agenda.	Complete
31/07/2020	Bernadette to discuss with Pete and Des how the questions should be framed and what the solutions and outcomes will look like.		Outstanding
31/07/2020	Bernadette to further discuss the potential for PB principles (dialogue and deliberation) to be embedded within the work of the Taskforce and ultimately wider democratic structures, as well as the roles of the community councils and area partnerships with Pete, Des and Chris.	On today's agenda.	Complete

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### Community Engagement in Social and Economic Recovery from COVID-19

#### Social Recovery Task Force 1.10.2020

#### Introduction

The Social & Economic Recovery Task Forces in Glasgow have responsibility for the social and economic renewal of the city following the pandemic. Both groups have recognised the importance of engaging with communities, so that they can have their say on what the priorities are and can shape and influence any initiatives designed to support them. Some of this work has already started, mainly by Third Sector and Equality organisations having ongoing conversations with their communities.

It has been agreed by both Task Forces that they will work together to develop a community engagement strategy. This short paper highlights some engagement work carried out recently by Community Empowerment Services and suggests how we can take this work forward as a partnership.

#### Social Renewal Advisory Board (SRAB) Community Listening Events

During the summer, the Scottish Government SRAB asked all local authorities in Scotland to carry out community listening exercises as follows:

‘The aim of the Listening Events is to find out about people’s experiences during the pandemic. They should explore what we can learn from people’s experiences – what did and did not work for them, and what should be taken forward together for the future, to help drive progress towards reducing poverty and advancing equality.’

The recommendation was to hold online focus groups to discuss the following three questions:

1. What changed for you and your community during lockdown?
2. What worked and what didn’t?  
*This question can be focussed on the response to COVID-19 initially.*
3. What does a good life look like to you?

The questions were deliberately open to encourage wide discussion about the lockdown period, and how people saw the future. The request initially went to the Thriving Places community connectors, which had a mixed response, although in the end three connectors did submit some interviews. Finally, the ‘communities’ team in Community Empowerment Services (CES) took up the work, but with just over a week until the deadline there was not enough time to organise focus groups. Instead, the team carried out a number of

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telephone/Teams interviews via a mixture of routes: their own contacts within organised groups such as kinship carers, Framework for Dialogue, Community Councils, local community organisations and peer groups. We also interviewed some people who had been on the shielding programme. In total, the team and community connectors carried out about 80 interviews over a week. Although the interviews were anonymous, each participant also completed an equalities monitoring form, which was matched to their responses.

All responses have now been sent to the Scottish Government for full analysis, alongside demographic information. We have not formally analysed the Glasgow responses, but some of the key issues are highlighted below:

### **Question one**

- Fear, anxiety and depression were commonly noted as a result of the lockdown – both for people who were mentally well before and not – whose conditions often worsened.
- Social isolation has been a major factor for some, in particular, those who relied on community supports are struggling.
- Carers and people who required medical interventions faced additional difficulties in the same way that disabled people did. People reported a fear of going to hospital.
- At the same time, people were reliant on their neighbours and friends for help, such as delivery of food, medicines etc
- Those who had families and jobs where they were able to work at home, felt lucky in comparison to others. Some of those people experienced positive feelings during the lockdown – of slowing down, new hobbies, spending more time with children and spending less money on unnecessary things, so were able to budget better, especially in relation to food.
- One respondent of Chinese-Scottish origin experienced racist prejudice in a supermarket early on and shielded as much as possible as a result.
- Overall the changes to people's lives were perceived as negative. Aside from the obvious job and financial related inequalities, there was a marked difference of experience between those who live in flats versus gardens, singles versus couples and those with no family to assist them.

### **Question two**

- People did appreciate the fast implementation of the furlough/support grants scheme, despite the issue that many self-employed people were exempt. And although there were problems with food delivery within the shielding programme from time to time, people also agreed that it was an important service.
- A recommendation for any future shielding programme would be to use vouchers instead of food parcels, to give people the choice and dignity of buying their own food.
- The lack of access to many medical treatments during lockdown, including mental health services, was of great concern to many.

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- The response by Third Sector and Community organisations was highly praised by many. It was felt that their ability to react flexibly and self-organise to support local people was impressive, especially in comparison to the Council, Health/Social Work and other public sector providers.
- In addition, there was a lot of support available via local community pages on social media, like Facebook. However, this really depended where you lived and it is clear that in some areas of the city, this was less prevalent.
- In terms of rules and guidance, it was clear that people felt there was greater clarity from the Scottish Government than from Westminster and felt safest following their advice. Some people felt that nearly all the rules and advice were confusing, especially as time went on.
- On the whole, what worked was when the majority of people followed clear advice. However, it was evident that there were people flouting the rules in local communities, either deliberately or because they were confused.

### Question three

- Financial security was high on the list for most people. Some mentioned the need for a universal basic income to support the people who slipped through the support nets for lockdown.
- More flexible working was a high priority, especially for people with young families. They valued more time to spend with their children, although they were relieved to have school based education back in place.
- This includes the option to work at home more, as people were less stressed from the lack of commute. People wanted a better work-life balance.
- A home, access to good food, and safe communities. They want to not feel fear when out on the street, whether from Covid or other factors, like crime.
- Having the freedom to go outdoors and travel. And access to communal cultural events: live music, theatre etc.
- Seeing friends and family, being able to touch/hug them. This was a big issue for many people and not just those who live alone. Social connections, and the ability to make them beyond endless Zoom calls are an essential part of a good life.
- Meaningful opportunities for young people in future. There were genuine concerns about how life would be for young people in future re work, travel and study opportunities.
- Some people observed that they would like more of a say in how community services are run in Glasgow.

A concurrent piece of work has been conducted by Glasgow Life which is looking to establish the impact of COVID on community resilience, activism and kindness across the city through engaging with neighbourhood networks which are responding to need as a result of COVID-19. A short life project team is currently compiling the results of this exercise. These findings can also be taken in account as we move forward.

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### **Potential for further engagement & resources**

As stated above, there is agreement that both the Social and Economic Recovery Task Forces will engage with communities on the work they plan to do. The data gleaned from these interviews and gathered by organisations like GDA and CRER are good starting points. However, there is the potential for further, more focused engagement, by pooling the resources of partner organisations.

A similar set of simple questions could easily be developed, loaded to an online discussion platform or survey and then promoted via social media and media e.g. the Glasgow Times although capacity would need to be identified to manage any online platform or survey analysis.

Most importantly, further targeted telephone/Teams interviews could be carried out. The standard telephone interview has been underused in recent times, yet it can encourage an intimacy and honesty which is sometimes missing from face to face communication. They are also easier to organise than focus groups, although online focus groups could also be part of any community engagement programme.

#### *Resources*

Within Community Empowerment Services, we have created a new 'Communities' team, bringing together community development officers, community engagement officers, the locality planning officer and equalities. During the lockdown, we managed the emergency food element of the shielding programme and were in touch with vulnerable citizens every day by telephone.

Since then, we delivered the telephone interviews for the SRAB and are supporting engagement around the new Transport Strategy for Glasgow and the development of the new Equality Outcomes for Glasgow City Council. We can do this in partnership with others, such as Sustrans, and through our own networks of community councils, community groups and Third Sector organisations.

We are currently in conversation with Glasgow Life (Communities, Libraries Learning) about how we share our community learning and development resources (people and places) more effectively, to deliver better community engagement and develop tools and support systems to empower citizens.

The Community Connectors funded through Thriving Places are another untapped resource. As said, some engaged in the SRAB interviews and some didn't. Given that these posts are funded by public sector money, it would be useful to know what community engagement support we can expect from them.

In addition, there are other public sector providers, such as housing providers who may be able to contribute, as well as other council departments e.g. education or colleagues in the Financial Inclusion team who gained experience of telephone engagement during the

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shielding programme. A number of people on the shielding programme indicated that they were happy to be contacted in future, so we have access to a wide range of people who will need recovery support.

Last but not least, there is a wealth of engagement experience in the Third Sector, but given the changing funding landscape for some, we need to be mindful that without resources, equal partnership contributions cannot be assumed.

