



Glasgow Council Family Equality Outcomes 2021 to 2025 Summary



Content

Foreword	3	Education Authority	17
Service Delivery	4	Outcome 12	18
Outcome 1	5	Outcome 13	19
Outcome 2	6	Outcome 14	20
Outcome 3	7		
Outcome 4	8		
Outcome 5	9		
Outcome 6	10		
Glasgow City Council as an Employer	11		
Outcome 7	12		
Outcome 8	13		
Outcome 9	14		
Outcome 10	15		
Outcome 11	16		

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Foreword



Councillor **Jennifer Layden**
City Convener for Community
Empowerment, Equalities and Human
Rights

“ I am pleased to introduce our Equalities Outcomes for 2021-25. The outcomes have been developed in partnership with key stakeholders across the city; including staff, elected members, third sector partners, teachers, pupils, and parents. They reflect the diverse needs of our city and the range of services we deliver. The Equality Outcomes are intended to provide a focus for our actions over the next four years and enable Council Family services to provide access and support to the greatest diversity of our citizens. ”



Service Delivery

Outcome¹

An increased proportion of women, black and minority ethnic people, younger people, disabled people and LGBTI+ are supported to enter employment or training.



Why have we prioritised this outcome?

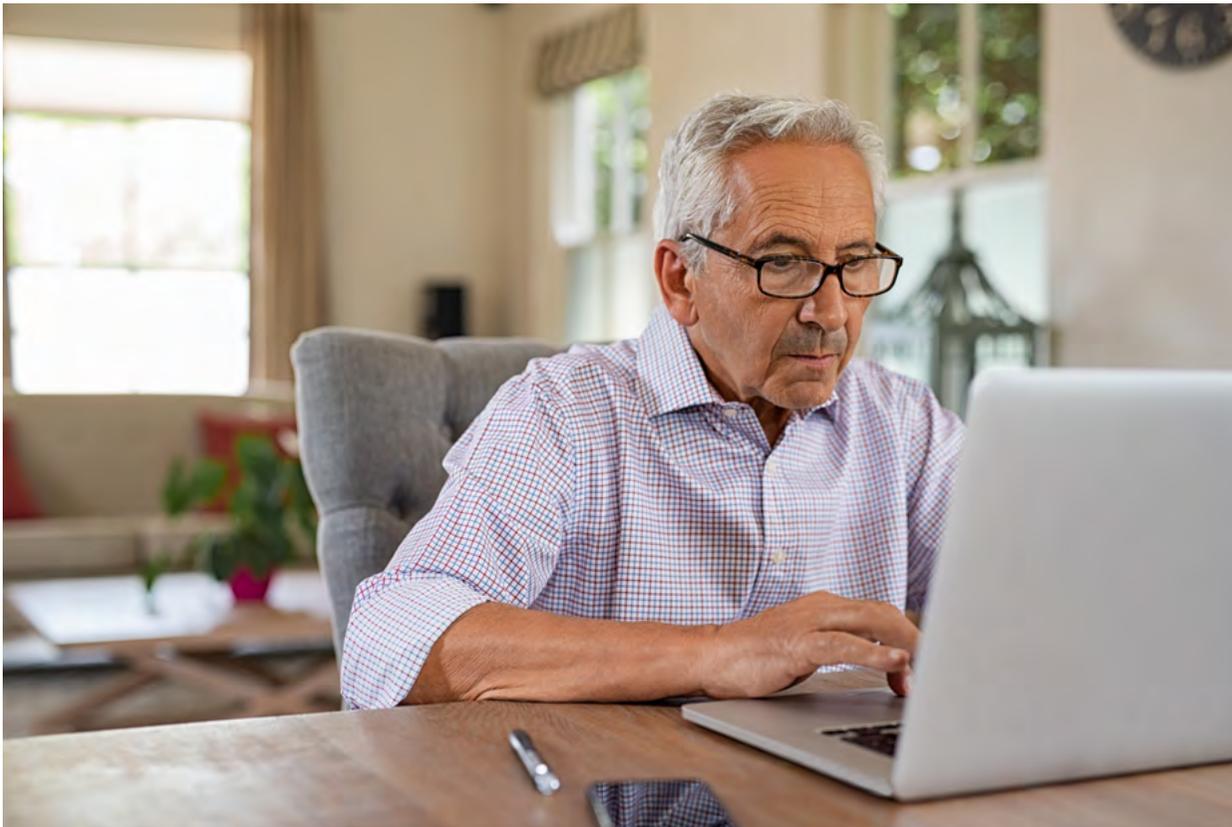
The Council's vision is for Glasgow to be a world class city with a thriving, inclusive, economy where everyone can flourish and benefit from the city's success. Employment rates across the identified groups are still below the Scottish average and continue to be a priority for Glasgow.

The impact of COVID-19 has resulted in greater levels of unemployment and it is estimated that the unemployment rate in Scotland could take between 3 and 6 years to recover to pre-crisis levels.

To improve the economic outcomes of people with protected characteristics, we will continue to support people into employment and training opportunities, specifically people who face additional barriers because of a protected characteristic.

