

To: Council

On: 4th March 2021

Report by: Chief Executive

Heading: Equality Outcomes and Mainstreaming Equality

1. Summary

- 1.1 The report provides an update on progress with equalities and is intended to meet Renfrewshire Council's duties to report this progress publicly and in an accessible manner. The report provides a draft set of equality outcomes, along with information on what activities have been delivered in the reporting period from 2019-21. The report also details a range of information that the Council is required to publish by the end of April 2021, in accordance with the Equality Act 2010.
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2. Recommendations

- 2.1 To approve the Progressing Equality Outcomes and Mainstreaming Equality Report for final publication on the website.
- 2.2 To note the progress made in mainstreaming equalities and pursuing Renfrewshire Council's Equality Outcomes.
- 2.3 To approve the proposed draft Equality Outcome areas for 2021-25
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3. Background

- 3.1 Renfrewshire Council has a general equality duty, which requires it to pay due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations as set out in section 149(1) of the Equality Act 2010. There are a number of Specific Duties laid out for public authorities by Scottish Ministers to support the general equality duty.
- 3.2 In line with these Specific Duties, Renfrewshire Council is required to report on its progress with mainstreaming equality, its progress against its equality outcomes, employee information and gender pay gap information by the end of April 2021.
- 3.3 The progress report provides a single report to provide an update on progress and meet the duties to report this progress publicly and in an accessible manner. The report provides information on the progress on mainstreaming equality as well as progress against the Equality Outcomes agreed in 2017.
- 3.4 The report further proposes a number of draft Equalities Outcomes areas for the period 2021-2025. These include:
1. Supporting employment and improving economic prospects for women, BAME people and disabled people
 2. Improving routes to employment and training for young people
 3. Black history and culture fully incorporated into cultural and educational activities.
 4. Doing more to address social isolation in older people and disabled people
 5. Improve transparency of monitoring and reporting of equality work across the Council
 6. Any re-design of street scene in response to the pandemic, putting accessibility at its heart to ensure those who have had to shield the most are confident to venture back outdoors
- 3.5 The appendices to the report provide a wide range of data, including equalities information about Council employees, occupational segregation and pay gap data, along with more detailed information on education.

4 **Highlights**

Some highlights from the Council's mainstreaming report include:

- 4.1 Renfrewshire had a busy programme of events for Black History Month 2020. Black History Month: Our Culture, Our Future – was co-curated by Renfrewshire Leisure, Engage Renfrewshire, Jambo! Radio, Pachedu, University of the West of Scotland, Action for Culture and Ethics and the School of African Culture. The events were held via

online platforms and on Jambo! Radio and included an online exhibition called Museum of Me, curated by children from the African School of Culture; a podcast featuring the children discussing the theme of identity and exploring what it means to be African and Scottish living in Renfrewshire in 2020. There were online performances from an eclectic mix of musicians and artists. A webinar on the representation of black, Asian, minority ethnic talent in the arts in Scotland and Renfrewshire was the culmination of the month. Black History Month activities were funded by Renfrewshire Council and delivered in partnership with Renfrewshire Leisure as part of Future Paisley.

- 4.2 The Invest in Renfrewshire team have been working on the Parental Employment Support Fund (PESF) Project to reduce gender inequality and improve the prospects for women within their workplace by offering access to accredited vocational qualifications which will improve employment and increase earning capacity.
- 4.3 The Celebrating Renfrewshire Fund - by young people, for young people – took place successfully in 2020, despite challenging circumstances. This a participatory budgeting process that gives young people a voice in their community and lets them decide how to make living as a young person in Renfrewshire better. Celebrating Renfrewshire Fund 2020 had £150,000 available for young people, or groups who work with them, to apply for. Young people then chose the successful projects. 1,721 young people voted, with 5,163 votes cast and 68 projects receiving funding.
- 4.4 Sanitary products have been made available throughout Renfrewshire both in community settings and in organisations working with families with low income. These are now available to be delivered to homes to enable people to access sanitary products while community settings remain closed due to coronavirus restrictions.
- 4.5 The education-based Language Bank has been going from strength to strength. Over the last 12 months, the Language Bank has been used 127 times across different education establishments in Renfrewshire. This total consists of 88 face to face interpreter support and 20 written translations of documents. Most recently, during the pandemic, interpreters ably assisted establishments to support families over the phone with weekly welfare check in telephone calls and in the provision of key information in accessible formats.
- 4.6 Pupils from six schools in Renfrewshire have collaborated with an award-winning charity to develop a new app that promotes mental wellbeing. I Am Me Scotland have been working with children and

young people in Renfrew High, Paisley Grammar, Castlehead High, Kirklandeuk Primary, St James Primary and Arkleston Primary schools to design their innovative new phone app, Keep Safe Kids. The app will give pupils access to online information about issues affecting young people, such as mental health, bullying and online abuse. It will also allow young people to report incidents of harassment and bullying discreetly to their school without having to approach a teacher. Research suggests that young people across Scotland do not often report bullying behaviour.

- 4.7 The outdoor access strategy continues to be implemented to the benefit of wheelchair users and other people affected by mobility issues in accessing our parks and open spaces and being better able to participate in active travel. Equally improvements continue in the street scene and in the bus shelter facilities to improve access for those with mobility issues and also improve navigation for those with sensory impairments.
- 4.8 Mental health first aid training has been rolled out to several service areas across the Council, with key staff now able to support colleagues. This is part of a wider approach to support disabled employees across the Council, with a focus on mental health.
- 4.9 A new Council website has been developed, with accessibility as the key focus. We are particularly working with older people and disabled people to ensure they can access council services online as easily as possible. This has come up as a priority from the consultation with Renfrewshire's Deaf community as part of the Council's BSL Plan. A priority for the coming year will be increasing BSL presence on the Council website.