### Issues/barriers

There will be barriers to online engagement for some, which is why the telephone interview will be crucial. It's also easy for officers to organise, as some will be more comfortable with technology than others. It may be possible to engage more closely with the Connecting Scotland digital inclusion programme, to engage online with people who we know have received equipment and training.

The lack of access to Zoom by council staff is also an issue. Zoom is available on most smart phones and is the most accessible way to engage face-to-face with the majority of communities. Not allowing staff to use this on Council equipment creates an unnecessary barrier and sends the wrong message, as in effect we are saying that people must come to us, instead of the council reaching out to communities.

With the current backward steps in lockdown recovery, it appears that real life meetings are still some time away, therefore we should be more mindful of making ourselves accessible to citizens in the online world. Aside from that, it may be possible to engage with young people in schools in a socially-distanced way, which is something we should be exploring.

### Suggested way forward for community engagement

1. We need a better analysis of the data we already have to help formulate themes for further community engagement, if we are serious about having community participation from the ground up. The Scottish Government may analyse the data from the SRAB interviews fairly quickly but if not, we need to interrogate the interviews more thoroughly.
2. A short, working group should bring together a few partners to make a community engagement plan and deliver it. *These partners must have resources they can commit*, either expertise (in case of equalities for example) or staff who have the experience of engagement and can carry it out. CES/GL to lead this process – with other partners and the Third Sector, bearing in mind the shifting priorities for many organisations.
3. The group needs to be able to engage with both the SRTF and the ERTF to ensure that engagement is joined up and covers the proposed work streams, with both groups agreeing to be responsive to the needs identified by communities.

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4. The group also needs to be able to engage with key organisations and groupings around the future decision making around the city's assets.
5. Key to embedding any outcomes from this is to engage with the CLD Strategic Partnership in refreshing the CLD plan for the city.
6. The group needs to be able to plan and carry out targeted engagement over the next three months to avoid progressing work streams without engagement. To borrow a phrase popular with community groups: 'nothing for us, without us.'
7. To have an eye on for the future: the potential for using Participatory Budgeting processes to develop future recovery projects or programmes, using mainstream public sector budgets.

Judith Hunter,  
Principal Officer,  
Community Empowerment Services.

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## **Glasgow Social Recovery Academic Advisory Group: Issues and questions for workstreams to consider**

### **1 October meeting**

This paper sets out an 'ask' of the Academic Advisory Group from Bernadette Monaghan as lead officer and the response from the AAG. We have taken the step of including the request and the response so that members of the Social Recovery Taskforce can see clearly both where the questions which are set out at the end of the paper come from and the context in which they were produced. The initial part of the paper is intended to provoke discussion at this meeting of the taskforce. The taskforce will be asked at the conclusion of the discussion to agree that the ten questions in the proposal are adopted by the Taskforce as a framework and set of tasks for the working groups that have been established in the coming period.

### **Request from Bernadette Monaghan**

I'm mindful that the SR Taskforce has about 12 months to do its work and that the focus is on outcomes. We have a large number of themes / priority areas, most of which already have a "home" within existing CPP and other groups. The Taskforce isn't about reinventing the wheel or doing the work itself, but it needs to make sure that work gets done to address the impact of Covid on those communities (place, interest and identity) most disproportionately impacted. It's about aligning all the work streams taking forward priority themes and at some point picking out the commonalities between them all and weaving them into one narrative, which is about system change and a different relationship between the Council and partners; in some cases, a different relationship between the partners themselves and key players in their sectors.

I suppose what I'm looking for is a few questions for each work stream to set out the "ask" of them from the Taskforce: what key priorities they will take forward to address the disproportionate impact of Covid? They will already be doing a lot of work in this regard. A question I heard consistently when we reconvened the CPP structures was "and so what now"? What can each work stream do / contribute, that will make a difference to the social recovery agenda; how will they know that by focusing on those areas / priorities, they will make a difference and be able to demonstrate that around the end of July next year.

So, it's really a few questions that we (Cllrs Layden and Bell maybe) can send to each group to focus them on what they will do / are doing to make an impact on the social recovery agenda. Also, it would be good to get them to think about how equalities and community engagement are embedded through all the work streams.

### **Response from the Academic Advisory Group:**

As things stand, there is not much additional money currently available to the local authority to support social recovery. There is a case to be made to central government for targeted support that takes account of concentrations of need - part of the job of the taskforce should be to build that case and campaign for more support from central government. Multiple deprivation is on a different scale compared to the rest of Scotland - SIMD statistics show that 68% of the poorest 20% of postcode areas in the country are in west central Scotland, a high proportion of these being in Glasgow. Deprivation statistics do not give the full picture of the needs profile of Glasgow – capturing the complexity and multi-dimensional nature of need is important. For example, the city has by far the highest proportion of BAME people (who in other parts of the UK have been disproportionately amongst the victims of the pandemic) and the overwhelming majority of refugees



and asylum seekers in Scotland, another vulnerable group, are also amongst its residents. We need to map need in a more granular manner, and this should be a priority for the working groups and for the taskforce. If the Council had abundant resource, it could satisfy every legitimate request for support, basing its allocation decisions on needs assessment. This is the model that many in the voluntary sector would prefer - it fits with a rights-based approach focusing on entitlement arguments that campaigning organisations or groups, have typically adopted.

Given its obligations to provide statutory services, unless substantial additional resource becomes available from central government the Council's financial circumstances mean it is going to be faced with difficult choices between competing priorities. So how can the taskforce assist the Council in identifying priorities and transparently allocating resources between them that respond sensitively to needs, **while delivering the most impactful outcomes?** And to what extent can the taskforce assist the Council in **linking short term action to alleviate impacts on particular groups with the longer-term strategic priorities that the Council has set, such as its policies on child poverty, zero carbon and inclusive growth?**

Currently the policy agenda in responding to Covid is set by central government at a national level (Scotland for devolved matters, UK for reserved issues). At local level there has been significant mobilisation involving the Council, the voluntary sector and other civic partners during lockdown and in its aftermath to ensure that e.g. essential services to vulnerable individuals are provided and city businesses are able to access resources needed to survive. However, the latest restrictions being imposed by government in the context of a 'second wave' of cases pose further challenges to those seeking to contain and respond to the impacts of disruption at local level. The pandemic has highlighted the importance of the need for partners to **connect, collaborate** and **contribute** to building resilience at local level. Going forward there are two introductory questions that we feel might usefully be discussed at this Taskforce meeting, linked to the proposal set out below:

- What **lessons should we learn** from our shared experience up to this point?
- How can we maintain and enhance that spirit of co-operation and shared purpose over the next 12 months in what are going to be difficult circumstances?

#### **Proposal:**

It is recommended that each of the working groups, focusing on their own area of interest, draw on their specialist expertise and understanding of the impact of the pandemic to address a common set of questions. We anticipate that the answers will come back over a period of time – some of the questions can be responded to quickly while others make take longer. The responses will be integrated into a report or a series of reports from the taskforce which will be fed to appropriate Council committees and external bodies as appropriate. The questions are:

1. How can local knowledge and experience be communicated to policy makers at national level in ways that inform and improve decision making?
2. How can the Council and its partners **evidence the** complex, multiple nature of need that services in the city of Glasgow are responding to, and make the case for increased resources and /or support to the city from the Scottish and UK governments to take account of the higher level of need?
3. What robust (i.e. non-anecdotal) evidence do we have that **local partnerships** have worked well, enabling voluntary sector, Council and other partners to respond **quickly and effectively to the challenges posed by the pandemic, and what evidence** do we have about things that have not worked so well? Evidence in this context might take the form of short case studies,

especially if they highlight the complexity of need, challenges and opportunities within partnership working and show what can be done when the right conditions are created

4. What worked well during the lockdown period and its aftermath in identifying and addressing need? Are the mechanisms involved e.g. methods of funding or ways of collaborative working worth adopting in the recovery phase?
5. Given that we face a combined health and jobs crisis, what are the **(small number)** of **best first moves** that the partners (not just the Council) should be taking?
6. Given limited resource and competing priorities, why are these (the recommended best first moves) the **most appropriate steps** to take now?
7. How would we measure success for your workstream? What evidence is there (or will there be by next July) that these steps will be (or have been) the most impactful and that other options would have (had) less impact?
8. How would we measure success in relation to the city's priorities? What evidence is there (or will there be by next July) that steps being taken now or proposed by the social recovery partners will **contribute towards shared objectives** including addressing poverty, making progress on equalities, tackling climate change and delivering inclusive growth?
9. Are there other actions proposed that would help improve collaboration between the social recovery partners or lead to enhanced future community engagement?
10. **Are system changes required** in the relationship between the Council and voluntary sector partners (e.g. by moving to a commissioning system for service delivery rather than the bidding and scoring system used for the Communities Fund) to reduce duplication and lead to greater transparency in determining how resources should be distributed between place, interest and identity priorities?



