

To: Youth and Equalities Committee	Subject: Public Sector Equality Duties – North Lanarkshire Council Equality Outcomes 2017-21
From: Head of Education (Skills, Lifelong Learning and Youth Employment)	
Date: 11 JANUARY 2017	Ref: LMCM/BP/AC

1. Introduction

The purpose of this report is firstly to provide Committee with details of the findings of stakeholder engagement carried out to support the establishment of the Council's equality outcomes for the period 2017-21 and secondly to set out the arrangements for operational implementation to progress the work required to meet these equality outcomes.

2. Background

At the Youth & Equalities Committee meeting held on 26 October 2016 members considered the requirement set out in the Equality Act 2010 Public Sector Equality Duty for the Council to review its equality outcomes. Committee approved the following:-

- eight equality outcomes in draft form;
- the commencement of a period of key stakeholder engagement on the draft equality outcomes; and
- the gathering of information from services on the action to be taken to deliver on the outcomes.

3. Considerations

3.1 The draft equality outcomes and stakeholder engagement

The following draft equality outcomes were developed using guidance from the Equality and Human Rights Commission pending wider stakeholder engagement.

1. Older people, disabled people and those with other specific needs have improved access to a range of housing options which meets their needs and supports independent living.
2. Deaf and disabled people, BME people, lone parents and carers are supported to access employment opportunities
3. The educational attainment of children with disabilities and/or children with additional support needs, gypsy traveller children and young carers are improved.
4. Our schools are safe, accessible and inclusive.
5. Young women and disabled and black and minority ethnic young people are supported and leave school with positive destinations.
6. Our communities and town centres are safe, accessible and inclusive.
7. Participation and engagement with underrepresented groups is improved
8. NLC as an employer is accessible and all employees are valued and supported to work to their full potential.

Undertaking engagement with key stakeholders was a crucial element in ensuring that the Council's proposed outcomes were meaningful and targeted in terms of addressing inequalities experienced by people protected by the Equality Act 2010.

During October and November 2016 a series of focus groups took place to discuss the draft equality outcomes and explore the issues behind the evidence gathered. Individuals from the following organisations were involved in order to ensure that the views and interests of local people with protected characteristics were represented:

- Lanarkshire Chinese Association;
- Lanarkshire Deaf Club;
- Lanarkshire Ethnic Minority Action Group;
- Lanarkshire Hindu Welfare Association;
- North Lanarkshire Disability Access Panel;
- North Lanarkshire Disability Forum;
- North Lanarkshire Housing Co-production Group; and
- NLC Employee Equality Forum.

In addition, a youth and equalities survey was undertaken to explore issues important to young people aged 16 – 25 in relation to housing, school, community, employment and equality. 529 people responded to the survey. Of those, 96.09% were 16-17 year olds and this equates to approximately 5.5% of the total 16-17 year old population of North Lanarkshire.

3.2 The Findings

Each of the eight draft equality outcomes were discussed individually. Any pertinent points raised or changes to the outcomes raised during the sessions are detailed in this section of the report.

3.2.1 Outcome 1. Older people, disabled people and those with other specific needs have improved access to a range of housing options which meets their needs and supports independent living.

This outcome was drafted in consultation with Enterprise and Housing Resources and is an outcome included within the Local Housing Strategy 2016 - 2021. Areas of note raised included:

- the promotion of social rented housing and the application process for people where English is not their first language;
- waiting times for aids and adaptations;
- lack of knowledge among some BME communities of housing support services – Making Life Easier, Community Alarm service etc.; and
- isolation particularly where disabled people have to move home.

3.2.2 Outcome 2. Disabled people (including people with sensory impairments), BME people, lone parents and carers are supported to access employment opportunities.

Areas of note raised during engagement included:

- the good work in this area via Supported Employment, North Lanarkshire Industries, 16+ Learning Hubs, Project Search etc;
- extension of the community benefit clause in procurement;
- Council could / should become a Carer+ employer;
- consideration of positive action measures within employment; and

- positive action measures to increase employment opportunities

This outcome has changed slightly from Deaf and disabled people, BME people, lone parents and carers are supported to access employment opportunities.

3.2.3 Outcome 3. The educational attainment of children with disabilities and/or children with additional support needs, gypsy traveller children and young carers are improved.

Areas of note raised during engagement include:

- attainment levels of adults, there is significant illiteracy levels among BME adults.

This outcome was set via local statistical analysis of attainment levels and the attainment gap for particular groups.

3.2.4 Outcome 4. Our schools are safe, accessible and inclusive.

Key findings of the youth and equalities survey were as follows:

- More boys (76.38%) than girls (67.81%) always or most of the time feel supported at school;
- 75% of disabled pupils feels safe always or most of the time;
- 25% of disabled pupils always feel included and 12.5% never feel included; and
- 8% of pupils described their sexuality as Lesbian, Gay, Bisexual or questioning

3.2.5 Outcome 5. Young women and disabled and black and minority ethnic young people are supported and leave school with positive destinations.

Areas of note raised during engagement and the survey include:

- 84% of disabled young people do not have a job compared to 69% of non-disabled young people, and of those looking 60% are finding it hard to get a job;
- more girls (32.13%) as compared to boys (23.61%) sometimes or never feel supported;
- subject choices at school continue pattern of gendered occupational segregation; and
- schools linking more with local businesses.

3.2.6 Outcome 6. Our communities and town centres are safe, accessible and inclusive.

Areas of note raised during engagement and the survey include:

- 10% of disabled people responding to the youth survey never feel safe when out and about in their community;
- only Black African young people said they never or only sometimes feel safe when out and about in their community compared to other BME young people;
- need to continue the involvement of disabled people in town centre access audits; and
- isolation is a major factor for elderly people who live on their own.

3.2.7 Outcome 7. Participation and engagement with underrepresented groups is improved

No issues of note were raised in regards to this outcome

3.2.8 Outcome 8. NLC as an employer is accessible and all employees are valued and supported to work to their full potential.

Areas of note raised during engagement included:-

- the differing communication support needs of employees;
- the Council's application process may disadvantage some women as women are more likely to not apply on-line; and
- equality and diversity training for employees should be a compulsory.

4.0 Corporate Considerations

4.1 Implementation of Equality Outcomes 2017-2021

Over the course of the next 3 months the outcomes and related evidence will be shared with Council resources/services to enable appropriate actions to be agreed. The outcomes and actions will then be pulled together in a performance management framework in time for the required publication date of 30 April 2017. It is crucial that the Council's new structure arrangements embrace the process of services considering what action can be taken over the course of the next 4 years to progress the equality outcomes.

4.2 Publishing Arrangements

By 30 April 2017 the council is also required to publish its equality Mainstreaming Report. The purpose of this report is to show the progress the Council has made to make the general equality duty integral to its functions so as to better perform the duty. The report provides an opportunity to present all of the Council's work on equality in one place and demonstrates accountability and transparency to employees, stakeholders and service users. The Equality Outcomes 2017-20 will be set within this report and published on the Council website.

5.0 Recommendations

Committee is asked to:

- (i) approve the Council's eight equality outcomes as detailed in section 3 of the report for publication; and
- (ii) otherwise note the findings of the stakeholder engagement and youth and equalities survey.



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Local Government Access to Information Act: For further information please contact Lizanne McMurrich, Head of Education (Skills, Lifelong Learning & Youth Employment) on 01236 812338