



**EQUALITY**



**AND**



**HUMAN**



**RIGHTS**



# Mainstreaming Report

PROGRESS ON THE 2021-2025 EQUALITY AND HUMAN RIGHTS  
MAINSTREAMING REPORT

APRIL 2023

**AGE DISABILITY GENDER REASSIGNMENT  
RACE RELIGION OR BELIEF SEX (GENDER)  
SEX ORIENTATION PREGNANCY & MATERNITY  
MARRIAGE & CIVIL PARTNERSHIP**



I am delighted to share the progress we have made since our 2021 Equality and Human Rights Mainstreaming Report. This update reflects the strides we have made in the last two years and reaffirms our commitment to ensuring equality and human rights continue to shape our approach to jobs, services and other aspects of life in East Renfrewshire.

At this time of producing this update, we are facing a range of issues linked to the cost-of-living crisis, war in Ukraine and budget challenges. We recognise these things will impact on each of us in different ways, with some groups feeling a disproportionate negative impact. Therefore, it is vital for us to keep equality and human rights as core values as we move through these uncertain times.

As a nation, we want a society that is fair and just, in which all can participate, flourish and benefit, where we respect and value diversity, and where we work together to build a buoyant and successful country.

In East Renfrewshire, we want to ensure everybody is treated fairly, encouraged to contribute and has a sense of belonging to the community. We are fortunate to have a diverse local population and we believe this diversity is a valuable asset.

This update report highlights the progress we have made in mainstreaming equality and human rights in the way we work and provide services across East Renfrewshire Council. It also outlines details of the diversity of our workforces and gender pay analysis.

We look forward to continuing this important work, making a difference and continuing to make East Renfrewshire an attractive and thriving place to grow up, work, visit, raise a family and enjoy later life for all residents.

**Lorraine McMillan,**  
**Chief Executive East Renfrewshire Council**

## EXECUTIVE SUMMARY

This report provides an update on the progress of our [2021 Equalities and Human Rights Mainstreaming Report](#). There are three main sections to this report:

### 1. Delivering on the duty to mainstream equality

This outlines the progress that has been made to ensure equality and human rights are integral to how we deliver our services and make decisions.

In 2021 we **developed and implemented a new Equality Fairness and Rights Impact Assessment**. We have **introduced a new system for complaints monitoring**, which will allow us to better understand the types of complaints we receive and demographics. We have also **introduced an equality impact assessment as part of our internal procurement system**.

There have been improvements in the way we involve people. We have **increased the number and diversity of Citizens' Panel members** particularly of younger, minority ethnic and disabled people and those living in the most deprived areas. We have coordinated a multi-agency response to **resettlement for Ukrainian refugees** and we held a focus group to understand **the needs and priorities of those with Additional Support Needs (ASN)** post-pandemic.

### 2. Outcomes progress 2021-2023

This section focuses on the six Equality Outcomes which we set in 2021 and highlights what progress has been made against each. It also includes feedback from a stakeholder event in which representatives from various equality community groups were asked to scrutinise progress.

We have taken steps to improve minority ethnic residents' involvement in public life and influence on decision making including **establishing parents' equality groups** and working to **establish a Community Equality Forum**.

To make services more accessible and increase the connection to communities, we have **opened fully accessible family centres**, **improved pedestrian access** for those with mobility issues, **improved active travel** for young people and **provided services and activities in alternative formats**.

In protecting domestic abuse survivors, East Renfrewshire Council has participated in the **national Equally Safe programme** and **over 100 staff have completed a gender equality module**.

To improve the mental health and wellbeing of LGBT+ children and young people, **four secondary schools have achieved LGBT Charter accreditation** and we delivered a **focussed session for school Equalities Coordinators**. The **LGBT+**

**Youth Group has returned to face-to-face sessions** and this group **designed and delivered awareness raising training** to Council staff.

To increase the diversity of East Renfrewshire Council workforce, we are working with Scottish Government's Race Employment Team on **an equality action plan** and we are **undertaking an assessment of barriers that may exist in terms of racism and recruitment**. Our workforce data shows in **increase in the number of employees with a disability and from an ethnic minority background**.

We have been working to widen employment opportunities, particularly for younger and disabled residents. We offer **employer recruitment incentives** and we introduced an **employability officer dedicated to support disabled parents**. This is in addition to the existing **key worker for young people most in need**.

### **3. Employment report**

This section focusses on East Renfrewshire Council as an employer and provides details of how we work with our staff to mainstream equalities and human rights. This comes through our structures (**Workforce Planning Group, Organisational Development Board**) and our culture (**Values, staff awards**).

Since 2021 we have pledged our support for the **pregnancy loss charter**, approved a **new Menopause Policy** and a new **Health and Wellbeing Strategy**. We are currently developing a **staff equality, diversity and inclusion network** to provide a safe space for employees to discuss and raise equality issues.

Our workforce data shows an **increase in the number of employees with a disability and from an ethnic minority background**. We have also seen **reductions in the Gender pay gap, Disability pay gap and Race pay gap** which is a positive trend.

Full details of all these findings, and others, can be found in the main body of this report.

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## BACKGROUND

East Renfrewshire's [Community Plan](#) sets out the Community Planning Partnership's vision for all of East Renfrewshire's communities, with a sharp focus on tackling inequality through [Fairer East Ren Plans](#); the Education Department's [Local Improvement Plan](#); and our current [Equality and Human Rights Outcomes](#). The Community Plan has five strategic outcomes covering early years and vulnerable young people; learning, life and work; economy and environment; safe, supportive communities; and older people.

This report covers the equality public duties held by the Licensing Authority's as well as the Education Authority, thus all references to the "Council" in this document include both, unless otherwise stated.

The Health and Social Care Partnership (HSCP) has its own equality reporting process and equality outcomes. The [most recent HSCP commitments, actions and progress report](#) was shared to the Integration Joint Board (IJB) in March 2023. However, the Council works closely on a day-to-day basis with the HSCP and East Renfrewshire Culture and Leisure Trust (ERCLT) to embed a mainstreaming approach to equalities in the delivery of our strategic outcomes.

The Council's approach to accountability in delivering on equalities is evidenced through the Council-wide mid-year and annual reporting cycles, the Education Department's Standards and Quality Report as well as the Council's two-yearly Equality and Human Rights Mainstreaming and Outcomes reports.

### Equality Duty

East Renfrewshire Council, in common with all listed authorities, is required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 to publish a set of equality outcomes and report progress on mainstreaming the equality duty. More information on the Council's duties can be found on page 5 and 6 in the 2021 [Equality and Human Rights Mainstreaming report](#)

### Rights

East Renfrewshire Council is committed to fulfilling our Human Rights duties under the Human Rights Act 1998. We will continue to ensure that our actions progress in line with international obligations.

We will continue to monitor and respond to any changes in legislation in relation to Human Rights and Children's Rights

East Renfrewshire Council is committed to the incorporation of the UN Convention on the Rights of the Child (UNCRC) into Scots Law. In preparation for this, we established the UNCRC Implementation Group in April 2021 to ensure that all staff are supported to consider the implications for how we deliver council services.

As a Council, we place equality at the heart of everything we do and are committed to ensuring equality of opportunity and social inclusion for all our service users and employees.

## **ABOUT EAST RENFREWSHIRE**

East Renfrewshire is situated to the south of the City of Glasgow and covers an area of 67 sq miles. The Levern Valley area includes the settlements of Barrhead, Neilston and Uplawmoor. The Eastwood area includes Busby, Clarkston and Williamwood, Eaglesham and Waterfoot, Giffnock, Netherlee and Stamperland, Newton Mearns and Thornliebank.

We have the largest proportion of children and young people in any local authority in Scotland and this is predicted to grow.

We also have some of the highest life expectancy rates in Scotland and, in turn, an increasing aging population.

Our population is growing faster than Scotland as a whole, and this can be attributed, in part, to migration into the area.

We are one of the most ethnically and culturally diverse areas in Scotland with significant Muslim and Jewish communities, and a growing Hindu community.

The majority of our residents rate their general health as 'good' or 'very good'. However, we have one of the highest proportions of population in Scotland with one or more long-term health conditions.

We have around 2,000 primary aged pupils and 2,200 secondary aged pupils identified with additional support needs. The percentage of pupils with additional support needs has generally increased annually with the 2021 figure the highest to date. In secondary, the values have increased annually in line with the national trend but remain lower than the national averages.

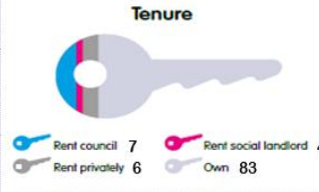
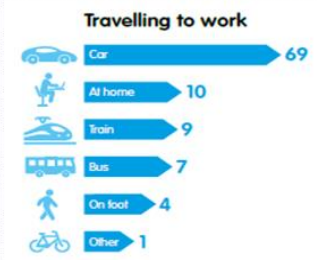
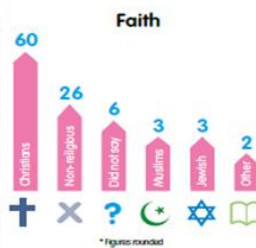
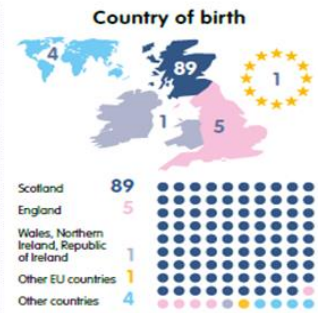
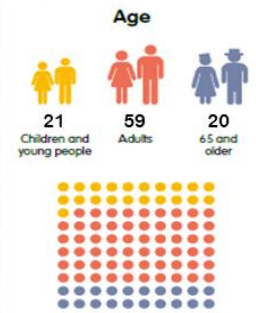
The amount of unpaid care provided in East Renfrewshire is slightly above the national average.

Of our 122 data zones, 7 data zones are amongst the 20 per cent of the most deprived areas within Scotland.

The 2022 census data will provide an updated profile of our residents and we will monitor this when it is published.