## **Policy Scotland Working Paper**

### **The COVID-19 Crisis and Universal Credit in Glasgow: September 2020**

**Dr Sarah Weakley, Research and Impact Officer, Policy Scotland**

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## Working Paper Series<sup>1</sup>: The COVID-19 Crisis and Universal Credit in Glasgow

### Update: September 2020

#### Key Issues

- Glasgow's UC caseload since the beginning of March has grown by 82% to just over 68,000 people – an increase of 31,000. Some will be accessing with the benefit system in this way for the first time.
- The largest groups of recipients are still between ages 25 and 54. Claims and starts for these populations have returned (for now) to almost pre-crisis levels.
- However, people under the age of 24 continue to flow onto UC at elevated levels. In Glasgow the number of young people starting on UC in July was still over double the number in March. Now, roughly 12% of young people in Glasgow are receiving UC.
- Nearly 10,000 people who came on to Universal Credit in Glasgow in the first month of the lockdown have not been able to leave the caseload, which points to a trend of longer durations on UC and extended periods of labour market disengagement.
- Before the crisis the UC system in Glasgow primarily served those not working and those who had no work requirements (primarily due to ill-health and caring responsibilities), which comprised 70% of the caseload. Now almost 70% of the caseload is comprised of the two groups (working/not working) subject to conditionality: 44,000 people in Glasgow.
- Another notable increase in the caseload over the period is among those currently working without requirements, who now make up 13% of the caseload rather than 8% of the caseload pre-crisis. This includes those who are currently on furlough. As the furlough scheme comes to an end in October a proportion of those currently connected to work and not required to look for a job receiving UC will flow into unemployment.
- Vacancies, while improving, are still at roughly 50% of pre-crisis levels. Paired with a larger caseload and the coming crisis of the furlough scheme ending, additional resources for employability, money advice and welfare rights advice services should be invested in now.

## 1. Introduction

Since the publication of the first Policy Scotland working paper on Universal Credit in Glasgow in July, the scale of the challenges faced by people on low incomes is becoming clearer. The UK is facing a labour market crisis that is unprecedented. The most recent release of labour market figures by the Office of National Statistics (ONS) to June 2020 show a weakening of employment across most sectors (with some more severely hit than others) and the lowest number of hours worked on record; the highest ever number of people who are underemployed (2.85 million); roughly 7.5 million people temporarily away from work (including 3 million of whom have been away from work for 3 months or more) and, perhaps most worryingly, the first time there has been a net inflow of

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<sup>1</sup> The first paper in this series is Weakley, S. and Waite, D. 2020. Policy Scotland Working Paper: The COVID-19 Crisis and Universal Credit in Glasgow and can be accessed at: <https://policyscotland.gla.ac.uk/working-paper-covid-19-crisis-and-universal-credit-in-glasgow/>

people into economic inactivity<sup>2</sup>. The Resolution Foundation's<sup>3</sup> recent analysis of furloughing data from HMRC estimates that even in mid-August 4 million people in UK were fully on furlough (not working at all). The furlough scheme will come to an end on October 31, and the ONS anticipates that many of those still attached to their employer will flow into unemployment at some point during the autumn.

New evidence confirms what many suspected at the beginning of this crisis; that the youngest workers, oldest workers and those working in manual or elementary occupations (e.g. in hospitality, construction, retail) were most likely to lose their jobs, have their hours reduced or be on furlough for an extended period of time (ONS 2020). For example, hospitality and leisure sectors both had six-in-ten workers furloughed at the end of June, reflecting the slower reopening in those sectors. The other group of employees most radically impacted by this crisis are the self-employed. During the lockdown period many of the self-employed faced nearly no income from trading due to public health measures. Due to this loss of income and changes to the minimum income floor of Universal Credit, it is likely that the self-employed make up a larger share of the UC caseload than ever before<sup>4</sup>. Worryingly, the ONS reports that those who have left self-employment are not moving into paid employment but rather more likely to become economically inactive. Low wage workers of all types, already struggling to make ends meet before the crisis, found the drops in income (even if on furlough) to be unsustainable to meet their needs in the face of rising costs in lockdown. For those who were not connected to the labour market before the crisis, or just holding on to part time work, the challenges are likely severe.

Universal Credit figures are one way to understand who is at the sharpest end of this crisis and accessing the largest programme of means-tested assistance in the UK. However, Universal Credit figures do not provide information about COVID-19's impacts on larger labour market trends or workers of various types that are better addressed with additional statistics<sup>5</sup>. The data contained in the first working paper was only to early April 2020 – just three weeks into the UK lockdown period. Although that initial report contained the first large spike in UC claims and an increase in the caseload, a longer time horizon allows us to see how the UC caseload reflects those most in need in this extended recovery period. This paper updates figures to early July 2020 and highlights new areas of concern for policymakers and programmes serving people on low incomes.

## 1.1 New reports since July 2020

The first working paper introduced UC and its administration, changes to the benefit announced in March (e.g. £20/week increase in standard allowance) and emerging key issues related to some recipients who continue to struggle in the current system. Three important documents related to UC

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<sup>2</sup> Office of National Statistics. 2020. Labour Market Overview, UK: August 2020.

<https://www.ons.gov.uk/releases/uklabourmarketaugust2020>

<sup>3</sup> There are not yet clear figures on the number of people who were brought back part time and still receiving furlough pay from the government, and therefore the Resolution Foundation was only able to estimate how many people are on furlough and not working at all. See:

<https://www.resolutionfoundation.org/comment/high-number-of-furloughed-workers-but-not-as-much-as-we-thought/>

<sup>4</sup> Beginning in June, the government's first round of the grant scheme for the self-employed, SEISS, was accessed by 2.7 million people UK-wide totalling £7.8 billion (ONS 2020). In Scotland, the scheme was accessed by 155,000 people in Scotland totalling £449 million. <https://www.gov.uk/government/news/million-of-self-employed-to-benefit-from-second-stage-of-support-scheme>

<sup>5</sup> For an analysis of how labour market statistics are used to understand this crisis see the Resolution Foundation's briefing note *The Truth Will Out*: <https://www.resolutionfoundation.org/publications/the-truth-will-out/>

have been released since July. The first two provide new data on two groups of recipients who are not well served by this benefit; households impacted by the two-child limit and households impacted by the benefit cap. The third is a comprehensive report from the House of Lords Economic Advisory Committee on reforms needed to UC, resulting from their inquiries over the last Parliamentary session.

- **Households and children impacted by the benefit cap<sup>6</sup>:** The benefit cap restricts support for families to the first two children if the subsequent children were born on or after April 6, 2017. For the families affected this results in a reduction of support of £53.50 per week for each child who does not qualify; impacting both out of work and in-work benefits. Figures released in July report that 911,000 children in the UK now live in households affected by the policy, with 57% of affected claimants in working families. 14% of the families impacted by the two-child limit reside in Scotland.
- **New data on the number of households affected by the benefit cap<sup>7</sup>:** the benefit cap applies to claimants on UC and on legacy housing benefit and caps the amount of assistance annually. Due to the rise in UC claimants, the number of newly capped households on UC grew by a staggering 665% from February to May 2020. Across both benefits 154,000 households are subject to the benefit cap. Importantly, the COVID-19 crisis has made it particularly challenging if not impossible for people to change their circumstances in order to not be capped (like getting a job or moving to cheaper accommodation).
- **House of Lords Economic Affairs Committee Report<sup>8</sup>:** The House of Lords Economic Affairs Committee published their report *Universal Credit isn't working: proposals for reform* in July, which calls on the Government to make substantial changes to universal credit in order to protect the most vulnerable. Overall, the Committee calls for 'substantial reform to [UC's] design and implementation, the adequacy of its awards, and how it supports claimants to navigate the system and find work'.