Implications of the Report

- 1. **Financial** – none.
- 2. **HR & Organisational Development** – continue to gather and use employee information to better perform the general equality duty and publish information on gender pay gap, statement on equal pay and occupational segregation.
- 3. **Community/Council Planning** –

- *Our Renfrewshire is well – addressing inequalities is shown to have a beneficial impact on health outcomes*
- *Our Renfrewshire is fair - the plan will promote better equalities practice*
- *Tackling inequality, ensuring opportunities for all – equality will be promoted by this plan and opportunities improved for equality groups*
- *Working together to improve outcomes – the outcomes were developed in partnership with local equality groups and partner organisations*

4. **Legal** – The reports attached are designed to satisfy statutory equality duties which are enforceable by the Equality and Human Rights Commission.
5. **Property/Assets** - none
6. **Information Technology** - none
7. **Equality & Human Rights** - The report attached details the Council's performance against the general equality duty and meets various specific duties. The recommendations do not require an Equality Impact Assessment, and the areas of focus identified for the next reporting period are specifically designed to improve the Council's fulfilment of its Equality Duties
8. **Health & Safety** – none
9. **Procurement** – none
10. **Risk** - none
11. **Privacy Impact** - none
12. **Cosla Policy Position** – none

List of Background Papers

- (a) Renfrewshire Council Progressing Equality Outcomes and Mainstreaming Equality 2017-2019 Report
- (b) Renfrewshire Council Staff Equality Data Report

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Equality Outcomes and Mainstreaming Equality

2021-2025

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1. Introduction

The report provides an update on our progress and outlines new equality outcomes for 2021-25. It is intended to meet our duties to report this progress publicly and in an accessible manner. The report provides information on how we have reached these new equality outcomes, along with information on what activities have been delivered in the reporting period from 2019-2021. The report also details a range of information that we are required to publish by the end of April 2021.

Renfrewshire Council is committed to embedding equality into all our functions. We know how challenging this can be, so are systematically assessing our progress through our Council Plan. This also means that progress against our overall Council Plan has equalities reporting as an integral part of it. You can find our Council Plan at <http://www.renfrewshire.gov.uk/councilplan>.

1.1 The Law & our duties

Equality law (The Equality Act) protects people from unfair treatment and asks public bodies like the Council to show how they make a positive difference to different groups of people.

The Equality Act 2010 brings together more than forty years of equality legislation and aims to make Britain a more equal society. It protects many people from unlawful discrimination. It covers “protected characteristics” which include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

We usually refer to people covered by the protected characteristics as “equality groups”. The Equality Act 2010 requires that all public bodies take account of the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality
- Foster good relations between different groups

The Act also asks key public bodies to publish a set of equality outcomes, which are outlined in this report.

2. What we know about our communities

We used a range of data and analysis to inform our equalities outcomes. Accurate population data remains a challenge, but available quantitative and qualitative data and information has been reviewed to inform this work. Given the challenges related to the COVID-19 pandemic, any research

about differential impacts on equality groups has formed a significant part of formulating the outcomes.

In Renfrewshire, in common with most of Scotland has an ageing population. Renfrewshire is less ethnically diverse than Scotland as a whole, with almost 95% of Renfrewshire citizens identifying as White Scottish or White British, although this shows signs of changing in our schools data. There is some evidence to suggest there are more disabled people in Renfrewshire than in Scotland as a whole. 20.5% of economically inactive people between 16-74 are long-term sick or disabled. We find that our highest rates of disability are also in our most deprived wards, as measured by the Scottish Index of Multiple Deprivation (SIMD). Reliable statistics on sexual orientation and gender reassignment remain an issue.

We have updated some of our monitoring data in specific Council service areas to understand better who our citizens are and how we can best meet their needs. Appendix 1 shows the quantitative data we have gathered about the equalities profiles of our children and young people in education. We find that our primary school rolls continue to become increasingly ethnically diverse.

Our data analytics team have been working closely with partners at a local and national level on a Community Impact Assessment which will analyse the available data in terms of risk, infection levels, positive cases and death rates to help us understand the trends, identify any critical areas and inform our Covid-19 response. This work will continue as a solid understanding of the likely medium to long term impact on communities will take time to emerge and officers will continue to review national and local data to identify trends and insight to support the Council and our partners' operational and strategic responses.

We are also collecting qualitative information from our citizens which will feed into our Community Impact Assessment using our Public Services Panel, the outcomes from the listening events we and others have held, including targeted work with equalities led groups and through working with Poverty Alliance on their 'Get Heard' programme. This allows us to hear at first hand the issues that are affecting our residents, and we are ensuring this includes equality groups, with updates reported to Council in March 2020.

However, with the existing research, analysis and understanding of our communities across Renfrewshire described in this report and working alongside our community planning partners, we are in a good position to ensure our policy response, our collaborative recovery planning and our combined support takes due cognisance of the particular needs of equality groups, as we work together to rebuild following this crisis.

We will continue to develop Neighbourhood Hubs in partnership with local community groups and organisations and develop the role of volunteers. This will be important to our ability to respond flexibly to any future lockdowns. This work will also link to our planned community impact assessment and as we continue to work closely with our partners to review activities in relation to equality and inequality, in light of our shared experiences and learning through the pandemic and subsequent lockdown.

In Renfrewshire, we have the Diversity and Equality Alliance in Renfrewshire (DEAR) Group, facilitated by our Community Planning Partnership. This group is formed by representatives of equality led local community groups and some national groups also. The group develops objectives and a workplan each year to further equalities work in the area. Over 2020 the group has formed a Black Lives Matter sub group, which had articulated the main concerns and areas for action for the area. This group has been helpful in articulating aspirations for equality in Renfrewshire and checking what is going well and not so well. We are conscious that our equality led groups on the DEAR group do not represent all

equalities groups in Renfrewshire and so national qualitative information has been used also. We have been proactive in ensuring that equalities led groups in Renfrewshire are involved with Council developments and the Council is responsive to articulated needs.

The new Fairer Scotland Duty was launched in Renfrewshire and addressing socio economic disadvantage has been a long-term part of Renfrewshire's overall approach. Having the new duty enacted as part of the Equality Act means we have changed our equalities impact process to ensure it reflects socio economic considerations, rather than just relying on staff to include this as a matter of course in project and policy planning.