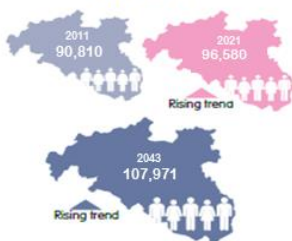
IF EAST RENFREWSHIRE HAD 100 PEOPLE





EAST RENFREWSHIRE FAST FACTS

Population



Where people live



Life expectancy



New homes planned up to 2031



Economically active 78%  
Economically inactive 22%



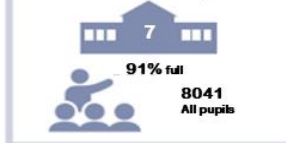
Early learning



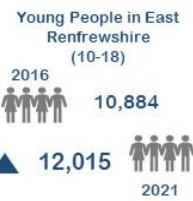
Primary



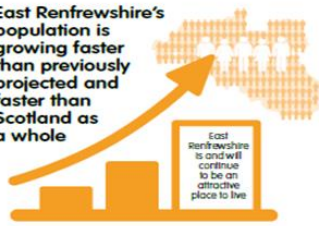
Secondary



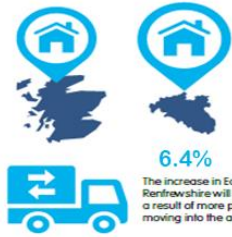
ASN School



East Renfrewshire's population is growing faster than previously projected and faster than Scotland as a whole



The number of people living in east Renfrewshire is projected to increase by 6.4% by the year 2028. This is higher than the Scottish rate of 1.8%



The two age groups that will grow the most



Children and young people aged 0-15 years

Older people aged 85+

More houses are being built for three reasons



Demand will increase for services



East Renfrewshire currently has the highest average household size in Scotland, but this is projected to shrink as more people live alone



East Renfrewshire has the second highest life expectancy at birth for females and the fourth highest for males



**SECTION 1:  
DELIVERING ON THE  
DUTY TO  
MAINSTREAM  
EQUALITY**

## **MAINSTREAMING EQUALITY**

In this section we outline the progress that has been made to ensure equality and human rights are integral to the work of the Council since 2021. Details of progress prior to this date can be found in our current 2021 [Mainstreaming Report](#). The duty to mainstream equality simply means integrating equality into the day to day working of an authority. This is described below through how the Council makes decisions and how people are involved in the work of the Council.

### **How we make decisions and use information**

Equality considerations are embedded into Cabinet and other Council decision making processes. All corporate report formats include a section where report authors are required to highlight the implications of their proposals, including equality considerations. More recently the 2023/2024 budget setting process required the Council to publish a number of Equality, Fairness and Rights Impact Assessments (EFRIAs) which considered the impact of savings on protected characteristics and socio-economic status.

Our Equality, Fairness and Rights Impact Assessment, integrates the Equality Act, Fairer Scotland Duty, UN Convention of the Rights of the Child and Human Rights. This is being widely used across the Council and work is in progress to develop this as an online tool. The development of an online tool has taken longer than envisaged and is still in progress. In the interim we have created a central repository which is populated with all recent Equality, Fairness and Rights Impact Assessments (ERFIA's). Four training sessions have been delivered to support officers and managers to undertake the EFRIA, and a guidance document available on our Intranet has been produced to support staff as they carry out EFRIA's.

We are committed to translating reports we produce in other languages or provide them in alternative formats such as large print and Braille on request. Since late 2018, that commitment has included British Sign Language.

For our complaints monitoring process we have introduced a new Customer Relationship Management system (GOSS) and work is currently in development to create source data for extracting information on types of complaints and demographics.

During the period under review, the Council has continued to improve its processes for handling information about service users and service activities, including protected equality characteristics in line with our Information Governance Framework. The Council is also in the process of implementing a data programme to further support data collection and analysis to create insight and knowledge to support compliance with our public sector equality duties by being better informed.

A sound information base is crucial for building equality considerations into everything we do. Understanding how different people use our services is an important step in making equalities core to the delivery of our functions. We are already putting in place processes which will enable us to ensure protected characteristic information is

managed in line with our regulatory and legal obligations and which respects privacy of individuals and groups within East Renfrewshire. We will also build on our work to analyse other outcomes; such as the educational attainment of different groups.

In relation to decision making around procurement, all tender exercises are issued using the Scottish Government's Public Contracts Scotland tender system which includes the Single Procurement Document selection questions. Selection questions enable the Council to identify suitably qualified and experienced bidders for the procurement to ensure that public money is spent with lawful, capable and stable suppliers. Consideration is given to Fair Work Practices, Community Benefits, Labour Law and an equality impact assessment prompt as part of the internal contract strategy development.

## **How we involve people**

### East Renfrewshire Residents

Throughout 2021 the Community Learning & Development (CLD) team engaged 200 local residents in locality planning areas by hosting online and in-person events. Residents have highlighted that the cost-of-living crisis, opportunities for social interaction and health and wellbeing are the emerging priorities.

At the end of 2021, the Council commissioned research into the [humanitarian impact of Covid on East Renfrewshire Residents](#). Through a series of focus groups, surveys and one-to-one interviews, the report identified specific groups most impacted by the pandemic that require a targeted response. These groups include;

- Women experiencing domestic violence
- People from BAME backgrounds
- People in more deprived areas
- People with disabilities and ongoing physical and mental health conditions
- Older people
- Children and young people.

In response, the Council identified funds via Covid-19 reserves to target resources at groups experiencing the most profound inequalities from the pandemic including a programme aligned to the principles of Children Experiencing Domestic Abuse Recovery (CEDAR) for women and children affected by domestic violence, additional welfare rights and fuel poverty supports, learning recovery in schools and holistic warm and welcome spaces.

East Renfrewshire also continues to use the Citizens' Panel to engage a wide representative group of over 1,200 local residents. In 2021, a further recruitment drive focused on representation from people under 45, those from minority ethnic communities, people with long-term limiting conditions and residents living in our most deprived areas.

The latest Panel survey sought views on a core set of topics around satisfaction with services as well as questions on the cost-of-living crisis, climate change and digital

inclusion. The survey was carried out at the end of 2022 followed up by focus groups in February 2023 to gain further insight on what is underpinning their views about living in the area.

During autumn 2022, East Renfrewshire Council carried out the largest public consultation exercise on budget planning to date with residents, employees and stakeholders. The methods used for the consultation allowed for a breadth of engagement across different communities. There was an in-person panel for secondary school pupils to engage young people, and the panel events also attracted a number of older residents, particularly those using Culture and Leisure Services.

There was a public online survey which women predominated at 70%. The 35-44 year age category accounted for 46% of the total responses, which is 34% above that age group representation with East Renfrewshire demographic profile. We also used the Citizen Panel to allow for broader representation for the budget consultation with a higher proportion of older adults represented, with 37% of respondents aged over 65. This is 11% above East Renfrewshire population profile where older adults make up 26%. The gender split was slightly more even with men accounting for 44%. The Citizens Panel also demonstrated a reach to minority ethnic communities at 7% of respondents nearly 3% above the proportionate demographic population of East Renfrewshire. Through all the budget consultation methods a sense of reducing inequalities and protecting our most vulnerable residents came through strongly.

### Third Sector and community groups

The Council works with a wide range of community partners to close the inequality gap. We do this by identifying and targeting residents and communities most in need. We have used participatory budgeting (PB) approaches to engage our most under-represented communities in partnership with Linking Communities which is a community-led umbrella group comprised of representatives from our locality planning areas. In 2021 and 2022 communities voted to distribute funds to 45 groups and a further 47 in 2022/2023 including Barrhead Men's Shed, Dunterlie Baby & Toddler Group, Thornliebank Seniors Group, and Include Me 2 (people with additional support needs) who all support more under-represented and disadvantaged groups. The CLD team also support a Youth PB initiative with members voting on behalf of 14 youth groups focusing on the themes of environment, safe spaces, mental health and health and well-being. Our main Third Sector partner, Voluntary Action East Renfrewshire (VAER) also delivered community grant making participatory budget events in 2022 and 2023 supporting 37 projects with £150,000 funding. Some of these projects will reach communities that experience the most inequalities including Jewish Care Scotland, Community Connects project, the Autistic Collective and Diversity ER.

Voluntary Action East Renfrewshire (VAER), is the Third Sector Interface (TSI) for East Renfrewshire and is a key Community Planning Partner. VAER also helps source funding for local groups and organisations and more recently facilitated the Scottish Government's Communities Mental Health and Wellbeing Fund. Grants totalling £333,689 have been distributed to 32 community groups since November 2021 including Include Me2 Club, Recovery Across Mental Health (RAMH), and Women's Aid South Lanarkshire & East Renfrewshire. These and many other successful

applicants play a vital role in promoting and safeguarding equality across the authority and supporting the Council to achieve our equality outcomes.

The Council and VAER have worked closely together on projects to advance equality of opportunity for the residents of East Renfrewshire. The Community Hub, a partnership across the Council, VAER and HSCP continues to provide a single point of access for all community enquiries and is used as a signposting channel for wider support needs. The Digital Inclusion Partnership seeks to address inequalities in accessing digital skills and resources, and since April 2021, VAER have provided 389 digital skills support sessions through their digital champion programme with the help of volunteers. There have been home visits offered to those experiencing mobility barriers, and the sessions have also been provided to people where English is not the spoken language.

With the recent resettlement scheme for Ukrainian refugees, the Council coordinated a multi-agency response with VAER leading the voluntary sector response. This included running weekly conversational-English classes (attended by 10-14 individuals) and coordinating activities and donations for refugee families. Through this partnership approach a total of 68 families have been supported.

The Additional Needs Partnership is coordinated by the Council with support from partner agencies. During the pandemic the partnership continued to meet regularly, in order to share information and resources and work together to help improve services. This work is being strengthened in the pandemic recovery phase. At the end of March 2022, a focus group took place with Engage Scotland to explore the main needs and priorities of individuals with ASN, their families and carers in a post-Covid world. There were 6 attendees and follow-up interviews on a one-to-one basis are currently being carried out.

### Equality Forum

As part of the original engagement process for our Equality Outcomes, minority ethnic community representatives identified a need for a more active role in engaging with decision making bodies through an Equality Forum. This formed part of the critical activities for Equality Outcome 1 ([see 67 of Mainstreaming Report](#)). Community equality representatives were also clear that any proposed structures need to be community-led. The Council will support equalities groups to develop structures which are independent and empower those coming from protected characteristics to engage with public institutions around their needs. Progress on this area was hindered by the pandemic but a recent networking event was arranged to bring a number of grass roots equality groups together with 17 attendees, to explore the establishment of a forum and its membership

## **Our British Sign Language Plan**

The BSL Plan for East Renfrewshire Council, as required by British Sign Language (Scotland) Act 2015 sets out actions the Council and its relevant partners will take over the period 2018-2024. Whilst there are reporting mechanisms attached to this plan elsewhere, we also committed ourselves to report on progress made within this report.



We organised BSL awareness raising workshops in 2022 which were attended by 29 staff members. Staff commented positively in their evaluations about the training in terms of supporting them in their job roles. Also, the fact that the training was led by a trainer who was deaf and this allowed participants to get an insight into the lived experience of deaf people and barriers to access to services.