## 1.2 The Claimant Count and limitations of DWP's published UC data

### Claimant Count

The ONS (using DWP data) also publish data in their labour market statistics on the Claimant Count, which aims to cover all of those accessing unemployment-related benefits<sup>9</sup>. This count includes

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<sup>6</sup> Read the full DWP report on households impacted by the two-child limit ([https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/900788/Two\\_children\\_and\\_exceptions\\_in\\_tax\\_credits\\_and\\_Universal\\_Credit\\_April\\_2020.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/900788/Two_children_and_exceptions_in_tax_credits_and_Universal_Credit_April_2020.pdf)) or learn more from the Welfare Reform for Larger Families project (<https://www.welfarereform-largerfamilies.org.uk/blogs/the-two-child-limit-now-affects-almost-one-million-children-and-it-is-being-implemented-when-poverty-is-rising-for-larger-familiesnbs>).

<sup>7</sup> DWP 2020, Benefit Cap: Number of Households capped to May 2020. <https://www.gov.uk/government/publications/benefit-cap-number-of-households-capped-to-may-2020/benefit-cap-number-of-households-capped-to-may-2020>

<sup>8</sup> House of Lords Economic Affairs Committee. 2020. <https://committees.parliament.uk/committee/175/economic-affairs-committee/news/147638/substantial-reform-of-universal-credit-needed-to-protect-the-most-vulnerable/>

<sup>9</sup> Those who access unemployment-related benefits do not comprise all people who are unemployed, as some people who are unemployed are not eligible for benefits. This includes 'people who are only looking for part-time work, young people under 18 are not usually eligible to claim JSA, students looking for vacation work, people who have left their job voluntarily' see: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/methodologies/aguidetolabourmarketstatistics#claimant-count>

those on legacy JSA benefit, people on 'New Style' JSA (based on National Insurance contributions), and those on UC in the 'Searching for Work' conditionality regime<sup>10</sup>. The Claimant Count reached 2.7 million in July 2020 UK-wide, an increase of 116.8% since March 2020 (1.4 million) and an increase of 94,400 in just one month (June 2020).

A recent report from David Webster<sup>11</sup> further breaks down the claimant count of May 2020 data for the three benefit types. He finds that because there is such a small number of legacy JSA claimants left in the caseload, between March and May 2020 there were almost 130,000 new claimants of New Style JSA. Overall, about 10% of newly unemployed claimants between March and May claimed New Style JSA while UC accounted for 89% of the all unemployed claimants.

### **About this data and limitations**

This working paper details Universal Credit in Scotland and more specifically in Glasgow<sup>12</sup>. The figures and tables in the subsequent pages primarily cover the period from early March 2020 (before the lockdown period) to early July 2020. They come from three datasets: Universal Credit claims, which has a weekly measurement period; Universal Credit starts, which has a monthly measurement period; and People on Universal Credit, which is a point in time statistic of the entire UC caseload. All figures and data reported in this briefing was taken from DWP's Stat-Xplore system in August 2020.

Data contained in this briefing only covers those who receive UC and does not capture those on legacy benefits. The DWP only captures demographic data for UC claimants by their location, age and gender. This data source does not capture information on claimants by their ethnicity and does not publish information on the number of those who claim UC on the grounds of sickness or disability.

### **Structure of this paper**

This working paper follows the same structure as the July 2020 paper, first detailing UC claims, starts and caseload for Scotland to give a general picture of national trends. Where useful, the report also compares trends in Glasgow to other postcodes and local authority areas over the same period. The bulk of the paper is focussed on UC in the Glasgow local authority, breaking down trends by demographic characteristics and characteristics of recipients as it relates to their labour market attachment. The paper compares Glasgow with national trends by the same characteristics and then reflects on these trends for policy action.

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<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/employmentintheuk/august2020>

<sup>11</sup> <https://cpag.org.uk/policy-and-campaigns/briefing/david-webster-university-glasgow-briefings-benefit-sanctions>

<sup>12</sup> In July 2020, the total number of people in the UK on Universal Credit was 5.5 million; an increase of 2.5 million since March 2020. For additional information see the DWP's quarterly publication here: <https://www.gov.uk/government/publications/universal-credit-statistics-29-april-2013-to-9-july-2020/universal-credit-statistics-29-april-2013-to-9-july-2020#people-on-uc-header>

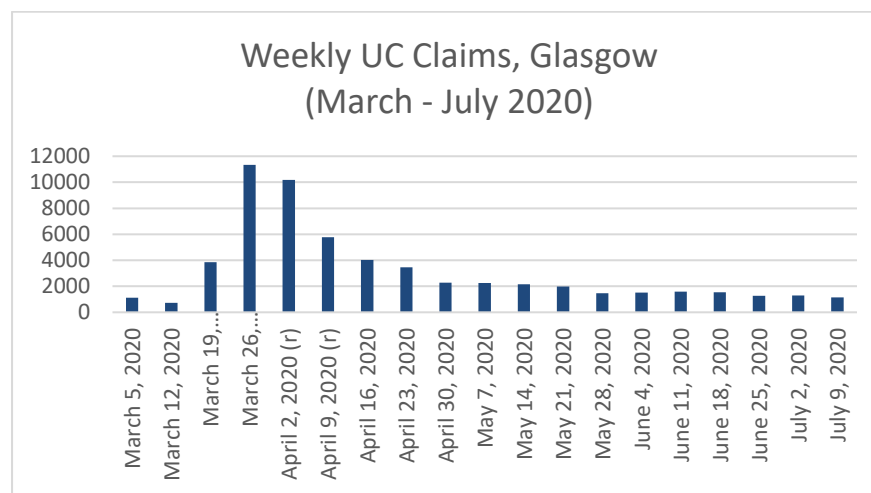


## 2. Universal Credit in Scotland

### 2.1 Universal Credit Claims

In the first two weeks of lockdown in late March and early April, over 40,000 weekly claims were made to Universal Credit in Scotland (DWP 2020); over 10,000 of those were made in Glasgow (Figure 1). Glasgow claims remained elevated through May and into June as nearly double the number of claims to UC were made per week (around 2,000) compared to early March. By early July the number of weekly claims reduced to pre-lockdown levels of roughly 1,000 claims made per week.

**Figure 1: Weekly Universal Credit Claims, Glasgow**



Source: DWP Stat Xplore 2020

### 2.2 Universal Credit Starts

New starts data for Scotland for May, June and July continue to show a higher number of people who began on Universal Credit each month than before the crisis. In April over 103,000 people flowed on to Universal Credit in Scotland followed by another 72,000 people in May. In early July just over 19,000 new people were starting on UC, over 3 months after the initial income and employment shocks began (Table 1).

**Table 1: Monthly UC starts, Scotland**

Monthly UC Starts, Scotland (March - July 2020)					
	March 2020	April 2020 (r)	May 2020	June 2020	July 2020
Scotland	14,644	103,436	71,952	25,028	19,129

Table 2 details the number of UC starts for the four Scottish postcodes with the highest number of starts since March 2020. While Glasgow is the postcode with the highest count of UC starts, Edinburgh and Aberdeen experienced the largest percentage increase in starts – particularly from March to April – than the other postcode areas. As reported in the first working paper, the percentage increase in UC starts from March to April was 1062% in Aberdeen and 726% in Edinburgh. The April figures in this data release have been revised since June, which undercounted the number of monthly starts in Glasgow by 9,000. The percentage increase in Glasgow UC starts from March to April is now 584%.