Outcome 2

Older people have an improved experience in accessing services that meet their needs through more regular and systematic involvement in design of service delivery across the Council Family.



Why have we prioritised this outcome?

We aim to empower our citizens, giving them a stake, and a say, in what happens in their local communities and communities of interest and the services they use.

Stakeholders responded to our consultation to ask that we involve people with protected characteristics more systematically in decision making and design at the earliest possible stage, and we have set a commitment to ensure this happens and that services meet the needs of all of the city's residents.

Outcome 3

Service users are provided with information accessible to them on services provided by the Council Family particularly, those who face barriers through disability, language and digital exclusion.



Why have we prioritised this outcome?

We want to ensure that people do not experience barriers when accessing our services. One way we will do this is by improving the information about the services available and how to access them, as well as ensuring that information is available in a suitable format for the target audience.

Responding to COVID-19 has highlighted the importance of how we share information with Glasgow residents, particularly those who face barriers due to their protected characteristic or those who are digitally excluded.

Outcome 4

Glasgow's work to end violence against women and girls results in:

- women and girls can access the right services based on identified need and are protected from further harm;
- experiences of women and girls inform the planning and activity to eradicate gender-based violence and
- prevention approaches support tackling the root causes of violence against women and girls



Why have we prioritised this outcome?

Violence against women and girls is a global issue and one that we all have a part to play in finding the right solutions to ensure safety and wellbeing for everyone who lives, works or visits the city.

The risk of domestic abuse has been magnified by the COVID-19 pandemic and the resulting lockdown. As well as escalations in abuse and increased difficulty in accessing help.

Outcome 5

LGBTI+, disabled, religious, faith and black and minority ethnic people have increased confidence to report hate crime through our work with partners to;

- prevent hate crime before it happens
- encourage people to report hate crime when it happens
- improve service responses to victims



Why have we prioritised this outcome?

Hate crime is any crime motivated by prejudice against someone because of their actual or perceived: race, sexual orientation, religion, disability or transgender identity.

We take a zero tolerance approach to Hate Crime and are committed to ensuring that all of Glasgow's residents are equally able to live, work and study without fear of being targeted due to an aspect of their identity. Along with our partners, we work to increase awareness of hate crime, prevent hate crime from happening, encourage reporting when it does happen and, ultimately, put a stop to it.

Outcome 6

The importance of tackling social isolation and loneliness is recognised and prioritised through our work with partners.



Why have we prioritised this outcome?

Loneliness and social isolation can have a powerful negative effect on health, well-being and life chances. We believe that tackling this effectively is fundamental to improving the health of Glaswegians and effectively tackling health inequalities.

The COVID-19 pandemic has accentuated this issue, making it harder to be with others and social and leisure activities restricted. Research and testimonials have indicated that social isolation and loneliness has had an impact across the protected groups, more so for groups already at risk prior to the pandemic.



Glasgow City Council as an Employer

Outcome 7

Glasgow City Council create and celebrate a diverse and inclusive workplace.



Why have we prioritised this outcome?

Achieving a diverse and inclusive workplace is very important to us.

It isn't about complying with the law; it's about recognising and valuing each other's differences and treating each other fairly and with respect.

We believe that people who feel appreciated, valued and supported can be themselves; and that when people can be themselves they perform better.



Outcome 8

Black and minority ethnic people and disabled people have increased representation within Glasgow City Council's workforce



Why have we prioritised this outcome?

Black & Minority Ethnic people and disabled people are underrepresented in our workforce. We aim to have a workforce that represents the make-up of the citizens of our City therefore we recognise we have to take particular action to achieve that.

Outcome 9

Glasgow City Council has reduced barriers faced by women in the workplace.



Why have we prioritised this outcome?