In March 2022 Eastwood Park Theatre hosted a 2-week research and development project with Solar Bear - a theatre company who primarily use British Sign Language in their work, and specialise in providing opportunities for deaf theatre makers. The project work will inform future initiatives.

Eastwood Park Theatre has offered a BSL interpreted panto performances in 2021 & 2022, and also 6 digital screenings each of "Jane Eyre" and "Jekyll & Hyde", and one digital screening of the children's performance "The McDougall's Toyland".

In Autumn 2022, ERCLT's Arts & Heritage Team ran a weekly drama programme for young people with a focus on integrating learning BSL with creating an original piece of theatre. Attendance averaged 16 participants per week, with the work being finalised and presented during the October break.

In November 2022, ERCLT ran a BSL interpreted performance/sharing followed by a discussion as part of the Community Covid Memorial project, Remembering Together.

We also shared information via our social media provided by the British Deaf Association Scotland, BDA Scotland in BSL format during the pandemic.

**SECTION 2:  
OUTCOME  
PROGRESS 2021-  
2023**

## 2021 – 2023 Progress

In 2021, we developed six new Equality Outcomes based on Equality and Human Rights Commission (EHRC) guidance, available evidence and a range of engagement exercises.

Each outcome has key activities and critical indicators (measures) associated. The following section provides an overview of the progress against each outcome between April 2021 and March 2023. Some outcomes have seen measurable successes and this section demonstrates what has been achieved. However, we recognise that progress is not time-bound in line with our reporting timescales, and that progress will be ever changing over time. We are also working to develop and review the data measures we collect and benchmark against to ensure we can properly demonstrate progress and tell the story of our journey.

In March 2023, we engaged with a range of stakeholders to review and discuss progress on each outcome. Over 30 stakeholders attended from a range of community organisations and third sector organisations including the Carers Centre, the Faith Forum, LGBT+ Youth group, Diversity ER, Women's Aid and others. We also used this as an opportunity to shape the future actions required to achieve the outcomes. The feedback from this engagement is included within the relevant section.

Progress on outcome 5, which specifically focuses on the diversity of East Renfrewshire Council Workforce, was also discussed at a staff Equality, Diversity and Inclusion in March.



# OUTCOMES



Minority Ethnic residents are represented in public life and have their needs recognised and addressed in decision making



Minority ethnic, disabled and younger residents are able to access services and feel connected to their communities.



Domestic abuse survivors are protected from harm and abuse.



The mental health and wellbeing of LGBT+ children and young people is improved.



The diversity of East Renfrewshire Council workforce at all levels better reflects the local population.



Younger residents and disabled residents are able to participate and are supported to sustain good quality employment opportunities.

## **Outcome 1: Minority ethnic residents are represented in public life and have their needs recognised and addressed in decision making**

### **Why is this outcome important?**

2020/21 engagement findings showed that minority ethnic residents feel less involvement in public life and are therefore less likely to influence decision making

This feedback is supported by local data which shows a lack of minority ethnic representatives on Council Boards, within the Elected Members or in senior management positions

### **What did we say we would do?**

- Empower and encourage minority ethnic residents to get involved in public life
- Increase the influence minority ethnic residents have on strategic decision making

### **What have we done so far?**

We have provided support to schools to establish parents' equalities groups to encourage parents to get involved in school life and influence decision making.

We are working to establish a Community Equality Forum. We will encourage minority ethnic residents to have a strong representation on the Forum. One of the purposes of the Forum will be to take an active role in influencing and scrutinising Council decision making. Another purpose of the Forum will be to support ERC Equality, Fairness and Rights Impact Assessment process to consider the impacts which potential policy changes could have on minority ethnic communities in East Renfrewshire.

An ethnic minority English as an Additional Language and Diversity Development Officer has been appointed within the Education Department to promote equality, diversity and inclusion through the curriculum, learning and teaching approaches and by supporting and promoting parental engagement amongst ethnic minority families.

East Renfrewshire Culture and Leisure Trust has one minority ethnic member on its Board of Directors (11%)

### **What do our stakeholders think of our progress?**

Parents Equalities Groups are working well in schools as is support for Minority Ethnic carers.

The Council should recognise the needs of diverse cultural and religious groups in East Renfrewshire and tackle discrimination in all its forms.

East Renfrewshire Council and its partners could explore more engagement channels and approaches which lead to greater opportunities for participation of people from minority ethnic backgrounds in public life.

Further progress must be made regarding the establishment of a Communities Equality Forum and to be mindful of success factors such as leadership with the communities to drive this and resources for long term sustainability. Simply volunteering cannot be relied upon for growth.


**What do we have planned over the next 2 years?**

We will continue to facilitate the establishment of a Community Equality Forum which will increase the potential of minority ethnic communities influence at a strategic level.

We will continue to promote opportunities and remove barriers for minority ethnic residents to get involved in public forums and committees for decision-making.

We will increase the use of local data as part of our Equality and Fairness Impact Assessment process.

The following measures are intended to highlight progress against this outcome. Where baseline data is available, this has been included.

Critical Indicators	Current data	Baseline data (April 2021)	Direction of change
Number of minority ethnic members on council boards- this data is not currently collected for Community Councils	1 member (11%) of ERCLT Board of Directors	0	Minimum
Number of Equality, Fairness and Rights Impact Assessments making use of local data and/or engaging with the Equality Forum	47	2	

## **Outcome 2: Minority Ethnic, disabled and younger residents are able to access services and feel connected to their communities**

### **Why is this outcome important?**

2020/21 engagement suggested that minority ethnic residents felt access to services could be restricted due to language barriers.

Engagement suggested the disabled residents felt access to some services was restricted due to a lack of information in alternative formats.

Engagement suggested that young carers may feel a lack of support, and therefore a disconnect with their communities.

Engagement findings suggested that young people in East Renfrewshire are likely to feel disconnected from their communities due to lack of jobs and affordable housing.

### **What did we say we would do?**

- Make services more accessible to minority ethnic, disabled and younger residents
- Ensure the services offered meet the needs of residents
- Build stronger community connections for minority ethnic, disabled and younger residents

### **What have we done so far?**

To ensure all services are open and welcoming to minority ethnic residents, we have provided training to all new Customer First staff. This includes 'Induction and customer care', 'Equality and Diversity Introduction' and 'Equality and Human Rights'. In addition, a number of frontline staff have undertaken the following training:

- British Sign Language
- Breast feeding awareness
- Supporting mental health
- Suicide awareness
- I am Me
- Poverty awareness
- Veterans service
- Deaf awareness training

Staff in the Money Advice and Rights Team have attended training delivered by the LGBT+ group and they are also an active member of East Renfrewshire's Disability Alliance.

A Head Teacher Seminar held in March 2023 had the theme "Building a Culture of Equality" which explored approaches to self-evaluation, culturally responsive teaching and parental involvement within our diverse communities.



To ensure there is good physical access to services, including accessible building and accessible transport links, we have:

- Opened 5 fully accessible family centres. This now means that the majority of education establishments are fully accessible with alternative provision in place to ensure equality of access to education (4-5 primary schools where physical alterations not been possible)
- Healthier Minds, a tier two multi-disciplinary recovery service works in collaboration with a team comprising of a mixture of multi-agency professionals from HSCP, Education and third sector to support and strengthen the mental health and wellbeing of children and young people.
- A review of Additional Support for Learning, which captured the views of children and young people with additional support needs and their families, was carried out across all settings and schools. There were a number of recommendations made and an action plan to address these recommendations is currently being implemented.
- Installed and improved raised kerbs at the majority of ERC's busier bus stops and dropped kerbs improved at various locations.
- Worked on a number of footway widening and created safer crossings including Viaduct Rd. footway link – completing a popular route to a nursery; Grahamston Rd. – footway link – completing a previously hazardous footway disconnect in front of fire station; and Mearns Road – pedestrian refuge islands reduce crossing distances at access to public park on otherwise wide carriageway
- 200 of ERC's bus stops are equipped with shelters (which are all wheelchair accessible and have seats fitted)
- All 90 sets of traffic signals & pedestrian crossings have rotating tactile cones fitted underneath the push buttons. Sites which are not on dual carriageways (i.e. are straight across rather than 2-stage crossings) also emit an audible/bleeper signal. The majority of these sites also have tactile paving to assist visually impaired pedestrians to locate the poles fitted with push buttons/rotating tactile cone units.
- All pedestrian crossings have been upgraded to puffins (from pelicans) with the significant benefit that traffic is held on an extended red signal (i.e. no flashing amber) when a pedestrian is detected crossing the road slowly

We have increased participation on ERCLT's programme for young people by:

- Providing 'All Stars Sports Camp' for children and young people with additional support needs throughout Spring and Summer holidays (12 children and young people during Spring and Summer 2022)
- Reinstating sports clubs for children with additional support needs in December 2022 (up to 48 children and young people attending on a weekly basis)
- Developing a programme of activities in Isobel Mair School (for up to 30 children and young people)
- Running a weekly drama programme for young people with a focus on integrating BSL in theatre (average 16 children and young people per week)

- Reinstating swimming programmes in 12 primary schools and providing enhanced access to swimming lessons for disabled young people (20 children and young people)

We have improved active travel to allow young people to move across the authority by:

- Delivering active travel initiatives in schools including 'Beat the street', 'Walk, Ride or Park and Stride'
- Delivering one-off active travel initiatives such as 'Dino Chums' which took place in both Rouken Glen and Cowan Parks
- We have worked to identify the needs of different groups and consider how to best meet these, by:
  - Focussing on hall lets which target social isolation when planning re-opening post-pandemic
  - Providing concessionary facility hire rates for a range of organisations supporting disabled residents, including a wheelchair basketball club, Include Me 2 and Barrhead and Neilston Disabled Forum

We have communicated and promoted services in alternative ways including:

- Offering BSL interpreted panto performances in 2021 and 2022
- Linking road closures/works webpage through 'Tell Me Scotland' to ensure the information is accessible to the widest possible audience
- Family First have supported ethnic minority residents experiencing isolation and loneliness through supporting families to make connections with other families and community groups, facilitating wellbeing walks, holding regular virtual coffee mornings, library visits and signposting to resources to support mental health.

### **What do our stakeholders think of our progress?**

There has been good progress to date, particularly with regards to the physical environment to improve access for disabled residents. The Additional Support Needs group and Your Voice provide a mechanism for the local community and organisations to influence planning.

There are ongoing issues with language barriers and a need for wider use of interpreters as well as training for staff to have these skills in-house. English as an Additional Language (EAL) classes should be provided and offered to children as well as adults.

East Renfrewshire could become inclusive place for minority ethnic residents by providing a Multicultural Hub and shared spaces. Some minority ethnic young people may not feel welcome and can feel stigmatised around antisocial behaviour so would appreciate safe spaces to go to.