Our response to the BSL (Scotland) Act 2015 has been put in place. We are in the process of improving significantly our approach to British Sign Language (BSL), with the development of our BSL action plan. Following involvement with the BSL using community in developing the plan, we are now working on implementation, with support from the national lead. The Renfrewshire Council BSL Plan sets out our actions for improving Council practice and services for BSL users. There is some crossover with this equalities reporting process and so where particularly relevant, some elements of the plan are reflected in this report.

3. What we know about our staff

In common with our community's data, our staff data has not changed significantly since the 2019 report. Following the introduction of Business World in the autumn of 2018, employees are now able to update their own records directly, it is hoped with the ongoing promotion of self-service to employees, this will increase declaration rates for equalities monitoring.

The majority of our declaration rates for equalities monitoring have increased since the last report, which is positive, but we still have much progress to make to ensure that the proportion of answers stating 'prefer not to answer' decline.

The 'prefer not to answer' rates vary by protected characteristic and in some instances, are not what would generally be expected. However, we have seen a significant increase in the number of employees providing a response to the equality's information, as opposed to the "prefer not to answer" response. In 2019, the response by employees in relation to pregnancy and maternity was 44.78%, who stated they preferred not to answer, however in 2020 this has significantly reduced to 11.60%. Similarly, in relation to Religion or Belief, in 2019 the response "prefer not to answer" was 34.48%, whereas the data captured for 2020 shows a reduction to 3.69%, allowing the council to have more meaningful data on their workforce.

More detailed information can be found in the accompanying Equalities Staff Data report.

Headcount in the Council overall and in Children's Services (including Education)

While broadly employees of Renfrewshire Council reflect the population they serve, there are some noteworthy patterns. We find we are overrepresented in the groups from 31 years old to 60 years old, with our largest age group proportion falling within the 51 to 60 year old age profile (around 30% of our workforce). In Children's Services, the spread is relatively even within the 31 to 60 year old groups, but again underrepresentation below 31 years old and 61 years old and over. We know we have an overrepresentation of women in Council employment, in common with most other Councils. Overall approximately 73% of our staff are female and this rises to 85% in Children's Services. As could be expected, our local population is more evenly split between male and female. In terms of disability, our workforce significantly under represents the proportion of disabled people in Renfrewshire. 20% of Renfrewshire residents report that they experience a condition that affects their

day to day activities a little or significantly, whereas Council staff only declare a 3% rate of disability and in Children's Services this drops to 2%. In relation to the ethnicity of Council staff overall and Children's Services staff in particular, the data shows that 64% of our workforce identify as White - Other/White Irish/Scottish. Whilst we work to continue to gather data, the information held gives some indication that Asian and African groups as well as Eastern European and other white groups may be underrepresented in Council employment. There also appears to be a slightly higher representation of those from mixed or other non-stated ethnic groups in the Council workforce. Our statistics related to religion look to be broadly in line with the local population, with perhaps a slight underrepresentation of the dominant local religions (Church of Scotland and Roman Catholic), again a pattern also reflected in Children's Services. Both the Council and Children's Services have a slightly higher representation than the local community of people who identify with a religion which is not stated.

Whilst we will continue to work hard in encouraging our staff to disclose their equality information, members should note that information sought is on a voluntary basis.

Recruitment

Our recruitment data for the Council reveals the rate at which applications convert into appointments for all applicants. 1486 posts were filled from 23,163 applications. Caution should be applied within the interpretation of these figures, due to low numbers 'skewing' percentages and that the figures for applications cannot identify where there have been multiple applications from the same applicant. Women are slightly more successful in their applications having a 6.06% conversion rate compared to 5.27% for men. It is quite difficult to compare the conversion rates for ethnicity, but it appears that all minority ethnic groups have lower conversion rates, with the exception of those who have chosen not to answer. Our sexual orientation figures look broadly in line with our average conversion rate, except for those identifying as being from a non-stated group having a lower rate, and people who prefer not to answer having a higher rate. The conversion rate for those with a disability is low at 6.42%, whereas those who preferred not to answer this question have a conversion rate up at 18.57%. Our marital or civil partnership figures are also difficult to compare, with those who prefer not to answer having a higher conversion rate of 17.66%, those separated or widowed being marginally above average and all other categories being lower. Most of our religious groups have average conversion rates of around 5% or above, with the exception of those applicants of Hindu and Muslim faith who have lower conversion rates.

Development

We have looked at our corporate training and development figures, which include e-learning. Our split of training and development between men and women looks to be reflective of the overall proportion of men and women in overall Council employment. In terms of age, religion and sexual orientation, all groups are represented in the training and development figures broadly in keeping with the levels in overall employment. Low figures have hampered attempts at analysis of our pregnancy / maternity figures and ethnicity figures, which also look broadly in line. Those people who are married / in a civil partnership appear to be around 4% more likely to have undertaken training and development than could be expected from their proportions in the organisation. The number of disabled staff undertaking training and development is similar to their overall proportion in the organisation.

Retention

We have compared the profile of our leavers to that of our overall headcount. As above, caution should be applied when looking at percentage figures due to low numbers. We find that while men

only make up 24% of the workforce, they make up 33% of leavers. In terms of age, we find that those aged 31 to 40 years old were just above those aged between 51 to 60 years old who left the council's employment. Those who are bisexual and gay separately accounted for around for less than 1% of leavers, while each of these groups comprise 0.5% or less of the workforce. There were no significant patterns related to religion or gender reassignment. Declaration rates for ethnicity indicate that White Scottish employees are more likely to leave than those from other ethnic backgrounds not stated. The pregnancy and maternity figures were so low, no patterns could be identified. Married/in a civil partnership seemed more likely to leave. 70% of disability declaration figures indicated they were not disabled, with 5.5% of staff declaring they have a disability.