In Glasgow, over 60,000 people have started on UC since the beginning of March. While the number of new entrants to the caseload has slightly ‘normalised’ in June and July, starts in July for Edinburgh were 43% higher than March and 30% higher in Glasgow. This suggests that although the shock has subsided, the employment recovery will not be ‘V-shaped’ – indeed, there will continue to be people moving in (and ideally out) of the UC caseload as the labour market rebounds and reforms in some sectors more than others. What June and July figures suggest is that this number of starts might well be a ‘new normal’ as the labour market recovers.

**Table 2: Monthly UC starts, four Scottish postcodes**

<b>Monthly Universal Credit Starts, March - July 2020 (Four postcodes with highest counts)</b>						
<b>Postcode</b>	<b>March 2020</b>	<b>April 2020 (r)</b>	<b>May 2020</b>	<b>June 2020</b>	<b>July 2020</b>	<b>Total (Mar-July)</b>
(G) Glasgow	3,919	26,812	18,635	6,629	5,171	61,166
(EH) Edinburgh	2,435	18,689	15,457	4,497	3,492	44,570
(AB) Aberdeen	1,539	8,058	7,186	2,562	1,934	21,279
(KA) Kilrnarnock	1,154	7,765	4,570	1,923	1,295	16,707

## 2.3 Universal Credit caseload (People on UC)

Claims and starts data illustrate how UC use has changed over the course of this crisis and can give a sense of the scale of income shocks that occurred in Scotland over the last four months. However, caseload data in Table 3 captures a point in time and includes those who are not only new to UC. For Scotland overall, there are more than 200,000 new entrants to the UC caseload since the start of this crisis.

Glasgow’s caseload since the beginning of March has grown by 82% to just over 68,000 people (Table 3). Edinburgh has seen a sharper uptick by percentage, but by virtue of Glasgow’s higher poverty levels the number of people in Glasgow who receive UC is nearly double that of Edinburgh in July 2020; a local authority area with roughly the same population size. Although it is unlikely that all 31,000 people are ‘new’ to UC, given what is known about the dynamics of benefit receipt, there will be some who are accessing with the benefit system in this way for the first time.

**Table 3: People on UC, 5 local authorities with the largest caseloads in July 2020**

<b>People on Universal Credit, March - July 2020 (Five local authority areas with highest counts)</b>						
<b>Local Authority</b>	<b>March 2020</b>	<b>April 2020</b>	<b>May 2020</b>	<b>June 2020 (r)</b>	<b>July 2020 (p)</b>	<b>% change (Mar-July)</b>
Glasgow City	37,380	53,026	63,327	66,043	68,286	82%
Fife	21,846	29,158	33,237	34,252	35,314	57%
City of Edinburgh	14,425	24,272	32,239	34,151	35,183	137%
North Lanarkshire	19,543	27,450	31,985	32,974	34,016	69%
South Lanarkshire	17,466	24,201	28,292	29,184	29,811	67%
<i>Scotland</i>	<i>264,117</i>	<i>373,526</i>	<i>439,424</i>	<i>456,564</i>	<i>469,484</i>	<i>78%</i>

### 3. Universal Credit in Glasgow

#### 3.1 Demographic Groups

##### Age

An issue flagged early in this crisis was the likely disproportionate impact it would have on younger and older workers in the hospitality, retail and tourism sectors. Labour market figures released by the ONS confirmed this, as hours worked decreased most rapidly for both groups while the percentage temporarily away from work increased. Starts data by age enables us to see which age groups experienced the sharpest impacts from the current crisis and if (and when) the initial impacts subsided.

Given the composition of those on UC generally – primarily those between the ages of 25 – 54 – we can expect that in Glasgow the number of starts from March 2020 would be the highest in these two age bands. Between March and July just over 26,000 UC starts were for those aged 25-39 (who we might consider the ‘young families’ group) and over 15,000 UC starts for those aged 40-54 (Table 4). Viewing the trends over time we see that by early July the number of monthly starts to UC for the middle two age groups had gone back down to levels close to those of early March. These figures seem to suggest that the extent of the initial income shock for these families was captured by inflows to UC in April and May. It also suggests that the initial ‘spike’ in income challenges faced by the middle two working age groups was severe and acute.

**Table 4: UC starts in Glasgow by age group**

UC Starts in Glasgow (March - July), by age group						
Age	March 2020	April 2020 (r)	May 2020	June 2020	July 2020	Total (Mar-July)
16-24	825	3,907	3,963	2,047	1,893	12,635
25-39	1,737	12,389	7,676	2,474	1,866	26,142
40-54	934	7,466	4,704	1,410	960	15,474
55+	410	3,045	2,291	697	451	6,894

For the youngest age group the number of UC starts in July did not recede back to more ‘normal’ levels: rather, the number of UC starts in July was over double that of early March. In July the number of starts for those age 16-24 was also slightly higher than the number of starts for the ‘young families’ group (aged 25-39), which is unprecedented. The continued high numbers of inflows to UC for the youngest recipient group is a confluence of their family context, unique sector impacts of this crisis and the way that young people engage with the UK benefit system overall. As noted in the previous paper, young people who access UC (as a young parent or as a single adult) are those who are facing some of the most challenging circumstances.

Caseload data reports how many people in each age group are accessing assistance at a point in time (both new and existing recipients). In Scotland the caseloads for each age group increased between 75% - 81% from their counts in early March. The largest group of UC recipients is in the 25-39 age group, with just over 201,000 people on UC, followed by those aged 40-54, with around 126,000 people. Almost 82,000 young people in Scotland were on the UC caseload in early July 2020.

The percentage increase in the caseload for each age group in Glasgow (Table 5) is largely consistent with the national picture save for the youngest group, which increased by 90% since March. As of

July, nearly half the caseload was aged 25-39 (31,000 people) and another quarter of the caseload were aged 40-54 (18,000 people). Just over 11,000 young people in Glasgow were receiving UC in July; roughly 12% of the population of 16-25 year olds in Glasgow<sup>13</sup>. Notably for young people, UC data does not capture the full extent of those who are unemployed, underemployed or those economically inactive. Rather it highlights the young people who are independent of their family of origin (not part of their family's benefit unit) and likely have very little in the way of family support.

**Table 5: People on UC in Glasgow, by age group**

People on Universal Credit in Glasgow (March - July 2020), by age group							
Age	March 2020	April 2020	May 2020	June 2020 (r)	July 2020 (p)	% change (Mar-July)	% of caseload
16-24	5,963	8,199	10,075	10,699	11,373	90%	17%
25-39	17,172	24,922	29,432	30,493	31,353	82%	46%
40-54	9,849	13,860	16,474	17,212	17,683	79%	26%
55+	4,403	6,048	7,341	7,642	7,878	79%	12%
<i>Total (Glasgow)</i>	<i>37,380</i>	<i>53,026</i>	<i>63,327</i>	<i>66,043</i>	<i>68,286</i>	<i>82%</i>	

## Gender

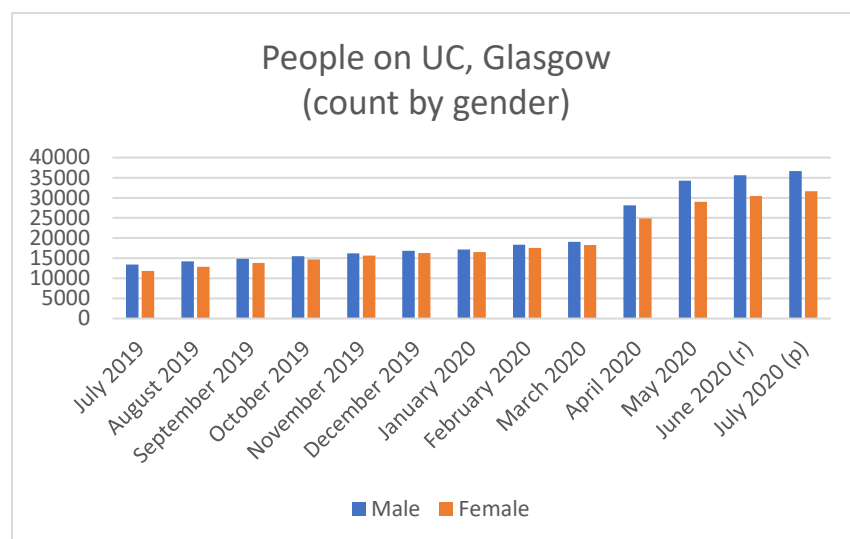
New ONS labour market figures UK-wide begin to detail how this crisis is impacting differentially by gender. Overall, the decrease in men's employment is driven by the decrease in employment for full-time self-employed men (down by a record 163,000 to 2.50 million) and the decrease in women's employment across the UK was driven by women working part-time leaving the labour market (ONS 2020). These differential impacts were predicted early in the crisis and indeed the predictions were borne out in the evidence.