Some felt that young people need more opportunities to interact with their peers in a safe space in the area. Mental health support for young people, particularly those with additional support needs, should be prioritised within schools.

**What do we have planned over the next two years?**



Build a wider provision of translation and interpretation services for communicating and promoting service information

Continue to provide training to all Council staff to increase awareness of cultural diversity

Continue to consider accessibility needs of all Council services and buildings, and ensure accessibility is embedded within the upcoming Transport Strategy.

Work with community groups and ethnic minority residents to understand what spaces are required.

The measures below are intended to demonstrate the progress against this outcome.

Critical Indicators	Current data	Baseline data (April 2021)	Direction of change
Percentage of minority ethnic residents who feel a sense of belonging to their community*	40%	53%	
Percentage of disabled residents who feel a sense of belonging to their community*	54%	43%	
Percentage of younger residents who feel connected to their communities*	Sample size too small	Sample size too small	

\*Data gathered from Citizen Panel Survey

### **Outcome 3: Domestic abuse survivors are protected from harm and abuse**

#### **Why is this outcome important?**

In 2021-22, 593 domestic abuse incidents were reported to the Police; which is a 10% increase compared to the previous year. This means that there is domestic violence happening every day in homes across the authority.

We know that almost all domestic abuse survivors are women – more than four out of five domestic abuse incidents reported to the police involved a female victim, and 99% of high-risk victims were female. The gender of victims has been consistent over time with about 80% of females experiencing domestic abuse incidents.

We also know there are additional risk factors relating to the protected characteristic groups including disability and ethnicity. 41% of victims recorded a disability. 12% of victims were from Minority Ethnic communities and 45% of women and children supported in refuge were from Minority Ethnic communities.

#### **What did we say we would do?**

- Ensure staff can identify and respond to domestic abuse appropriately and effectively
- Implement policies and strategies which support the strategic response to domestic abuse

#### **What have we done so far?**

East Renfrewshire Council is a participant in the national Equally Safe programme and over 100 staff have enrolled to complete the first e-module on gender equality. In addition, 277 staff have had domestic abuse training.

Domestic abuse resources and tools have been made available to all staff, including:

- a Safe and Together gold standard child protection domestic abuse training
- a Multi-Agency Risk Assessment Conference (MARAC) to provide a structured, partnership response to high-risk cases of domestic abuse
- a comprehensive risk assessment (DASH Risk checklist) to support decision making on cases referred to MARAC

We have ensured staff are aware of the referral pathways and supports available through:

- a comprehensive training programme on Domestic Abuse/MARAC and Safe and Together practice
- regular communications to all staff
- monthly domestic abuse advice sessions for any member of staff to discuss and seek advice
- Domestic abuse briefings to 50 care home staff in 2022/2023

We are currently developing a Domestic Abuse Policy for Managers and Staff and a Domestic Abuse Housing Policy. Both policies have involved consultation with domestic abuse survivors, partner organisations and the Violence Against Women Partnership. Their purpose is to ensure a sensitive, consistent and effective response to support victims/survivors experiencing or at risk of domestic abuse.

Work has begun on a new programme aligned to the principles of 'Children Experiencing Domestic Abuse Recovery' (CEDAR) for women and children affected by domestic violence.

All secondary schools trained in the Mentors in Violence Prevention approach and one Secondary school is working to become our first accredited Equally Safe school.

### **What do our stakeholders think of our progress?**

Overall, progress against this outcome is evident with strong partnership work and a collective action focus highlighted clearly, alongside an obvious commitment to this work from all partners. Training programmes for staff and organisations are valuable in helping to identify and respond to domestic abuse appropriately and effectively.

While there has been significant reduction in the silence and shame that often surrounds domestic violence, it is vital this work continues in order to reduce this stigma.

Embedding close ties with Education is important to support young people to challenge and positively influence the attitudes, beliefs and cultural norms that underpin all forms of gender-based violence in our society.

More work is needed in trauma recovery and rebuilding confidence, including signposting and assessment of trauma informed spaces.


Developmental support in minority ethnic communities and faith settings in order to educate members to support with these issues.

### **What do we have planned over the next 2 years?**

- Roll out Equally Safe e-learning modules as core training all new staff.
- Ensure domestic abuse training is available for all staff
- Ensure domestic abuse resource tools are available to all staff
- Implement Housing Domestic Abuse Policy
- Implement Domestic Abuse Policy for managers and staff.
- Implement a communications campaign to raise awareness of the new policy.
- Ensure staff are aware of the referral pathways and supports available
- Implement domestic abuse recovery programme for women and children.
- Continue to implement Mentors in Violence Prevention Programme

The measures for this outcome are intended to demonstrate some of the key data which can indicate progress. It is important to note that the issue of domestic abuse is complex and we need to understand the story beneath the figures. For example, an increase in the number of incidents could show an increase in confidence in reporting or an increase in incidents, therefore a measure of change could be either positive or negative.

Critical Indicators	Current Data	Baseline data (April 2021)	Measure of change
Number of Domestic Abuse incidents <i>-this data is sourced from Police Scotland whose most up-to date figures at the time of writing are for 2021-22.</i>	593 (2021-22 figures)	537 (2020-21 figures)	N/A
Number of staff undertaking Domestic Abuse training (Domestic Abuse, Stalking and Honour Based Violence Risk Assessment (DASH) and Safe and Together)	225  (DASH 149 S&T 76)  There has also been a series of Domestic Abuse briefings to staff including 50 care home staff.	239  (DASH 127 S&T 112)	N/A
Number of Referrals to Domestic Abuse support services in East Renfrewshire	Request for Assistance HSCP (children only)	Request for Assistance HSCP (children only)	N/A
	177	365	
	Women's Aid (Women & Children)	Women's Aid (Women & Children)	
	335	288	
	MARAC	MARAC	
330	292		
<b>Total 842</b>	<b>Total 945</b>		

	Women's Aid Helpline Calls	Women's Aid Helpline Calls	
	891	517	
Proportion of supported women and children who report improvement in domestic abuse outcomes.  <i>Source is self-reported outcomes by women and children in Women's Aid</i>	87% women 90% children	84% women 87% children	



## **Outcome 4: The mental health and wellbeing of LGBT+ children and young people is improved**

### **Why is this outcome important?**

2020/21 engagement findings indicated a need for increased mental health support for young people in East Renfrewshire; this was raised both by young people directly and parents and carers of young people. The Children's Plan has already identified this as a priority action.

Data at a national level also indicated that LGBT+ young people are at a higher risk of mental health problems than heterosexual people.

National data suggests that LGBT+ residents are much more likely than others to feel isolated and/or lonely.

### **What did we say we would do?**

- Increase preventative mental health and wellbeing support for LGBT+ children and young people
- Increase early intervention mental health and wellbeing support for LGBT+ children and young people

### **What have we done so far?**

We have supported education establishments to engage in a range of activities which promote the mental health and wellbeing of LGBT+ children, young people and parents/carers. Four secondary schools have been supported to achieve LGBT Charter accreditation at bronze and silver levels.

We have supported education establishments to understand children's rights and take a rights-based approach to all aspects of practice. We delivered a focussed session for school Equalities Coordinators on the United Nations Convention of the Rights of the Child in September 2021, and every school is engaging with Rights Respecting School framework.

In March 2023, we launched a Social Justice Framework for Education in East Renfrewshire. This offers practical guidance on how teachers and early years practitioners can collectively promote social justice, including all schools providing LGBT inclusive education so that children, young people and families see representations of people of all gender identities and sexual orientations and are able to participate equally in the life and work of the school. This is supported by LGBT inclusive practice professional learning modules.

We continue to support the LBGTI youth group with an early return to face to face delivery. The group provides a safe, inclusive environment where young people access support from staff and peers, participate in a programme of fun and educational activities with a focus on improving mental health and wellbeing. There has been an increase in numbers from the previous period.

Some of the young people at the LGBTI youth group designed and delivered LGBTI awareness to Council staff. This has been delivered to over 15 Council employees and will continue to be available on request.

**What do our stakeholders think of our progress?**

Having the CLD LGBT+ youth group is a key support for the young people’s mental health, having the same worker there most of the time is vital as they are able to pick-up on needs and identify issues at an early stage.

While some schools are trying to promote this outcome and offer programmes around identity and same sex relationships, there is not a consistent approach or delivery across all schools in the authority meaning the support on offer can vary significantly.

While young people feel safe attending support groups, they often still feel threatened in areas surrounded by other young people displaying anti- social/risk taking behaviours.




More education needed for parents and faith organisations in order to support their children/young people if they are part of the LGBT+ community.


**What do we have planned over the next 2 years?**

Re-establish the PridER group to work towards an autonomous status and plan for activities throughout the year in partnership with key stakeholders such as schools, local LGBT communities and ERC services and Employee Equality, Diversity and Inclusion Network.

We will continue to open access to the LGBTI youth group to deliver LGBTI Awareness Training to Council staff.

The measures for this outcome are intended to present some key data around areas of progress. Where baseline data is available, this is included.

Critical Indicators	Current data	Baseline data (April 2021)	Measure of change
Number of Secondary schools progressing through the LGBT Youth Charter accreditation programme	4	0	
% schools and centres engaging with UNICEFs Rights Respecting School framework	100%		
Number of interactions with the LGBT+ Helpline -the helpline was established during lockdown to provide a safe and confidential space for	4	1	

young LGBT+ PEOPLE who may have felt isolated, however demand has been low.			
Number of people accessing the LGBT+ Youth Group for support	43	18	

## Outcome 5: The diversity of East Renfrewshire Council workforce at all levels better reflects the local population

<b>Why is this outcome important?</b>
<p>Employment opportunities was a key theme identified by the Equalities and Human Right Commission and our 2020/21 engagement found this was important at a local level too.</p> <p>As the largest local employer, ERC should be leading the way in providing good quality employment and advancement opportunities for staff within the protected characteristic groups.</p>
<b>What did we say we would do?</b>
<ul style="list-style-type: none"> <li>▪ Ensure our recruitment policy and practice is inclusive</li> <li>▪ Improve access to career pathways for employees from minority groups</li> <li>▪ Improve retention of employees from minority groups</li> </ul>
<b>What have we done so far?</b>
<p>We have been involved in the Scottish Parliament’s Equalities and Human Rights Committee around race equality in employment and we are working with the Scottish Government’s Race Employment Team to identify an equality action plan.</p> <p>We have been working in partnership with Coalition for Racial Equality and Rights (CRER) to undertake an assessment of barriers that may exist in terms of racism and recruitment.</p> <p>We have committed to the Equalities Charter and included a statement on all job adverts to affirm our commitment to this.</p> <p>We have seen an increase in applicants from ethnic minority backgrounds (10.8% compared to 8.6% in 2021) and applicants with a disability (2.43% compared to 1.79% in 2021).</p> <p>We have also seen our workforce become slightly more diverse in terms of minority ethnic and disabled employees. In terms of our existing staff profile:</p> <ul style="list-style-type: none"> <li>▪ Our minority ethnic employee population has increased from <b>2.98% to 3.56%</b></li> <li>▪ Our sex/gender data shows a slight decrease in females from <b>76.72% to 76%</b></li> <li>▪ Our disabled employee population has increased from <b>1.79% to 2.18%</b> (which could be due to more staff feeling comfortable to disclose this information)</li> <li>▪ Our age bands remain relatively unchanged from previous reporting years with the greatest number of staff located in the 45-54 age range</li> </ul> <p>The pay gaps in relation to gender, disability and race have all reduced over the last 2 years which shows a positive trend in closing the gaps. Pay gap information is used to highlight any differences in average pay relating to protected</p>

characteristic groups. This can identify potential areas of inequality, however this is with the caveat that some of the data is reliant on employees choosing to share this.