We have examined the data related to leaving method by protected characteristic and have tried to identify any patterns. This has been challenging, as the reasons cited are open to interpretation and some headings, such as termination can include other headings. Both women and men are most likely to resign as a method of leaving the organisation, in line with the overall proportion of women and men in Council employment. Retirement is another significant reason for men and woman to leave the organisation, and retiral totals are again consistent with overall Council workforce gender levels. A further key reason for leavers are temporary contracts coming to an end. This appears to impact on a higher proportion of men than women compared to the levels in overall employment. The propensity to resign from Council employment is highest for those aged 31 to 50 years old, with totals consistent with their proportion to the overall workforce. The figures for those leaving due to retirement are highest for those aged 51 years old and over as would be expected. Those aged 21 to 30 years old are most likely to leave Council employment due to the end of temporary contracts, at a level higher than would be expected from their workforce numbers.

4. National research & issues affecting Renfrewshire

Given that local data is often difficult to obtain, it is also necessary to assess relevant national research that is likely to impact on equality groups in Renfrewshire. Themes from national research are addressed as part of our outcome development process to decide if they are priority areas locally. The EHRC has published information about persistent areas of inequality in our communities, and progress to tackle them. This includes 'Is Scotland Fairer (2018),' 'How coronavirus has affected equality and human rights (2020)' and Scottish Government equality evidence finder. Those key areas are outlined here and assessed against experiences in Renfrewshire.

In terms of education and children's services there is found to be: lower attainment for disabled and Gypsy Traveller pupils; higher exclusions for disabled and Gypsy/ Traveller pupils; and higher rates of bullying for LGBT+ pupils. Closing the attainment gap and addressing any homophobia in schools have been significant areas of work in Renfrewshire and are addressed in our mainstreaming report.

There are significant socio-economic inequalities affecting equality groups: disabled people, single parent families and ethnic minority groups more likely to live in poverty; women, disabled people, younger people are found most likely to experience reduction in earnings as a result of the COVID 19 pandemic; and people from ethnic minority groups, and younger people, are more likely to rent from a private or social landlord. This picture is also reflected in employment patterns for example, the reduction of employment for part-time employees has had a greater impact on women. Ethnic minorities (especially women) were more likely to be in low paid work and experience employment gaps. Ethnic minority workers were less likely to be furloughed but more likely to be unemployed than white (non-BAME) workers. There has been little progress in tackling employment and pay gaps for disabled people. Disabled people have a higher unemployment rate than non-disabled people and are possibly more at risk of being made redundant. Some of these findings can be seen to be reflected in Renfrewshire, with the COVID-19 pandemic exacerbating some of these issues.

The area of Health and Social Care has experienced increasing inequalities because of the pandemic including: the loss of social support during the pandemic due to diminished or interrupted care and support has made disabled people, ethnic minorities, older people and children and young people more vulnerable; challenges in recruitment and retention of social care staff has negatively impacted service provision; adults identifying as LGBT+, women and disabled people have poorer mental health and wellbeing; and people with a learning disability or autism experience delays in accessing appropriate mental health community services. While many of these areas are addressed jointly with partners in the Health and Social Care Partnership, we have heard from some groups, particularly disabled people about the increased levels of loneliness and isolation experienced over 2020.

The move to digital has also further contributed to some inequalities: older and disabled people are less likely to have access to digital services; young people risk being much further excluded from education and learning if they do not have internet access; older adults are among those most at risk of digital exclusion with effects in health and work. These findings are echoed in Renfrewshire and are addressed in the mainstreaming section of this report.

Specific Impacts of COVID-19

The impact of the global pandemic is starting to be felt as these outcomes and accompanying report were being developed. Data has already indicated that COVID-19 and the resulting economic hardships are having a disproportionate effect on certain equality groups and are exacerbating existing inequalities. The specific areas of concern, as taken from the EHRC's 'How Coronavirus has Affected Equality and Human Rights,' include:

- The potentially severe and long-lasting impact on young people, who risk becoming a "lost generation". School closures, exam disruption and lack of access to remote learning technology mean recent gains in academic attainment could go into reverse.
- The disproportionately negative effect of the pandemic on ethnic minorities, some of whom are more likely to die from the virus and more likely to experience financial hardship and unemployment as a result of the pandemic.
- The isolation of care home residents from their family and friends, with significant consequences for their mental health. There is a difficult balance between protecting the lives of older people against their other rights, especially to a private and family life.

A large body of research has been drawn on to develop a Community Impact Assessment for Renfrewshire, which will inform the Council's Social Renewal Plan. The impact of the pandemic in widening pre-existing inequalities is a key theme of the Community Impact Assessment.

5. Equality Outcomes 2021-2025

Developing outcomes to implement over the coming years is challenging in the context of the rapidly changing circumstances and impacts related to the COVID-19 pandemic. Having analysed the available research and data, local equalities led community groups were contacted to find out about their areas of concern and where they thought the outcomes and resulting actions should be focussed. These initial areas were then sense checked back with available data and presented back to groups as draft outcomes to see if these are the most relevant areas for action in Renfrewshire. We are still in the process of developing specific measures and actions to meet the outcomes. Because of the various challenges presented by the pandemic, we would rather take more time to develop these to ensure they can be delivered in the changing circumstances. The following draft outcome areas have been identified.

- Supporting employment and improving economic prospects for women, BAME people and disabled people. (response to national and local data identifying economic impacts of pandemic)
 - Measures of success may include: employment rate for women, people from BAME backgrounds and disabled people, poverty measures,
 - Service areas/ partners for activity delivery would include: Invest in Renfrewshire, local Job Centre Plus, Advice Works, Scottish Social Security.

- Improving routes to employment and training for young people. (response to national data showing young people disproportionately impacted in employment by the pandemic and the disruption to education and training children and young people)
 - Measures of success may include: youth employment and unemployment rate, rate of young people not in education, employment or training.
 - Service areas/ partners for activity delivery would include: Children's Services, Invest in Renfrewshire, West College Scotland and University of the West of Scotland

- Black history and culture fully incorporated into cultural and educational activities. (response to local activism and research, in addition to national/ international focus)
 - Measures of success may include: Black history and culture reflected in school curriculum, cultural services reflect the experiences of the Black community.
 - Service areas/ partners for activity delivery would include: Children's Services, Renfrewshire Leisure.