Before the crisis in Scotland, the number of UC starts were relatively equal for men and women. In April and May, however, the number of men starting on UC in Scotland was much higher than women: roughly 12,000 more in April and 11,000 more in May. The widening gaps between genders coming on to UC was also seen in Glasgow in April and May, with men coming on the caseload in greater numbers than women. In total since the beginning of March, around 34,000 men and 27,000 women in Glasgow have made a UC start – again, however, some of these people will have left the UC caseload in June or July.

Figure 2 takes a longer view of the entire UC caseload in Glasgow by gender since July 2019. Here the gap emerges prominently in the early April measurement period and continuing into July. The July figures report men comprising 54% of the UC caseload in Glasgow (36,660 people) compared to 46% percent of women in the caseload (31,608). This proportion has stayed relatively consistent since the first UC spike in April. What continues to be unique about the Glasgow UC caseload is that it differs slightly from the Scottish picture, which has more equal caseloads of men and women. Although we might have expected a sharper increase in females on the caseload in Glasgow since the start of this crisis, the data shows instead that more men in Glasgow are continuing to need UC.

<sup>13</sup> This calculation simply used the number of people on UC in this age group as a proportion of the 2018 mid-year population estimate (accessed via ScotPHO) for those 16-25 (92,690). As the population estimate includes those aged 25+, we can estimate that the percentage of young people on UC is at or slightly above 12%.

**Figure 2: People on Universal Credit in Glasgow, by gender**



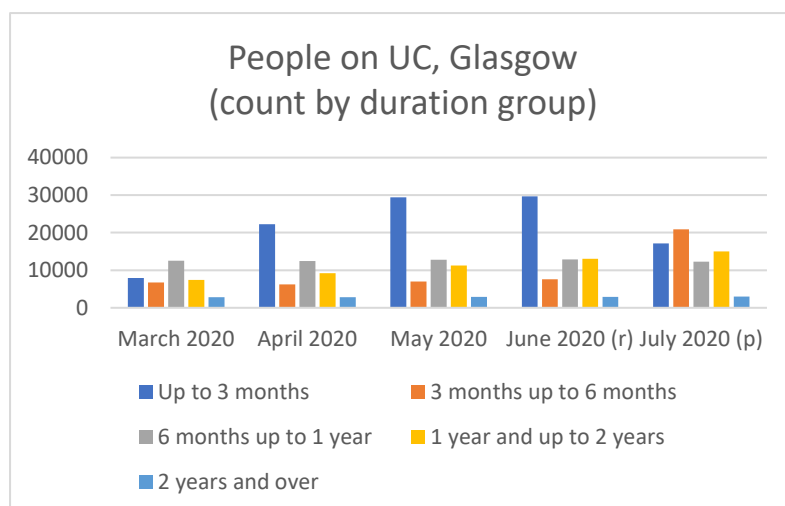
## 3.2 Recipients and Labour Market Attachment

### Duration

The data from April on the length of time people were spending on the caseload was clear; the majority of the caseload were 'new', having only been on the caseload for 3 months or less. Longer run data can illustrate whether many of the 'new' recipients in April have been able to exit UC or are needing longer periods of assistance.

Figure 3 most deftly illustrates how the caseload in Glasgow has indeed shifted to longer durations. By July the evidence suggests that indeed many of those on who joined the caseload in late March and early April (in the 3 months or less group) moved to the next longest duration category (3-6 months). Nearly 10,000 people in Glasgow remain on UC having made a claim during the first month of lockdown. This is relatively unsurprising given the continued low levels of vacancies in all sectors to early July. There has been continued inflows into the caseload in May and June – just not nearly as large as in April. In July, then, 25% of the caseload are those on UC for three months or less, and those on UC between 3-6 months now comprise 31% of the caseload (compared to just 11% in April). Given the slower employment recovery it is likely that people will be staying on UC for longer durations than before this crisis.

**Figure 3: People on UC by duration group, Glasgow**

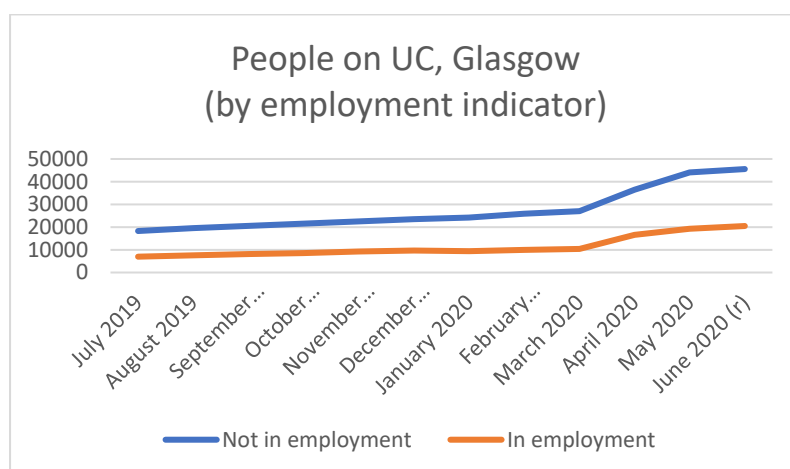


## Employment Status

The DWP publishes a quarterly breakdown of the UC caseload by employment status, a simple indicator of who is or is not in employment in the caseload to June 2020. Universal Credit is a benefit that primarily serves those who are not in employment, and in Scotland 66% of the national caseload was not in employment in June (299,315 people). However there has been a 90% percent increase in the caseload for those who are still in employment (157,245 people in June) compared to a 65% increase in the Scottish caseload of those who were not in employment.

One of the small but notable differences between the Glasgow caseload and the national caseload is the larger proportion of people not in employment. Pre-crisis, 72% of the caseload was not in employment compared to 69% of the caseload nationally. The spike in UC caseload for those not in employment was particularly steep through May, with a plateau in June (Figure 4). Although more gradual, the increase in the number of people in employment on UC doubled since March to just over 20,000 – a significant change in the shape of the caseload.

**Figure 4: People on UC in Glasgow by employment indicator**



Trends with this broad disaggregation suggests that there is more to unravel, particularly about those who are still attached to the labour market but for whom a drop in income has been severe enough to make them eligible for Universal Credit. This 'working' population could be comprised of a

variety of workers whose circumstances have changed, including those who have been furloughed on a low income; those whose hours have been cut; self-employed people coming on to the caseload who still report some income to the DWP (even if small); and those who were already in the caseload pre-crisis who are part of the rising number of the working poor. Viewing the caseload by conditionality regime is one way to further unpick the type of workers (and non-workers) accessing UC.

## Conditionality

The UC caseload disaggregated by the conditionality regime of recipients details the type of people coming onto the caseload based on their current or former labour market attachment. This can help local and national policymakers understand the employability needs of those on low incomes accessing UC. However, these figures do not fully capture those working or not working on low incomes, as people do not engage with UC for a variety of reasons. This only captures the labour market status of those accessing UC.

People in the 'Searching for work' and the 'Working with requirements' conditionality must adhere to requirements in their claimant commitment in order to keep receiving their full Universal Credit payment.<sup>14</sup> Conditionality does not apply for those earning more than £343 per month for a single adult or £549 per month joint income; these recipients are in the 'Working with no requirements' group. Uniquely for this crisis, those on furlough are still defined as 'in work' and therefore it is likely that these recipients will be in the 'Working with no requirements' conditionality group.