We provide a number of equality training courses and unconscious bias is included in our recruitment training. The Education Department provide this training for all probationers, new Head Teachers and a course will be provided to all existing Head Teachers and Line Managers. We also delivered Anti-Racism training for senior leaders May 2022.

We want to recognise and support aspiring minority teachers and encourage them to apply for promotion. In August 2022, we supported Minority Ethnic teachers to engage with a leadership and mentoring programme through Scottish Association of Minority Ethnic Educators (SAMEE).

#### **What do our stakeholders think of our progress?**

There has been good progress against this outcome to date.

It is positive to see a wider range of people applying to work at East Renfrewshire Council.

It would be positive to see ERC jobs advertised more widely. This could include publishing them on noticeboards in libraries, sports centres and community centres. It could also include speaking to community groups and community workers via word of mouth.

East Renfrewshire Council should consider how to increase their appeal as an employer to attract a wider range of applicants. This could include promoting the existing positives such as being a disability confident employer and offering a range of positive HR practices such as flexible working conditions.

We should be comparing the workforce profile data against the local population profile. This would demonstrate if the workforce reflects the population.

Insights from the staff Equality, Diversity and Inclusion network include the need to improve the data that we have on the diversity of our workforce, and to ensure where possible that our recruitment panels are diverse and panel members receive unconscious bias training. It was also recommended that we place more value on having an additional language to English.

#### **What do we have planned over the next 2 years?**




Further work will be undertaken in 2022/23 to align both the iTrent HR system and My Job Scotland so that all data collected reflects the same equality questions.

We will review how we advertise ERC vacancies to try to widen the reach to as many diverse applicants as possible.

Once the Census data is available, we will map the local population profile against the East Renfrewshire Council staff profile to consider how representative it is.

We will support the staff Equality, Diversity and Inclusion network to provide a safe space for employees to discuss and raise equality issues.

We will increase communication around the workforce profile data against the local population profile.

Critical Indicators	Current data	Baseline data (April 2021)	Measure of change
Percentage of ERC staff from minority groups (ERC population 6%)	3.56%	2.98%	
Percentage of teaching staff/Child Development Officers from minority ethnic groups	3.55%	3.53%	
Percentage of promoted* teaching staff/Child Development Officers from minority ethnic groups	3.27%	2.92%	
*Promoted staff are Principal Teacher, Depute Head Teacher or Head Teacher			

## **Outcome 6: Younger residents and disabled residents are able to participate and are supported to sustain good quality employment opportunities**

### **Why is this outcome important?**

2020/21 engagement and data identified issues relating to employment opportunities for both younger people and those with a disability.

Data indicates that younger people are more likely to face employment challenges in the current climate, with out-of-work benefit claims increasing by the largest proportion in 18-24 year olds.

Data also shows that adults with a learning disability are less likely to be in employment than the national average. The engagement findings support these concerns; they noted reduced opportunities to find good quality employment for disabled individuals and those with caring responsibilities.

Young carers have lower participation rates and the main reason given for reduced school attendance is due to at home caring responsibilities.

### **What did we say we would do?**

- Increase good quality employment opportunities for disabled residents
- Increase employability support for younger residents
- Increase support for young carers

### **What have we done so far?**

We have been working to widen the employment opportunities in the area. We offer employer recruitment incentives via Work East Ren and these are targeted at clients with barriers to employment.

We have introduced a dedicated Work East Ren Client advisor to support disabled parents. The adviser offers support with all aspects of employability including linking clients in with financial inclusion officer to determine better off calculations for employment.

We have a dedicated key worker for employability support for young people most in need.

We continue to work with schools support young carers and promote understanding of their needs, in partnership with East Renfrewshire Carers' Centre.

The Transitions Service was established in 2022 to support young people with additional support needs moving on from school. In partnership with the education department and with schools, the team identifies young people with ASN and their families who may require targeted support post school and extends an offer of support to them. For some young people and families, direct intervention is not required and signposting is in place to assist with their journey post school. In its first year, the service has established very strong links with partners in education

and health. School staff report that they are very well supported in their roles by the service and this is also building their capacity by developing their professional learning. As the service continues, there will be opportunity to gather more formal feedback from all stakeholders to ensure that the service is meeting the needs of young people and their families.

### **What do our stakeholders think of our progress?**

Whilst it is positive that there is a young carers education worker, a better understanding of the diverse needs of children is required and an increased awareness from teachers of 'young carers' needs in school.

It is vital to have a programme of early intervention for 'young carers' who may miss out on opportunities at key stages.

Early intervention is important for young people with Additional Support Needs. Impact of COVID on this group has been significant.

Young carers and young people with ASN should have education and career pathways that are realistic and attainable.

It would be good to increase the number of people who can use sign language in the workplace and schools.

Ensure funding is continued for carers support.

There is a need to support adults with disabilities socially with meaningful activities as well as employability opportunities.

Need to focus more on the societal barriers that prevent people from entering the workforce e.g. accessible public transport, wheelchair accessibility

### **What do we have planned over the next 2 years?**

Developing new services aimed at young people with ASN through No One Left Behind (Young Persons Guarantee) policy with a focus on supported employment opportunities (including recruitment, workplace adaptations, in-work coaching etc) through a partnership approach.





Working with employers to make sure there are more Disability Positive workplace.

Continue to offer a range of employability programmes targeted at priority groups of young people including; care experienced and care leavers, and young people not in education, employment or training.

Continue working with schools to identify and support young carers and to promote understanding of their needs, in partnership with East Renfrewshire Carers' Centre.

Recruitment of a Deaf Role Model to the Sensory Support Team to support deaf children and their families across East Renfrewshire and upskill staff in understanding and use of BSL where appropriate.



Critical Indicators	Current data	Baseline data (April 2021)	Measure of change
Out of work claimant rates for young people*	175	405	
Success measures re Youth Employability programmes offered through Young Persons Guarantee**	675 (March 2023)	427	
Number of positive, sustained School Leaver Destinations at 12 month follow up	98.5% (April 2022)	97.4%	
Percentage of young carers leaving school with a positive destination	100%	Not available	
An increase in the number of identified young carers in schools	19.7% increase between September 2021 and September 2022		
Average % attendance of young carers in school over the school year	85.36% (All ERC pupils 92.36%) (2021- 2022)	90.01% (All ERC pupils 95.53%) (2020-2021)	
<p>* This data is taken from <a href="#">NOMIS</a> and provides the number of 16-24 years old claiming out of work benefits. This data changes on a monthly basis. The current data provided is for February 2023 (latest available), and the baseline data is from April 2021 when there was a significant spike in claimant rates nationwide due to the pandemic. Latest figures show it is at the lowest rate since 2016.</p> <p>**This figure includes the number of 16-24 year olds supported through Employability services offered through the Local Employability Partnership and includes support to employment and self-employment, to gain a qualification, into further/higher education, vocational training and to sustain employment.</p>			

# **SECTION 3: EMPLOYMENT REPORT**

## EMPLOYMENT REPORT

Organisations like the Council cannot flourish and grow if everyone in them thinks and behaves the same way. We must create an environment where the Council obtains the most benefit from the existing diversity of the workforce while still working towards the long-term goal of having an equality profile that more closely reflects that of the population it serves. Such an approach should also go beyond legal compliance and seek to add value to an organisation by contributing to employee well-being and engagement.

Diverse teams perform better and solve problems faster by helping to encourage creativity and foster innovation. All employee related actions should ensure that regardless of anyone's ethnic identity or background, all deserve the opportunity to develop their skills and talents to their full potential, work in a safe, supportive and inclusive environment, be fairly rewarded and recognised for their work and have a meaningful voice on matters that affect them. The following section on workforce culture will explore how the Council aims to achieve that.

These areas can be seen to be examples of an approach to establish equality and diversity as integral to how our Council operates as we foster activities at both the corporate and operational level. They are not viewed as the ultimate destination but as other routes towards developing equality of opportunity for those who share a protected characteristic and those who do not.

The [current Mainstreaming report](#) provides full details of our approach to employment including:

- Workforce Planning Group
- Organisational Development Board
- Our Values
- We Are East Ren awards and Kudos
- Digital Working
- Money Advice and employee benefits

This section provides details of the additional employment-related progress since 2021.

### Careers

Council, HSCP and ERCLT vacancies are published to the whole organisation on a weekly basis to ensure all employees have an opportunity to apply. All our vacancies are published through the My Job Scotland portal and are picked up through large recruitment sites such as S1 jobs. We also undertake advertising on social media channels such as Facebook and LinkedIn, as well as recruitment open days in the local community.

## Employee Engagement

We are developing a staff Equality, Diversity and Inclusion network to provide a safe space for employees to discuss and raise equality issues. An initial meeting of the network took place in January 2023 and was well attended and explored the hope and expectations around the network as well as identifying next steps

In 2021, we referred to the use of iMatter for staff surveys. The Council has decided not to progress with iMatter in future but instead will undertake an internal wellbeing survey in 2023.

## Employee Policy and Procedural changes

We have made some significant progress over the past few years on gaining formal accreditation and retaining accreditation from organisations that support employee wellbeing and equality including:



## Miscarriage Association Charter



In April 2022, the Council pledged our support for the Miscarriage Association's pregnancy loss charter. This means employees who have been affected by pregnancy loss during their first 24 weeks of pregnancy (including partners) will be eligible for bereavement leave in line with other types of bereavement. Previously, sickness or other types of leave would have to be taken by these employees.