- Doing more to address social isolation in older people and disabled people. (situation exacerbated by the pandemic and reflected in input from local groups, in addition to national/ local research)
 - Measures of success may include: Survey data, mental health outcomes for older and disabled people
 - Service areas/ partners for activity delivery would include: Health and Social Care Partnership, ROAR

- Improve transparency of monitoring and reporting of equality work across the Council. (this would include reporting to local equality led community groups)
 - Measures of success may include: number of impact assessments completed, reflections on involvement from local equalities led community groups.
 - Service areas/ partners for activity delivery would include: Committee Services, DEAR Group

- Any re-design of street scene in response to the pandemic, putting accessibility at its heart to ensure those who have had to shield the most are confident to venture back outdoors.
 - Measures of success may include: completed accessibility audits
 - Service areas/ partners for activity delivery would include: Environment and Infrastructure Service, Renfrewshire Access Panel, ROAR

6. Mainstreaming Report

Renfrewshire Council has been working hard since our last report to bring together all the good practice going on in relation to equalities across the Council. We have detailed our mainstreaming activities in line with the 2017 – 2022 Council plan. This means that the progress we are making, and measuring is reported on through mainstream mechanisms. Our 5 outcome areas are covered below, with the key areas of activity also provided for context. While the Covid-19 pandemic has had a huge impact on our communities, causing a massive shift in our services, much of that impact on our communities and families will not be immediately apparent and the Community Impact Assessment we are developing will inform our longer term response.

6.1 Reshaping our place, our economy and our future

Key areas of activity:

- Driving economic and cultural regeneration
- Growing our working age population
- Promoting learning and skills for life
- Driving our local economy/new sectors
- Delivering required infrastructure
- Promoting tourism
- Maximising the benefits from City Deal and City Region investment
- Supporting youth employment
- Fostering “Inclusive Growth”
- Regenerating town centres
- Being ready for Brexit
- Embracing digital opportunities

Before the pandemic hit, we continued to fund and host weekly BSL learning sessions in Paisley Arts Centre, which are open to all and attended by many Renfrewshire Council employees. New sessions were added to the programme to be family friendly and particularly focus on those families with a d/Deaf child.

Renfrewshire Leisure continue to develop a cultural programme that is reflective of Renfrewshire’s diverse community. The team at Paisley Museum Re-Imagined have been engaging extensively with equality groups across Renfrewshire. Equality and diversity are key considerations in the team’s work and they use a representation audit template to ensure they make explicit and incidental links to equalities issues in designing exhibitions or stories. The process guards against stereotyping and ensures that the stories are presented in an empowering way.

Renfrewshire had a busy programme of events for Black History Month 2020. Black History Month: Our Culture, Our Future – was co-curated by Renfrewshire Leisure, Engage Renfrewshire, Jambo! Radio, Pachedu, University of the West of Scotland, Action for Culture and Ethics and the School of African Culture. The events were held via online platforms and on Jambo! Radio and included an online exhibition called Museum of Me, curated by children from the African School of Culture; a podcast featuring the children discussing the theme of identity and exploring what it means to be African and Scottish living in Renfrewshire in 2020. There were online performances from an eclectic mix of musicians and artists. A webinar on the representation of black, Asian, minority ethnic talent in the arts in Scotland and Renfrewshire was the culmination of the month. Black History Month activities were funded by Renfrewshire Council and delivered in partnership with Renfrewshire Leisure as part of Future Paisley.

We continue to develop our readiness for Brexit in a way that is responsive to the needs of our local communities and staff. Ongoing communication and cascading information when it is made available on the EU settlement scheme will continue to take place as we seek to reassure residents and staff.

Our DigiRen project continues to grow and support those most excluded from the use of digital. This has been supported further through the Connecting Scotland programme, providing tablets for those who would benefit most. We worked with local equalities led community groups on the allocation of these resources to ensure that addressed digital inequality.

Connecting Scotland is a Scottish Government programme set up in response to coronavirus and managed by the Scottish Council for Voluntary Organisations (SCVO). It provides iPads, Chromebooks, data and support to develop digital skills for people who are digitally excluded and on low incomes.

Phase 1 (April – July 2020) focused on those who were at risk of isolation due to coronavirus because they were in the extremely high vulnerability group ('shielding') or the higher risk of severe illness group. Phase 2 launched on 18th August and is focused on; households with children or where a child is normally resident and care leavers up to the age of twenty-six (in line with eligibility for aftercare support).

Renfrewshire Council successfully applied for devices and mobile data on behalf of over 300 families and individuals. Forty have been distributed to end users as part of Phase 1 with a further 380 plus for distribution in December 2020. Children's Services and Community, Housing & Planning Services have identified families, young care leavers and elderly tenants who all face barriers relating to poverty, and who are lacking digital skills and confidence in their abilities. These barriers can prohibit them from accessing learning or employment opportunities and the impact of COVID-19 and the resulting restrictions has resulted in families, children and adults alike, being more isolated and excluded from the online learning and support that has been put in place to replace the face to face or group support. As part of the programme, Digital Champions are identified who are committed to providing regular telephone support to help those allocated a device to engage with the services, support and online learning.

Our Invest in Renfrewshire team have been working on the Parental Employment Support Fund (PESF) Project to reduce gender inequality and improve the prospects for women within their workplace by offering access to accredited vocational qualifications which will improve employment and increase earning capacity. The project will mainly target women with the focus on improving pay. This will directly be contributing to reducing gender inequality and will have a positive impact on the gender pay gap. We will continue to promote the Living Wage to local employers and traineeship opportunities created by PESF will all be paid at the Living Wage rate.