The sanctions regime was paused by the UK government from the end of March to the end of June; no UC recipient would be punished via a sanction (i.e. a reduction or pausing of their UC payment) if they did not adhere to all aspects of the claimant commitment. Given the economic shutdown this was a welcome pause. However, sanctions restarted from 1 July, by which time the number of claimants subject to conditionality will have increased to over 3 million (UK-wide)<sup>15</sup>. While in recent years the proportion of those sanctioned has decreased, there is a distinct concern that this punitive and ineffective aspect of UC will further harm recipients in a time of slow labour market recovery<sup>16</sup>.

In Scotland since March the proportion of the caseload in the 'Searching for Work' group increased to 42% of the total caseload, bringing the total to 195,901 people; almost double the count since the beginning of this crisis. This captures the extent of acute job losses across the country for those on very low incomes who were more likely to work in worst-affected sectors. The largest percentage increases in the group counts in Scotland occurred for those in the 'Working with Requirements' (+148%) and the 'Working with no requirements' (+128%) groups. In July there were roughly 78,000 people across Scotland in each of these groups. Although this does not capture the full extent of the crisis among those temporarily away from work or self-employed, as it only captures those on low incomes, these increases suggest that in the recovery period policy and programmes should adjust their interventions to meet the needs of these two types of 'workers' that the UC system did not engage with as regularly before this crisis.

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<sup>14</sup> For a full description of each conditionality regime and its requirements please see:

<https://www.gov.uk/government/publications/universal-credit-statistics-background-information-and-methodology/universal-credit-statistics-background-information-and-methodology#background-information>

<sup>15</sup> David Webster provides regular briefings and analysis of sanctions in the UK benefit system, which can be found on the Child Poverty Action Group website. <https://cpag.org.uk/policy-and-campaigns/briefing/david-webster-university-glasgow-briefings-benefit-sanctions>

<sup>16</sup> See additional evidence to this point in recent House of Lords paper, linked on page 3.



In Glasgow the picture is similar (Table 6) with now roughly half of the caseload in the 'Searching for Work' category (33,167). The most notable difference in the caseload is also among those who were in the other working conditionality groups. During this crisis the type of person seeking assistance has shifted dramatically: the caseload of the 'Working with requirements' group increased by 130% to 11,499 in July and the 'Working no requirements' group caseload increased by 178% to 8,739 (an increase of 5,550 people). These figures suggest many low-wage workers (both on furlough or not on furlough) are having to access UC due to a drop in wages that takes them below the threshold for UC. This is consistent with recent evidence finding that over a third of people who have accessed government assistance schemes (like furlough) were experiencing financial difficulties<sup>17</sup>.

For those on furlough in UC, they are likely in the 'Working with no requirements' group for now. Currently, the pressing crisis is among those who are self-employed on low incomes or those for whom their hours were cut dramatically during the spring (again, this occurs for those in the lowest-paid sectors), as they are now subject to conditionality. Before the crisis the UC system in Glasgow primarily served those not working and those who had no work requirements (primarily due to ill-health and caring responsibilities), which comprised 70% of the caseload. Now almost 70% of the caseload is comprised of those in the two groups (working/not working) subject to conditionality: 44,000 people.

**Table 6: People on UC in Glasgow by conditionality group**

People on UC in Glasgow, by conditionality regime (March - July 2020)								
	March 2020	% caseload (March)	April 2020	May 2020	June 2020 (r)	July 2020 (p)	% caseload (July)	% increase in count (Mar - July)
Searching for work	16,933	45%	27,149	31,509	31,580	33,167	49%	96%
Working – with requirements	4,949	13%	7,245	10,355	10,762	11,449	17%	130%
No work requirements	9,239	25%	10,089	10,509	10,750	10,968	16%	18%
Working – no requirements	3,134	8%	4,988	7131	9,054	8,739	13%	178%
Planning for work	891	2%	1,051	1,187	1,232	1,248	2%	40%
Preparing for work	2,224	6%	2,486	2,597	2,641	2,694	4%	21%
Total	37,380		53,026	63327	66,043	68,286		

## 4. Key Issues and Policy Concerns

**Newer, younger recipients:** Although the largest group of recipients are between ages 25 and 54, the claims and starts for these populations have returned (for now) to almost pre-crisis levels. However, people under the age of 24 continue to flow onto UC at elevated levels. In Glasgow the number of young people starting on UC in July was still over double the number in March. Now, roughly 12% of young people in Glasgow are receiving UC. These results also suggest that we may not yet see the full extent of the youth unemployment crisis for many months. The current policy

<sup>17</sup> Standard Life Foundation. (2020). *Emerging from Lockdown*. Available at: <https://www.standardlifefoundation.org.uk/news/latest-news/articles/emerging-from-lockdown>



approaches to help engage young people on UC into training, apprenticeships and employment is welcome: this includes the Kickstart scheme, a UK government initiative which provides funding to employers to provide 6 month job placements for young people on UC and the Scottish Youth Guarantee, funding a wide ranging set of Scottish policies to ensure that 'ensure everyone aged between 16 and 24 has the opportunity of work, education or training'<sup>18</sup>.

However, we must not assume that young people are able to call upon their family of origin for additional support in this time – particularly for those who are residentially independent of their families. The minimum wage and the benefit levels for those under 25 should therefore be increased to the same level as those over 25 as one way to improve the support provided by the benefit system.

**Who is accessing UC and conditionality:** Rather than 70% of Glasgow's caseload being made up of those searching for work and those who are not required to work, in July 70% of the caseload is comprised of those searching for work and those who are working with requirements – groups both subject to conditionality. 44,000 people in Glasgow are currently subject to conditionality, a situation that is stressful for both clients and job coaches, who are now having to address the needs of far more people than ever before<sup>19</sup>. Additional resource is needed in the employability, money advice and welfare rights advice sectors for these UC recipients now. While vacancies in Glasgow improved in June and July (with a 41% increase in vacancies between June and July), vacancies are still just above half their pre-crisis levels<sup>20</sup>. It is unclear, then, how many UC claimants currently subject to conditionality will be able to be successful in a.) finding work that will take them above conditionality requirements or b.) find work that will take them above the income threshold for UC altogether. Given these still stark challenges in the labour market, it seems particularly punitive to continue sanctions.

**Coming crisis after furlough ends:** Another notable increase in the caseload over the period is among those currently working without requirements, who now make up 13% of the caseload rather than 8% of the caseload pre-crisis. This includes those who are currently on furlough. This shift in caseload in Glasgow gives us a glimpse of challenges ahead. As the furlough scheme comes to an end in October a proportion of those currently connected to work and not required to look for a job receiving UC will flow into unemployment. Those at highest risk of losing their jobs will be those in minimum wage jobs that require close contact with the public<sup>21</sup>. At a local level improved collaboration will be needed between JobCentres and the public and third sector to ensure that those engaging with UC are referred to other income support services. For those who are 'new' to UC more support may also be needed to simply navigate these systems.