## Menopause Policy

A new Menopause Policy was approved in June 2021. This was developed in support and recognition of employees that may need additional consideration and adjustments as a result of symptoms associated with the menopause. It also aims to foster a workplace whereby employees experiencing the menopause feel confident to share their experience and ask for help and support to mitigate any symptoms experienced. This includes raising awareness for managers and employees alike in liaison with our Occupational Health and Employee Assistance Providers to ensure staff are supported with risk assessments in place.

## Health and Wellbeing Strategy

We are committed to ensuring the health and wellbeing of our employees and as a result, a new Health and Wellbeing Strategy was approved in 2022. The strategy has five pillars of wellbeing which are - Health, Financial, Working Environment, Purpose and Relationships. This includes a wide and varied range of health and wellbeing support and initiatives, which are promoted to staff on a regular basis.

Furthermore, we have secured funding to appoint a temporary Health and Wellbeing Officer for a fixed period in 2023/2024 who will offer proactive support to our employees and signpost them to relevant mental health and wellness resources.

There has been a significant amount of training around mental health and wellbeing in conjunction with the HSCP and local providers. This includes virtual training from the Scottish Association for Mental Health (SAMH), which is available for all employees who feel they would benefit from them both professionally and personally. More specifically, East Renfrewshire has committed to developing a trauma informed workforce in line with Scottish Government strategy. Training has been developed which has been facilitated by our HSCP.

## Systems and Data Gathering

We have added additional fields into our HR system iTrent in order to gather information from staff about whether they are British Sign Language users or Gaelic Speakers, and all staff are being asked to update their sensitive information, which includes these additional questions as well as their equality data.

## Reasonable Adjustments

Within the Council there are a variety of scenarios where reasonable adjustments have been applied to support disabled employees. These vary depending on individual needs from changes to working hours to providing additional equipment.

We issue manager guidance around reasonable adjustments relating to particular cultural or religious needs, such as Ramadan.

## Equality Charter for Recruitment

East Renfrewshire Council has worked closely with Scottish Parliament's Equalities and Human Rights Committee around race equality in employment, and has supported the committee's recommendation around an Equalities Charter. The charter asks all public bodies to commit to the following actions:

- Undertake an assessment of their organisation's understanding of racism and the structural barriers that may exist within their organisations. Public authorities should integrate their ambitions into their next strategic plan. Their strategic goal should be underpinned by specific outcomes and supported by timely monitoring. Public authorities should be transparent about their targets and their progress in delivering their outcomes.
- Public authorities should review their recruitment procedures and practice against the Scottish Government's toolkit and make the necessary changes.
- Public authorities subject to the Scottish specific Public Sector Equality Duty should, as a minimum, voluntarily record and publish their ethnicity pay gap and produce an action plan to deliver identified outcomes.

East Renfrewshire Council is a member of the public sector equality-working group focused on the above recommendations. Through this engagement, we have already identified an equality action plan, which addresses the three commitments above.

We are fortunate through our engagement with the Scottish Government to be working with the Coalition for Racial Equality and Rights (CRER) who are supporting us to undertake an assessment of barriers that may exist in terms of racism and recruitment.

We gained agreement through our Corporate Management Team to commit to the equalities charter, and we have included a statement on our website and intranet pages for staff. We also include the following text on all job adverts:

*“East Renfrewshire Council is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. Our aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best. We offer a range of family friendly, inclusive employment policies, flexible working arrangements, and employee benefits to support staff from different backgrounds. East Renfrewshire Council has committed to implement the key recommendations of the Scottish Parliament's Equalities and Human Rights Committee’s Race Equality, Employment and Skills: Making Progress report.”*

## **EMPLOYEE EQUALITIES MONITORING**

This report details the current equality monitoring requirements of the Council in line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 while paying due regard to the general duties listed above. Under these regulations, all public authorities in Scotland are required to publish a set of equality outcomes, a mainstreaming report containing employee information and/or profile. In addition, where an authority has 20 employees or more, a statement on equal pay, occupational segregation and gender pay gap information should be published.

The employment section of this report takes into account the following authorities and partnerships who are covered by the Specific Duties under the Public Sector Equality Duty.

East Renfrewshire Council, which includes:

- East Renfrewshire Education Department
- East Renfrewshire Health and Social Care Partnership
- East Renfrewshire Licensing Board

The statistics have been produced in respect of the year 21/22 with comparison data provided for previous years where this is available.

The Education Department is an integral part of East Renfrewshire Council with a remit that covers a range of services from schools to facilities management. Their statistics are included in the data provided for the Council as a whole.

East Renfrewshire Licensing Board does not have any employees and therefore there are no separate statistics listed.

The statistics produced do not include the East Renfrewshire Culture and Leisure Trust.

## **Current Monitoring Arrangements**

Currently an analysis is undertaken of the following:

- Employees in post
- Applications for employment
- Applications for training
- Formal reporting of bullying and harassment cases
- Grievance procedures
- Disciplinary cases
- Termination of employment

The data collected is in line with the classification requirements for protected characteristics, which are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The data is gathered through the Council's HR and Payroll system (iTrent) and via the National Recruitment portal My Job Scotland as well as local data recording in terms of employee relations cases.

Work continues to be undertaken to refine standard reports for equalities from our systems. This will continue into 2023.

We continue to have difficulty in identifying applications for promotion from current employees in general and those who do not return from maternity leave as opposed to general leavers.

Further work will be undertaken in 2022/23 to align both the iTrent HR system and My Job Scotland so that all data collected reflects the same equality questions.

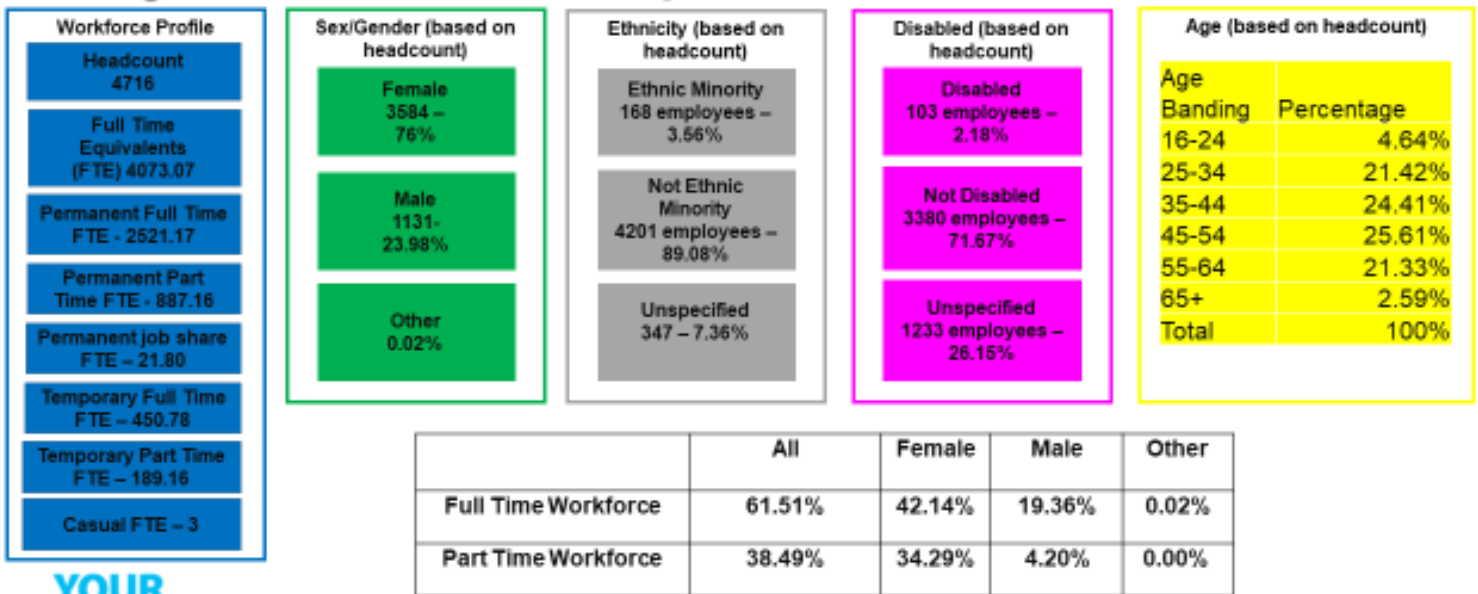


## Workforce Equality Data

Since our last report in 2021, the following trends have been observed through data gathered from our HR system. Additional data tables are provided in the appendices with a summary of key trends provided below:

- Our minority ethnic employee population has increased from **2.98% to 3.56%**
- Our sex/gender data shows a slight decrease in females from **76.72% to 76%**.
- Our headcount data shows an increase from **4645** (3728.32 full time equivalent) to **4716** (4073.07 full time equivalent) in **2022**.
- Our disabled employee population has increased from **1.79% to 2.18%**, which could be due to more staff feeling comfortable to disclose this information.
- Our age bands remain relatively unchanged from previous reporting years with the greatest number of staff located in the **45-54 age range**.

## Organisation workforce profile data



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## Recruitment Equality Data

The council uses My Job Scotland to manage job applications. Equality recruitment data has been analysed based on the reporting period November 2021-2022 the findings are below and the full data tables are in the appendix at the end of the report.

Job applicant summary - **6251** people applied for jobs, of these:

- **2.43%** of applicants considered themselves to have a disability. This is an increase from **1.79% in 2021**
- **10.8%** of applicants disclosed they are from a minority ethnic background. This is an increase from **8.6% in 2021**
- **86%** of applicants were non-minority ethnic
- **3.92%** of applicants didn't disclose their ethnic group

People Hired – **659** people were appointed, of these:

- **8.19%** of hires were minority ethnic
- **82.55%** were non-minority ethnic
- **9.26%** were from an unknown ethnic group

## Recruitment Equality Data

Please select your ethnic group from options A-F	Number of Applicants	Percentage of overall job applicants	Number of applicants hired	How many jobs are still open - no decision made	Percentage of applicants hired from this group
A White	5376	86.00	544	65	82.55
B Mixed or multiple ethnic groups	48	0.77	1	0	0.15
C Asian, Scottish Asian or British Asian	417	6.67	47	5	7.13
D African, Scottish African or British African	115	1.84	3	3	0.46
E Caribbean or Black	8	0.13	1	0	0.15
F Other ethnic group	42	0.67	2	1	0.30
Prefer not to say	74	1.18	7	3	1.06
Unknown	171	2.74	54	10	8.19
Grand Total	6251	100	659	87	100.00

Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? Include problems related to old age	Number of Applicants	Number of applicants hired	How many jobs are still open - no decision made	Percentage of applicants hired from this group
No	5863	582	73	88.32
Prefer not to say	66	7	1	1.06
Yes, limited a little	131	15	1	2.28
Yes, limited a lot	20	1	2	0.15
Unknown	171	54	10	8.19
Grand Total	6251	659	87	100.00

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## HUMAN RESOURCES EQUALITY STRATEGY 2019-2024

We have developed a 5-year HR strategy; one of the pillars of the strategy is ‘valuing equality and advancing diversity’.