The gender pay gap in Renfrewshire is significant with men earning, on average £57.50 more than women each – this gap is lower than in Scotland (£92.90) however action is required to close the gender gap in Renfrewshire. We will aim to deliver some higher-level qualifications to move more women into professional and managerial roles. We also aim to target the 5 C sectors: Cleaning, Catering, Care, Cashiering, Clerical where pay can be low within the private sector and support participants to move to better paid employment within the public sector or at a higher level within the private sector.

The employment rate in Renfrewshire prior to the Covid Pandemic was 76.7% (Scotland Rate: 74.1%) and the employment rate for people with a disability was 43% (Scotland Rate: 45.6%). We recognise that the disability employment gap is higher in Renfrewshire than in Scotland. A Fairer Scotland for Disabled People: Employment Action Plan, sets out the ambition to reduce the disability employment gap and in Renfrewshire this is one of our strategic aims. The PESF will also provide resources to take positive action to support disabled people into employment or improve employment for those in work.

6.2 Building strong, safe and resilient communities

Key areas of activity:

- Empowering communities • Working with partners to keep people safe • Embedding community justice arrangements • Protecting children and adults • Supporting vulnerable people • Tackling issues related to private landlords • Tackling serious and organised crime • Ensuring availability of affordable

housing • Driving housing regeneration • Supporting independent living and social isolation • Providing high quality care and support services • Delivering community based services • Leading on civil contingencies and resilience planning

Renfrewshire Multi Agency Risk Assessment Conference (MARAC) continues to contribute to safety planning for high risk victims of serious harm with a robust partnership approach and compliance with Renfrewshire's MARAC Operational Protocol. MARAC has continued to meet as normal using MS Teams to consider high risk domestic abuse cases.

Work on gender-based violence in Renfrewshire is co-ordinated through the Gender Based Violence Strategy Group. Renfrewshire currently meets or partly meets 34 of the 38 priorities identified in Equally Safe. The group has representatives from statutory and third sector agencies across Renfrewshire. Renfrewshire GBV services worked with over 1000 people during 2018/19, including children; domestic abuse (including coercive control) was the main referral reason for 95% of cases. Renfrewshire Council's Criminal Justice Social Work service delivers the Up2U programme, which works with perpetrators to address their behaviours. Renfrewshire is highlighted in the Year 2 report as an example of good practice in relation to the implementation of the Safe and Together model

Much work has been done to promote gender equality over 2019 and 2020. The 16 days of action to tackle Violence Against Women took place despite the pandemic. Instead of a Reclaim the Night March, a small ceremony was held and a video shared online <https://www.youtube.com/watch?v=Mtsi92MkQEI>. The impact of the pandemic on domestic abuse incidence levels has been worrying and this was another opportunity to publicise the support available.

RISE (Respect, Inclusion, Strength, and Empowerment) via Children First are a group of young women aged 13-18 who have accessed Children First Abuse and Trauma Recovery Service. The members share common themes particularly in relation to their experiences of abuse, coercive control and unhealthy relationships with the aim to take action, raise awareness and influence policy. They produced an Open Letter to Renfrewshire on the issues of healthy relationship and coercive control, which won a creative arts competition at the recent Renfrewshire Open Mind Festival. They identified one main issue to influence policy; schools' response to coercive control in young people's behaviours.

All organisations explored young people's experiences of the issues and began to generate ideas for service prototypes. Supported by Engage Renfrewshire, who coordinated the reports at the end of their research and hosted a debrief meeting, organisations presented Phase 1 findings at an Early Action System Change Learning Event, attended by 130 people including voluntary and public sector practitioners, young people and families

Providing local voluntary sector organisations with the opportunity to explore these 2 priority issues has been hugely beneficial to their understanding of the challenges their client groups face, and how they might be addressed. Coercive control in adolescent relationships was far better understood by the end of Phase 1. Furthermore, organisations developed ways to open conversations and discuss the issues with young people and their families, particularly parents. Phase I (considered to be wide and shallow) is now completed. Phase II (considered narrow and deep) will take place during 2020/21.

Human Trafficking remains a priority for Renfrewshire Council and is monitored and discussed at the Council Community Protection Chief Officer Group/Member Officer Group and Community Protection (Prevent) Steering Group. Renfrewshire Council has a key role to play via the National Referral Mechanism as front-line responders e.g. Adult Services and also working with Police Scotland as part of the Renfrewshire Community Safety Hub. Reports have been presented to the Communities, Housing and Planning Policy Board in 2019 regarding a consultation on s.38 of the Trafficking and

Exploitation Strategy (Duty to Refer for Local Authorities) and the COSLA guidance for Local Authorities.

Renfrewshire Council recently submitted views to the Scottish Parliament Justice Committee on questions relevant to the Hate Crime and Public Order (Scotland) Bill. Renfrewshire Council is generally supportive of the Bill proposing to simplify the current Hate Crime Legislation and consolidating into one new Hate Crime Statute this will be an important milestone in protecting victims. We also welcome the fact that the Scottish Government is looking at the development of a standalone offence of misogynistic harassment. However, Renfrewshire Council would have liked to have seen a change to the overall definition and a move away from the term 'Hate' Crime to better represent that people are being targeted, not always through hatred, but often because of a perceived vulnerability or a visible/behavioural difference.

Renfrewshire's Refugee Resettlement Project continues to evolve to meet the needs of refugees as they become more settled in Renfrewshire. The project is unique in its approach amongst local authorities in Scotland and offers a person-centred, holistic service to Syrian refugees to support them to settle in Renfrewshire. This support lasts for 5 years from arrival.

Families are now living in various locations across Renfrewshire and receive assistance with maintaining their tenancies in the community, whether that be through the local authority or a registered social landlord. The level of support varies depending on the individual needs of each family. Some are more vulnerable than others and therefore receive a more intense package of support. This is constantly under review and can be increased or reduced as required. Support from the team follows them through their time here until the point where they apply for Indefinite Leave to Remain (ILR). We are already providing additional support to the first families who will apply for ILR in November 2020, ensuring they have appointments booked with immigration specialists, who will advise them throughout the process.