**Additional support needed:** While the immediate crisis of getting people connected to Universal Credit seems (for now) to have passed, the stark figures of over 200,000 more people accessing this benefit across Scotland is jarring. The income crisis, however, looks to be prolonged and the UK

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<sup>18</sup> Further information about the Kickstart scheme <https://www.gov.uk/government/collections/kickstart-scheme>; further information about the Scottish Youth Guarantee: <https://www.gov.scot/news/delivering-the-youth-guarantee/>

<sup>19</sup> See for example, recent work by Robertson et al. 2020. *How well is Universal Credit supporting people in Glasgow?* Joseph Rowntree Foundation. <https://www.jrf.org.uk/report/how-well-universal-credit-supporting-people-glasgow>

<sup>20</sup> <https://www.employment-studies.co.uk/system/files/resources/files/IES%20Briefing%20-%20w.c%2017.08.2020%20final2.pdf>

<sup>21</sup> See Joseph Rowntree Foundation. 2020. *Storm ready - how to keep us afloat as unemployment hits*. Briefing. <https://www.jrf.org.uk/report/storm-ready-how-keep-us-afloat-unemployment-hits>

government can act in the Autumn Budget to ensure that the £20 increase in UC does not expire in April 2021 and is extended to more recipients<sup>22</sup>. The challenge for local public services now is how best to address the additional needs of those who are claiming this benefit, particularly as many recipients may be facing rent arrears, food insecurity, and debt. Although the Scottish Child Payment to be rolled out in February 2021 is indeed welcome, campaigners are calling for an increase of £10 a week to child benefit across the UK now<sup>23</sup>. This support will further assist those who have had to take on even more debt in the recent months<sup>24</sup> to weather this storm. Local policymakers also have a role to play in ensuring that the resources that are available can be accessed by all those who need it in this period. A recent report by the Poverty and Inequality Commission<sup>25</sup> found that although the Scottish Welfare Fund received more funding as part of the coronavirus emergency response, it was currently underutilised and that award amounts were variable between local authorities. This is particularly worrying in the face of continued challenges for those able to access UC and those who are not (e.g. those with No Recourse to Public Funds) to make ends meet.

As noted previously, the data here cannot fully reveal wider labour market trends for these groups and the full individual impacts of this crisis; therefore, more and different research should be undertaken. For example, additional research using the Labour Force Survey can help to detail these wider trends alongside survey data such as Understanding Society's COVID-19 study, which can further detail individual and group impacts. Quantitative research should also be supplemented with qualitative research with individuals and families engaging with the welfare system to delve deeper into how this crisis materially, socially and emotionally impacts them (see, for example, the COVID realities project<sup>26</sup>).

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<sup>22</sup> See: <https://www.jrf.org.uk/blog/autumn-budget-keep-doing-right-thing-and-keep-lifeline>

<sup>23</sup> <https://www.theguardian.com/society/2020/aug/31/calls-to-raise-child-benefit-in-uk-to-help-struggling-families>

<sup>24</sup> Standard Life. Ibid.

<sup>25</sup> <https://povertyinequality.scot/wp-content/uploads/2020/08/Scottish-Welfare-Fund-briefing-.pdf>

<sup>26</sup> <https://www.nuffieldfoundation.org/project/covid-realities-families-low-income-pandemic>



**Glasgow City Council**

**General Purposes City Policy Committee**

**Report by Chief Executive**

**Contact: Louise MacKenzie**

## **Item**

<date of meeting>

**Ext: 73841**

### **Improving Outcomes for Disabled People in Glasgow**

#### **Purpose of Report:**

This report provides an overview of the Council's responsibilities under the Equality Act 2010. It presents a proposal to review the Council's policy approach in relation to disability equality to support the refresh of the Equality Outcomes during 2020.

#### **Recommendations:**

The General Purposes City Policy Committee is asked to

- Consider and comment on the report
- Approve the establishment of a Short Life Working Group as detailed at 4.2 above
- Nominate up to 4 councillors to participate in the Short Life Working Group

Ward No(s):

Citywide: ✓

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

## **1. Introduction and Background**

- 1.1** The Councils corporate equality work falls within the remit of the General Purposes City Policy Committee. City Policy Committees are able to use a variety of approaches to support their policy development role. This includes the appointment of co-optees to bring access to expertise and experience and the establishment of time limited Working Groups to take forward specific areas of policy development or review.
- 1.2** This report provides an overview of the Councils responsibilities under the Equality Act 2010. It presents a proposal to review the Councils policy approach in relation to disability equality to support the refresh of the Equality Outcomes during 2020.

## **2. The Equality Act 2010**

- 2.1** The Equality Act 2010 provides a legal framework for anti discrimination law in Great Britain. The Act protects people against discrimination, harassment or victimisation in employment and as users of private and public services . Protection is based on nine protected characteristics : age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 2.2** The Public Sector Equality Duty (PSED) was created under section 149 of the Equality Act 2010 and came into force on 5 April 2011. The broad purpose of the equality duty is to integrate consideration of equality and good relations into the day-to-day business of public authorities.
- 2.3.** The PSED in Scotland has a number of specific requirements, including
  - The development and publication of equality outcomes every 4 years and reporting on progress every 2 years
  - Reporting every 2 years on our progress mainstreaming the equality duty
  - Carrying out equality impact assessments of policies
  - Publishing information in relation to employment and diversity and the gender pay gap
- 2.4** Glasgow City Councils Equality Outcomes 2017 to 2021 sets our framework and priorities for our equality agenda across the Council Family. We are required to report progress publicly every 2 years and review and revise our outcomes every 4 years.

### **3 Disability – key issues**

- 3.1** On a number of occasions members of this committee have raised issues in relation to disability equality, such as poorer employment outcomes for disabled people. A development event for GPCPC members was held in June and members who attended raised a number of issues concerning access to services for disabled people and support provided, in particular in relation to “hidden disabilities” such as Aspergers and Autism
- 3.2** The Equality Act 2010 states that a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. The impairment associated with disability may be physical or mental and may, for example, include mental health problems or learning disabilities. A 'substantial disadvantage' is a disadvantage which is more than minor or trivial. 'Long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months.
- 3.3** In addition to the general provisions of the Equality Act which apply to all protected characteristics, section 20 of the Equality Act 2010 sets out the duty to make reasonable adjustments. The purpose of this is to make sure that a disabled person can use a service as close as is reasonably possible to get to the standard normally offered to non-disabled people. The duty is anticipatory and has 3 requirements :
- Changing the way things are done
  - Making changes to the built environment (e.g to overcome the barriers created by the physical features of premises)
  - Provision of auxiliary aids or auxiliary services
- 3.4** Disabled people face a range of barriers including physical access to services and facilities, communication issues and provision of advice and support. Disability is a broad and complex area of equality, the level of relative disadvantage experienced by a disabled person will depend on a range of factors including the severity of the impairment and the adequacy or arrangements that have been put in place to provide support.
- 3.5** Evidence also shows that disabled people experience poorer outcomes in relation to non- disabled people over a range of policy areas : for example they are less likely to be employed or in training, more likely to live in poverty .
- 3.6** [Glasgow Disability Alliance](#) (GDA) is a membership organisation run by and for disabled people. GDA has around 5,000 members over Greater Glasgow; disabled people and disabled peoples organisations. GDA'S mission is to act as the collective representative voice of disabled people in Glasgow, promoting equality, rights and social justice. GDA is also a member of the Glasgow Equality Forum.

## 4 Proposed approach

- 4.1** Planning work for the review and refresh of the Council's Equality Outcomes will start during 2020, to meet a publication deadline of April 2021. In setting Outcomes, public authorities need to review evidence and take steps to involve disabled people and representatives of disabled people.
- 4.2** To support this, it is proposed that a Short Life Working Group is established by the GPCPC to review the Council's approach to disability equality. It is suggested that the group should be drawn equally from Councillors and disabled persons organisations. It would be supported by officers from the Chief Executives Department and other services and ALEOs would contribute as required.
- 4.3** The group would start work in January and would aim to report back to General Purposes City Policy Committee by August 2020. It is estimated that around 4 to 6 meetings would be required over that time period. Suggested themes for the working group could include
- Accessing Services
  - Accessible Glasgow
  - Civic Engagement and Participation
  - Employment and Skills

## 5 Policy and Resource Implications

*Financial:* No direct financial implications arising from this report.

*Legal:* No new legal issues

*Personnel:* No direct personnel implications

*Procurement:* No relevant procurement issues

**Council Strategic Plan:** .

**Equality and Socio-Economic Impacts:**

*Does the proposal support the Council's Equality Outcomes 2017-22*

*What are the potential equality*

*impacts as a result  
of this report?*

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

**Sustainability Impacts:**

*Environmental:*

*Social, including  
Article 19  
opportunities:*

*Economic:*

**Privacy and Data  
Protection impacts:**

No data protection impacts

**6. Recommendations**

The General Purposes City Policy Committee is asked to

- Consider and comment on the report
- Approve the establishment of a Short Life Working Group as detailed at 4.2 above
- Nominate up to 4 councillors to participate in the Short Life Working Group