The strategy is reviewed on an ongoing basis within the team and through the workforce planning and organisation development groups. We regularly add to it as and when we identify new actions from best practice sharing across the equality groups that we are part of.

The [2021 Mainstreaming Report](#) provides details of the strategy action areas and progress. The following section provide details of additional progress in the last 2 years.

### Valuing equality and advancing diversity - Key objectives

- Ensuring equality is part of our day-to-day processes not an additional task.
- Reviewing our processes to look for opportunities to increase diversity in the workforce including monitoring
- Ensure our recruitment campaigns are inclusive which means that employment opportunities are open to all regardless of gender, ethnicity, sexuality, religion or disability.
- Ensure that equality and diversity is embedded in key policies in line with the Equality Act 2010.
- Focus on equal pay and living wage accreditation

### Progressive Actions and Indicative Measures of Success

Local Government Indicators	Progress
<b>Local Government Benchmarking Framework indicator - Corp 3b - percentage of the highest paid 5% employees who are women.</b>	<ul style="list-style-type: none"><li>• We are committed to equalities at the Council and this is reflected in our positive rate of high female salary earners. <b>61.9% (104) of employees in the top 5% of earners are women.</b></li></ul>

<b>Local Government Benchmarking Framework indicator - Corp 3c - the gender pay gap (%)</b>	<ul style="list-style-type: none"> <li>The gender pay gap in East Renfrewshire Council over the last 3 years has improved and is currently <b>5.71%</b>.</li> </ul>
<b>% of Employees who are Ethnic Minorities</b>	<ul style="list-style-type: none"> <li>The % of employees who are minority ethnic has increased from <b>2.98% to 3.54%</b></li> </ul>
<b>Publish information on recruitment, development and retention every two years as part of the Council's Equality Mainstreaming Report</b>	<ul style="list-style-type: none"> <li>Published as part of the mainstreaming report with trends.</li> </ul>
<b>Request staff update diversity information on the new employee services portal (early 2021)</b>	<ul style="list-style-type: none"> <li>This was undertaken in 2022, with further communications being undertaken with those staff without online access planned later in 2023. The information on this varies greatly with data unknown for 25.7% of employees with regards to marital status, 21.3% with regards to religion and 7.2% for ethnic origin. Gender reassignment and Carer categories have been added to the system and currently the information is unknown for 95% and 92.5% of employees respectively.</li> </ul>
<b>Recruitment</b>	<b>Progress</b>
<b>Review where and how jobs are advertised, engaging with other organisations who represent minority groups.</b>	<ul style="list-style-type: none"> <li>All roles are advertised through My Job Scotland</li> <li>We have promoting roles through social media to try and reach more of the community</li> <li>HR took part in a recruitment event in 2021 organised by the Scottish Government, which involved a number of community groups to discuss our organisations and how to engage with communities.</li> </ul>

<b>Review our 'employer brand' to make it more visibly inclusive</b>	<ul style="list-style-type: none"> <li>We have reviewed job adverts and have included our commitment to support the Scottish Government equalities charter</li> <li>We will also review our My Job Scotland page to ensure it reflects our ambitions in terms of increasing equality within the Council.</li> </ul>
<b>Policies/processes</b>	<b>Progress</b>
<b>Review our job profile template and job advertisements to make them more inclusive with wider appeal</b>	<ul style="list-style-type: none"> <li>This is ongoing but we now include the equalities charter commitment</li> </ul>
<b>Produce guidance for managers in relation to the menopause</b>	<ul style="list-style-type: none"> <li>The guidance has been drafted in conjunction with our trade union colleagues, and has been implemented.</li> </ul>
<b>Carry out a review of current provision surrounding parental and caring policies, flexible working and agile policies.</b>	<ul style="list-style-type: none"> <li>Bereavement leave guidance has been produced which provides higher than statutory paid leave and now includes pregnancy loss.</li> </ul>
<b>Pay</b>	<b>Progress</b>
<b>Benchmark gender pay results against other organisations and determine if any positive action can be taken.</b>	<ul style="list-style-type: none"> <li>The pay gap has reduced from <b>6.3% to 5.71%</b></li> </ul>
<b>Introduce employee benefits which are inclusive to all</b>	<ul style="list-style-type: none"> <li>We have introduced some employee benefits that will focus on financial wellbeing as this was found to be a major factor in stress non-work related which is our main sickness absence</li> </ul>

	reason across the Council. Over 1300 employees (28%) have registered on the East Ren Rewards website.
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## **TRAINING AND DEVELOPMENT**

We have a mandatory recruitment and selection training course for anyone involved in interviews or recruitment selection, which covers unconscious bias and discrimination.

We publish a catalogue of corporate training and e-learning course. We have a range of health and wellbeing, diversity and management courses aimed at encouraging a diverse workforce as detailed in our [2021 Mainstreaming Report](#).

For e-learning the following outlines completed sessions for 2021/2022;

- Equality & Diversity Introduction Module - 204
- Equality and Human Rights - 184
- Religion or Belief - 15

In addition to the above over the past 12 months a number of additional equality training sessions have been run with staff

- Deaf Awareness Training – 30 staff trained
- Equality & Fairness Impact Assessment Training – 21 staff trained

Within our Education Department we have a dedicated Education Development Officer for English as an Additional Language (EAL) and Diversity. Over the past year they have delivered a menu of training modules to Education staff including:

- Supporting EAL and Bilingual Learners in Early Years, Primary and Secondary
- Culturally Responsive Teaching
- The Recruitment Process and Implicit Bias
- Decolonising the Curriculum
- Anti- Racism: Early Years
- Islamophobia Awareness
- Supporting New Arrivals
- Anti-Racism: Ethos in Learning and Teaching

## **EQUAL PAY**

### **Equal Pay Statement 2023-2025**

East Renfrewshire Council supports the principle of equal opportunities in employment and believes that male and female employees should receive equal pay for work of equal value.

We understand that equal pay between men and women is a legal right under both domestic and European Law and that the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 concerning equal pay covers race and disability in addition to gender.

The Council recognises that in order to achieve equal pay it must have a pay, grading and benefits structure that is transparent, flexible, based on objective criteria and free from bias. It is in the Council's interest to ensure that it has a fair and just pay system.

The Council understands that to deliver equal pay for its employees it is also necessary to consider all of the causes of the gender pay gap and that these go beyond discrimination within pay systems. We recognise that our training and employment practices can affect men, women, disabled employees and those employees from a minority ethnic background, in different ways. We are committed to tackling these types of segregation both horizontally and vertically in occupations across the Council and providing an environment that promotes equality of opportunity by removing incidents of stereotyping about skill and capabilities, by changing the culture associated with different jobs, removing barriers to accessing training courses and apprenticeships and promoting a healthy work-life balance.

Our objectives to achieve equal pay and address the pay gap in employment for these groups include:

- Ensuring that those individuals doing work of equal value receive the same level of pay, unless an objective reason exists for any difference
- Reducing the pay gap for both full-time and part-time employees
- Having a workforce in which women and men, employees with disabilities and those from minority ethnic groups are represented at all levels
- Having recruitment and employment practices that promote equality and are free from discrimination
- Ensuring all employees have fair and equal access to training and development opportunities

In order to achieve our objectives we will undertake a range of actions including: -

- Introduce arrangements for the ongoing monitoring of the pay grading, benefits structure, and take remedial action where appropriate.
- Provide training and guidance for those involved in determining pay
- Inform employees of how these practices work and how their own pay is determined.
- Identify where there is occupational segregation and take positive action to reduce it
- Monitor the uptake of training and development opportunities and improve access to training programmes
- Examine any barriers that may impact, (on the grounds of gender, race and disability), employees advancing to more senior level posts and take positive action to remove them
- Consult with Trade Unions and review the current mechanisms for consulting with all employees

The Council will report annually on its progress and review its Equal Pay Policy Statement every two years.



The Director of Business Operations and Partnerships is responsible for implementing, monitoring and reviewing the operation of the policy across the Council and ensuring that due consideration is given to the resources required to achieve equal pay.

### **Pay Gap information**

Under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, the Council, as a listed authority, must publish information on the percentage difference among its employees between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime). From 2017, the pay gap information was extended to include the equal pay gap between the following:

- persons who are minority ethnic and persons who are not
- people who are disabled and those who are not

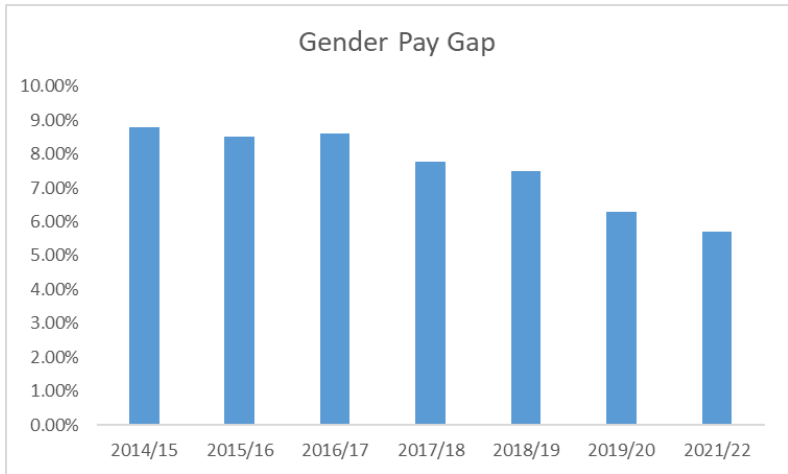
In these situations, as we have a significant number of employees in the workforce where this information about them is not known, these are not included in the calculation. This will have resulted in a higher figure than may be reflected in practice. As discussed below under monitoring, attempts will be made to reduce this figure to produce pay gap information, which is more reflective of the actual situation in the workforce.