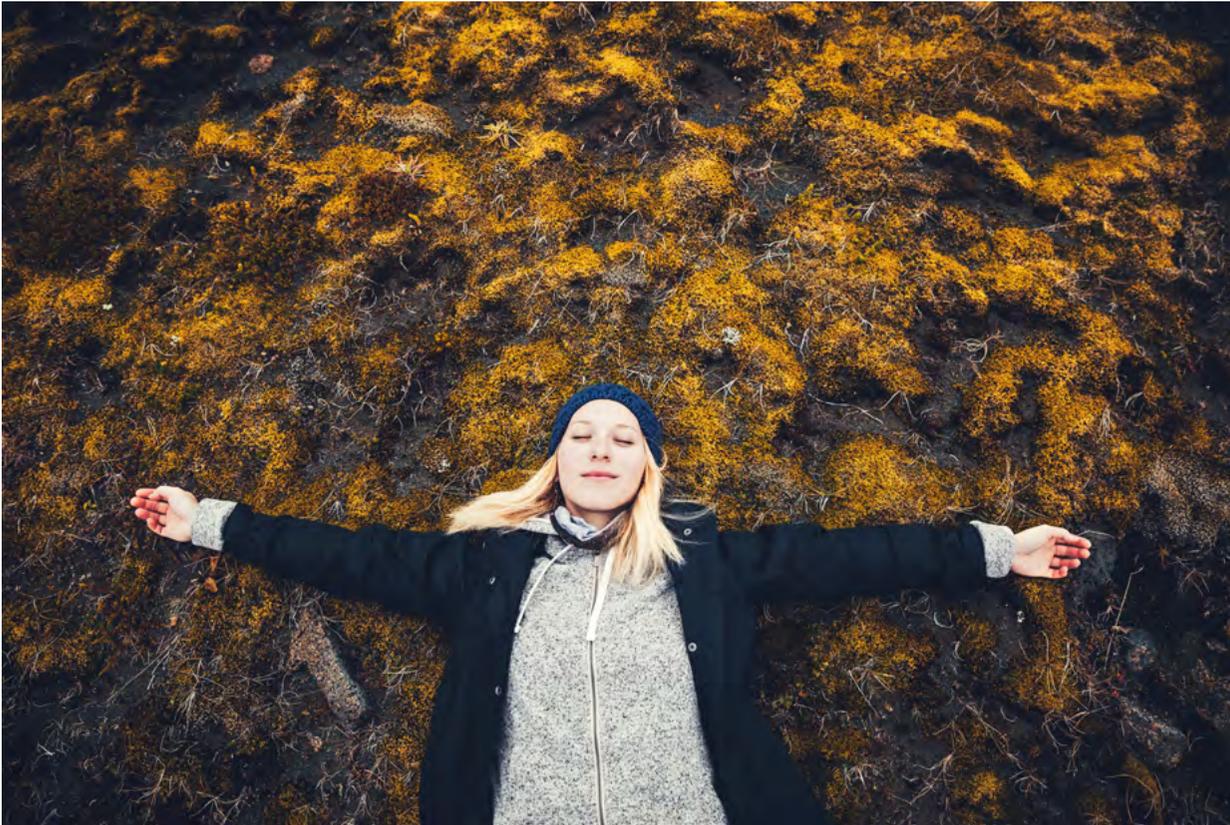
We understand that women may face barriers into employment and while at work. The council is committed to providing all the support possible to remove these barriers.

Our Women's Employee Peer Support Network will work with us as we progress this outcome.



Outcome 10

Glasgow City Council employees are supported to have improved mental and physical health and wellbeing.



Why have we prioritised this outcome?

The hard work and dedication of our staff has always been the key to our continued success. It has never been so evident than with the response our staff made to supporting our citizens, our communities and one another through the impact of the pandemic, which will ripple through our lives for the years to come.

With that the importance of employees' health, safety and wellbeing has been brought into even sharper focus as we continue to deliver our services through difficult times. Therefore, it's important to that staff can be supported to flourish, to be well, engaged and balanced their own lives while working towards the council's key objectives.

Outcome 11

Glasgow City Council has progressed LGBTI+ inclusion in the workplace



Why have we prioritised this outcome?

LGBTI+ people are under are underrepresented in our workforce. We aim to have a workforce that represents the make-up of the citizens of our City therefore we recognise we must take particular action to achieve that.

Our LGBTI+ employee peer support network members will work with us as we progress this outcome.





Education Authority

Outcome 12

Glasgow City Council (Education Services) has developed a more strategic approach to delivering equality and diversity curriculum in schools that has been developed in partnership with the third-sector and achieves external validation where possible.



Why have we prioritised this outcome?

We want our schools' curriculum to reflect a positive and equitable approach to equality and diversity. Feedback from Health and Wellbeing surveys and a recent 'Pupil Voice' survey have supported this and the Scottish Government has issued new guidance. We have been working with partners to identify curriculum resources and produce new resources where necessary. Much of this work has been in relation to supporting LGBTI+ children and young people.

Continued review and engagement with Pupils' Voice, Teachers, Third Sector Partners and Glasgow's Parent Forum has identified a need for this work to be widened to include other protected characteristics, particularly race.

Outcome 13

Glasgow City Council (Education Services) has developed a more strategic approach to challenging discrimination in schools and ensuring that everyone is engaged in taking forward this approach.



Why have we prioritised this outcome?

Race equality work is a priority for our schools. The Black Lives Matter global movement have propelled the need for greater race equality and anti-racist work to be taken forward across society which, of course, includes our schools. All our previous work on leadership shows that for systemic change to take place there needs to be an emphasis on working with leaders to build their capacity, understanding and commitment to challenge structural and cultural discrimination to bring about real change.

Outcome 14

Glasgow City Council (Education Services) has continued to improve outcomes in relation to attainment and achievement for children and young people including those experiencing socio-economic disadvantage, those for whom English is not their first language, those who identify as black and minority ethnic, and disabled children and young people.



Why have we prioritised this outcome?

The need to improve attainment and achievement is the core aim of Education Services. The statistics from local and national data show sustained improvement and we are driven to continue to improve for all our children and young people.



For full details of the equalities outcomes including; supporting evidence and the development process please see our full [Equality Outcomes Report](#).