As Refugees are dispersed into the community, we have set up a number of surgeries in local amenities such as the Tannahill Centre and Glenburn Library. Included in this work is an opportunity for face to face contact with our Welfare Rights Officer who has been part of the team since April 2019. This valuable resource enables us to ensure a full income maximisation assessment is carried out for every family, in particular when there is a change in circumstances which can impact on their finances.

Links with the Adult Literacy and Learning Service helps with English and other learning, and the Project works with a variety of partners including HSCP teams, to ensure the best start for families who have lost everything before arriving in Renfrewshire. The majority of our adults who attended ESOL classes have now progressed to college. As a result of this we are working more closely with the college to provide a level of learning which everyone can build upon. The classes are more structured and require greater commitment from the Syrians, which many of them have embraced. This has had a positive impact on our learners and has produced positive results.

This is a very fast moving service which changes constantly to ensure the needs of the Syrian families are addressed in line with the SLA we have with the Home Office. We continue to encourage our families to make the most of themselves and their surroundings in the hope they will successfully achieve the right to remain here in the UK and potentially go on to gain UK citizenship.

In our Adult Learning and Literacies Service, a successful bid to Connecting Scotland is providing 60 laptops and 30 wi-fi units for low income adults and families who participate in adult and family learning programmes. The laptops will be used to help families attending Pizza Family Learning and adult learners remove barriers of digital exclusion. Four I-pads were also secured from the community

hubs and were distributed to vulnerable learners who were extremely isolated with no access to technology during lockdown. Eight laptops were sourced through funding from Youthlink Scotland for low-income learners aged under 30 who do not have any access to suitable IT devices.

Pizza Family Learning team delivered family activity packs to homes over the summer months to help parents keep the children occupied. Adult learning activity packs were also distributed to alleviate isolation during the months of lockdown.

The team also secured grants of £49 from Citrus Energy for learners who are on low-income and have pre-payment fuel meters. The grants were distributed to 22 learners who met the criteria and it is hoped that this will be repeated over the festive period.

The family learning team have been engaged in planning and developing a new online Pizza Reading programme that will be delivered in January to families with children in primaries 1 to 3, identified by the school as part of the Scottish Attainment Challenge.

Literacies, English for Speakers of Other Languages (ESOL) and Personal and Social Development groups have been supported to keep them engaged with their learning and to continue to build on the work that had took place before the pandemic. The team are working towards using more remote learning platforms to deliver the programme in the new year. However, access to digital and online resources continues to be a challenge for many of the individuals and families the service works with.

6.3 Tackling inequality, ensuring opportunities for all

Key areas of activity:

- Promoting skills and learning for life • Fostering “Inclusive Growth” • Developing new approaches to tackle in-work poverty • Tackling drug and alcohol misuse • Celebrating youth! • Improving mental health and wellbeing • Addressing health inequalities • Tackling the poverty related attainment gap • Driving attainment for all • Delivering on expansion of early years provision • Ensuring young people achieve positive, sustainable destinations • Supporting young carers • Celebrating diversity • Promoting active lifestyles

Our Council plan, through this outcome, recognises the important role community groups and employees have in developing and monitoring our equality outcomes.

We have recognised the read across between the Equality Act 2010 and the Child Poverty Act. As part of our mapping and engagement for Child Poverty Act reporting, we have ensured that we reflect the higher risk of poverty can sometimes be because of a protected characteristic.

The Celebrating Renfrewshire Fund - by young people, for young people – took place successfully in 2020, despite challenging circumstances. This a participatory budgeting process that gives young people a voice in their community and lets them decide how to make living as a young person in Renfrewshire better. Celebrating Renfrewshire Fund 2020 had £150,000 available for young people, or groups who work with them, to apply for. Young people then chose the successful projects. 1,721 young people voted, with 5,163 votes cast and 68 projects receiving funding.

Sanitary products have been made available throughout Renfrewshire both in community settings, including all Renfrewshire leisure premises, such as libraries and town halls and in organisations working with families with low income. Due to the pandemic, a new method for distribution of sanitary products was developed where people can order what they need online or by telephone for delivery directly to their door. Marketing materials have been developed and distributed, to ensure

residents know where they can obtain the products. This has been very successful, with almost 250 individual orders per week.

In line with Scottish Government's commitment to LGBTI (lesbian, gay, bisexual, transgender, intersex) Inclusive Education, schools have been supported to build on existing practice through provision of professional learning from LGBT Scotland on tackling homophobic, bi-phobic and transphobic bullying. Feedback was very positive, with 100% of staff reporting an increased knowledge of LGBTI identities, language and experiences, and confidence to support and include LGBTI young people. Additional support has been provided for the 5 secondary schools and 3 primary schools currently pursuing LGBTI Charter Award. One of the primary schools has achieved the Silver Award and the others are making good progress towards achieving their awards. Collectively, some of the key actions identified included attempting to use more gender-neutral language, become a more visible LGBT ally, be more inclusive with language, not make assumptions, and to challenge inappropriate attitudes. Castlehead High School has achieved an LGBT Charter Bronze Award. Glencoats Primary School has achieved an LGBT Charter Bronze Award. Bridge of Weir Primary School has achieved an LGBT Charter Silver Award.

Our education-based Language Bank has been going from strength to strength. Over the last 12 months, the Language Bank has been used 127 times across different education establishments in Renfrewshire. This total consists of 88 face to face interpreter support and 20 written translations of documents. Most recently, during the pandemic, interpreters ably assisted establishments to support families over the phone with weekly welfare check in telephone calls and in the provision of key information in accessible formats.

We have been supporting children with Additional Support Needs to improve their employability. My Future Pathway (Hospitality)—10 young people from Mary Russell School visited college twice a week to gain and build on their cooking and hospitality skills. The young people worked towards their REHIS: Introduction to Food Hygiene Qualification and the SQA unit D263: 10 Food Preparation Techniques which will give them the entry level qualifications for part time work in the commercial hospitality sector. All 10 young people submitted evidence and testing materials from home during lockdown and await their qualifications.