Normally the causes of the pay gap are:

- Occupational Segregation, which is the distribution of employees across and within different occupations based upon demographic characteristics, most often gender.
- A lack of flexible working opportunities
- Discrimination in pay and grading structures

### Gender pay gap

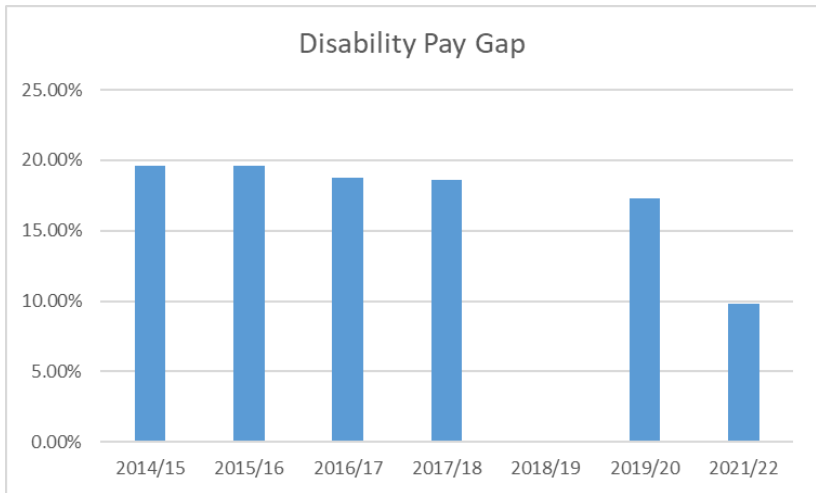
The gender pay gap has been calculated by totalling total basic pay for males and females and dividing by the total contracted hours. In 2021/22, the gender pay gap reduced to **5.71% from 6.3%** however it still means females continue to be paid less when compared to men. Although there continues to be gap, it is a positive trend that the gap continues to reduce.



Year	Gender Pay Gap
2014/15	8.80%
2015/16	8.50%
2016/17	8.60%
2017/18	7.77%
2018/19	7.50%
2019/20	6.30%
2021/22	5.70%

**Disability pay gap**

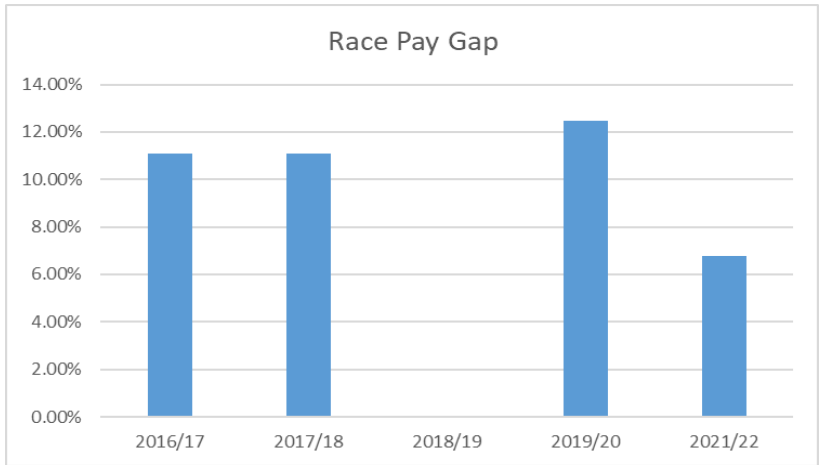
The disability pay gap is calculated in a similar manner to the gender pay gap but in respect of those employees who identified themselves as having a disability. The percentage figure is the mean average pay gap as a % of non-disabled employee’s hourly rates. The gap has reduced to **9.81%** from **17.32%** in the last report. This could be due to higher disclosure of disability meaning we can include hourly rates in the calculation.



Year	Disability Pay Gap
2014/15	19.60%
2015/16	19.60%
2016/17	18.73%
2017/18	18.60%
2018/19	
2019/20	17.32%
2021/22	9.81%

**Race pay gap**

The race pay gap is calculated in a similar manner to the other pay gaps but in respect of those employees who identified themselves as being from a minority ethnic background. The percentage shows the mean average pay gap as a percentage of minority ethnic employee’s hourly rates. The race pay gap in 2021/22 is **6.76%**, which is a significant improvement when compared to 2019/2020, which was **12.47%**.



Year	Race Pay Gap
2016/17	11.10%
2017/18	11.10%
2018/19	
2019/20	12.47%
2021/22	6.76%

A new pay and grading structure was implemented in April 2021 for Local Government staff and pay awards have been agreed with CoSLA and Trade Unions, which will have helped to close some of the pay gaps. We continue to monitor this area closely and we hope that as more staff disclose their ethnicity and disability data this will show positive improvements in the pay gap data.

# ANNEX

## Additional Employee, Recruitment and Leaver Data Tables – 2022

### Employee data

Employee data is based on actual number of people rather than full time equivalents unless stated. The employee data tables below includes all Local Government and Teachers. Some data has not been possible to extract due to no data being available or the data not in a reportable format. The areas excluded are: Pregnancy and Maternity data. We continue to undertake communication exercises with staff to ask that they complete their equality data on the HR system. Further, as we will align the recruitment and HR system questionnaires, we will ensure that where people are hired, we transfer their application equality data to the HR system. All data tables reflect data gathered in 2021/2022.

When calculating our minority ethnic data for the purposes of overall council percentage or pay gap information we exclude any categories which state 'white' these are reported under non-minority ethnic. Where ethnic origin is unknown this data is not included in either minority ethnic or non-minority ethnic data.

Ethnic Origin	Headcount	Percentage
African - (Inc Scottish/British)	6	0.13
African - Other	13	0.28
Any mixed or multiple	5	0.11
Asian - Bangladeshi (Inc Scottish/British)	2	0.04
Asian - Chinese (Inc Scottish/British)	8	0.17
Asian - Indian (Inc Scottish/British)	19	0.40
Asian - Other (Inc Scottish/British)	14	0.30
Asian - Pakistani (Inc Scottish/British)	43	0.91
Caribbean	3	0.06
Caribbean or Black - Other	1	0.02
Chinese	7	0.15
Indian	10	0.21
Mixed	12	0.25
Other (South) Asian	4	0.08
Other White	58	1.23
Pakistani	21	0.45
Prefer not to answer	9	0.19
Unknown or no response	338	7.17
White - Any Other Ethnic Group	51	1.08
White - Eastern European	4	0.08
White Irish	48	1.02
White - Other British	147	3.12

White - Polish	14	0.30
White Scottish	3879	82.25
Total	4716	
<b>Nationality</b>	<b>Percentage</b>	
American		0.04
Angolan		0.02
Australian		0.02
Bangladeshi		0.02
Belgian		0.02
British Indian Ocean Territory		0.02
British (not Channel Islands or IOM)		9.71
Canadian		0.06
Channel Islander		0.02
Chilean		0.02
Chinese/Tibetan		0.06
Cypriot		0.02
Danish		0.02
English		0.38
French Overseas Depts		0.11
Greek		0.02
Hong Kong		0.08
Hungarian		0.02
Indian		0.04
Iraqi		0.02
Irish		0.36
Italian		0.15
Japanese		0.02
Jordanian		0.02
Kenyan		0.02
Latvian		0.02
Liberian		0.02
Lithuanian		0.04
Netherlands Antilles		0.02
Nigeria		0.13
Northern Ireland		0.02
Pakistani		0.11
Polish		0.40
Portuguese		0.02
Romanian		0.02
Scottish		19.23
Senegalese		0.02
Serbian		0.02
South African		0.04
Spanish		0.04

Ukrainian	0.04
Venezuelan	0.02
Welsh	0.04
Unknown or no response	68.40

Religion	Percentage
Church of Scotland	1.46
Humanist	0.04
Jewish	0.04
Muslim	0.13
None	2.48
Other Christian	0.49
Pagan	0.02
Prefer Not to Answer	72.09
Roman Catholic	1.87
Sikh	0.08
Unknown or no response	21.29

Gender Reassignment	Percentage
No	4.75
Unknown or no response	95.25

Carers	Percentage
Children Under 18	2.25
Children Under 18 and Other	0.17
No	3.97
Other	0.91
Prefer Not to Say	0.17
Unknown or no response	92.54

Marital Status	Headcount	Percentage
Civil Partnership	39	0.83
Divorced	143	3.03
Married	1690	35.84

Not Specified	1211	25.68
Partner	34	0.72
Single	1570	33.29
Widow	20	0.42
Widower	9	0.19
Total	4716	

### Leaver information – 2022

Gender	Headcount	FTE	Percentage
Female	554.00	430.89	75.89
Male	176.00	154.61	24.11
<b>Sum:</b>	<b>730.00</b>	<b>585.50</b>	

Religion	Headcount	FTE
Church of Scotland	6.00	6.00
Muslim	1.00	0.71
None	12.00	10.45
Other Christian	1.00	1.00
Other Religion	1.00	1.00
Prefer Not to Answer	430.00	334.31
Roman Catholic	5.00	4.00
Sikh	1.00	1.00
Unknown or not specified	273.00	227.03
<b>Sum:</b>	<b>730.00</b>	<b>585.50</b>

Age Banding	Headcount	FTE
16-24	82.00	70.51
25-34	176.00	159.01
35-44	127.00	101.03
45-54	118.00	92.40
55-64	152.00	116.31
65+	75.00	46.25
<b>Sum:</b>	<b>730.00</b>	<b>585.50</b>



Ethnic Origin	Headcount	FTE Leavers
African - (Inc Scottish/British)	2.00	2.00
African - Other	4.00	2.95
Any mixed or multiple	2.00	1.29
Asian - Chinese (Inc Scottish/British)	3.00	2.95
Asian - Indian (Inc Scottish/British)	6.00	4.56
Asian - Other (Inc Scottish/British)	4.00	2.90
Asian - Pakistani (Inc Scottish/British)	17.00	13.80
Black - (Inc Scottish/British)	1.00	0.47
Chinese	2.00	0.71
Indian	1.00	1.00
Mixed	4.00	3.79
Other White	10.00	8.00
Pakistani	3.00	2.34
Prefer not to answer	6.00	5.29
Unknown	42.00	33.32
White - Any Other Ethnic Group	11.00	8.74
White - Eastern European	1.00	0.54
White Irish	6.00	4.07
White - Other British	17.00	14.15
White - Polish	1.00	0.41
White Scottish	587.00	472.24
<b>Sum:</b>	<b>730.00</b>	<b>585.50</b>

Nationality	Headcount	FTE
British (not Channel Islands or IOM)	96.00	85.61
Canadian	3.00	1.92
Chinese/Tibetan	1.00	0.17
Cyproit	2.00	2.00
English	9.00	7.90
French Overseas Depts	1.00	1.00
French Overseas Territories	1.00	1.00
German	1.00	0.60
Indian	1.00	1.00
Irish	1.00	1.00
Italian	3.00	2.12
Japanese	1.00	0.79
Lithuanian	1.00	0.54
New Zealander	1.00	0.47
Nigeria	3.00	1.95
Pakistani	3.00	1.84
Polish	1.00	1.00
Scottish	196.00	165.90
Serbian	1.00	0.60
Sierra Leone	1.00	1.00
Singapore	1.00	0.95
Spanish	1.00	0.57
Thai	1.00	0.57
	400.00	305.01
<b>Sum:</b>	<b>730.00</b>	<b>585.50</b>

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