Pupils from six schools in Renfrewshire have collaborated with an award-winning charity to develop a new app that promotes mental wellbeing. I Am Me Scotland have been working with children and young people in Renfrew High, Paisley Grammar, Castlehead High, Kirklandeuk Primary, St James Primary and Arkleston Primary schools to design their innovative new phone app, Keep Safe Kids. The app will give pupils access to online information about issues affecting young people, such as mental health, bullying and online abuse. It will also allow young people to report incidents of harassment and bullying discreetly to their school without having to approach a teacher. Research suggests that young people across Scotland do not often report bullying behaviour.

Renfrewshire pupils and older adults teamed up for the seventh annual staging of IQ, Renfrewshire's Intergenerational Quiz. More than 300 people took part in IQ2019, which saw primary school pupils team up with older people from the local community. Ten teams of primary six and seven pupils each joined forces with older adults from local day centres, sheltered housing, seniors' forums, extra care housing and members of the community. The annual event at the Lagoon Leisure Centre is the culmination of each team meeting regularly in recent months to get up on their knowledge and build long-lasting relationships.

Renfrewshire Sheltered Housing and Youth Services teamed up to work together on some special projects. Young people from the Children's Hubs wrote kind messages of hope and optimism, drew pictures and created posters to brighten up our Sheltered Housing complexes. The team had enough pieces of art to safely deliver one to each of our 300 Sheltered Housing tenants who were delighted to

receive them, and further joint initiatives between these two services who support Renfrewshire's young and not so young people are currently being scoped out

During COVID-19 The Council's 10 sheltered housing complexes continued to have officers on duty 7 days a week to make daily calls to all tenants and responding to requests for advice and assistance. Daily visits were made to every complex to ensure safety checks on fire doors etc were carried out, and a range of activities to keep tenants occupied within their homes continued to be delivered.

Renfrewshire was the first local authority in Scotland to fund a pilot Housing First project delivered in partnership with Turning Point Scotland. This initiative provides wrap-a-round support for those with a history of repeat homelessness, and / or addiction, people with convictions and so on. Housing First service users demonstrates a 90% tenancy sustainment rate, higher than sustainment levels for lets to other homeless applicants in Renfrewshire.

Following the successful pilot of an in-house Shared Living Project for 16 -25 year olds, Scottish Government funding for the implementation of 'Rapid Rehousing' initiatives was used to launch a project in partnership with Simon Community Scotland, who have previous experience in delivering this type of work. The operation of the scheme allows homeless applicants to consider flat sharing as an option, helps prevent feelings of social isolation in young people who are homeless or threatened with homelessness and will contribute to decreasing the amount of time spent in temporary accommodation.

Unlike many other local authorities, Renfrewshire has never used hostels for those who have nowhere to stay but has five supported accommodation projects providing self-contained flats for young people and people with complex or specialist mental health needs. The approach is based on client choice and positive outcomes from on-site support providers.

Renfrewshire Council's Housing Options service offers daily access for all to Officers without the need for an appointment, including an out-of-hours service in the evening and at weekends.

Our Housing Support team provides funding for a third sector organisation, 'Impact Arts', to deliver 'Make It Your Own' for homeless or formerly homeless individuals to learn homemaking and up-cycling skills with an artistic and creative slant. Of the 32 service users to date, 96% have sustained their tenancy.

The charity 'SAY Women' and Renfrewshire Council's George Street Youth Homelessness Prevention Team, have initiated a Tenancy Sustainment Service that provides focussed, time limited support for young women aged 16-25 years who are identified as survivors of child sexual abuse and/or survivors of other forms of sexual violence, and are having housing/ homeless/ tenancy related issues. The aims of this new partnership are to increase tenancy sustainment, prevent repeated homelessness and provide key staff in the local authority area with increased skills and capacity through access to SAY Women's specialised training and consultation with SAY Women staff.

Community Learning and Development provided critical childcare hubs for children of essential workers, with the support of staff from across the Council including Street Stuff coaches throughout the summer. Over 2,000 children and young people came along each week to the hubs over the six-week summer period. The hubs took place in West Johnstone, Glencoats, West Primary and St James Primary and Riverbrae schools and were extremely successful and very well attended.

The Macmillan Improving the Cancer Journey (MICJ) project got off to a positive start in Renfrewshire in January 2020, and although the service, which is usually carried out face to face, has had to be altered due to Covid – 19, it continues to run ensuring everyone diagnosed with cancer in Renfrewshire can easily access all the support they need from diagnosis, as soon as they need it, to enable them to live as well and as independently as possible.

The initiative, which is funded and supported by Macmillan Cancer Support (Scotland) for a minimum of three years sets out to:

- Invite all with a cancer diagnosis in Renfrewshire to complete a Holistic Needs Assessment (HNA) and develop an individual care plan that includes carers and family members;
- Provide the dedicated support of a named 'link Worker' to everyone in Renfrewshire with a cancer diagnosis, and to his or her carer or family; and
- Facilitate the delivery of effective Health and Social Care support solutions, based on their needs.

The service helped more than 275 people in the first year with a variety of services and financial gains, such as benefit claims and Macmillan grants.

Youth Services and Renfrewshire Youth Voice delivered the "Celebrating Youth" programme during the Youth Voice Residential which focussed on the 2019 theme of "Participation". Young people from youth voice groups, young carers and volunteers came together to plan a yearlong programme and events

- Young people were supported to attend youth voice groups and events through smart travel and Young Scot rewards and discounts
- Participation Roadshow ran over the summer school holidays in community venues across Renfrewshire: Youth led activities including "Escape Rooms events focussing on problem-solving and team working, Young Scot information, Youth Voice and Participation workshops and promotion of the theme "Celebrating Youth"
- Supported young people to attend and present to Local Partnerships about the Celebrating Renfrewshire Fund
- Supported MSYPs to attend national sittings to decide national campaign; 'Pack it up Pack it In' on environmental issues and climate change
- Autumn/winter programme of youth voice workshops delivered to community-based youth provision with Renfrewshire Youth Voice.
- Progressing work towards LGBT+ charter and equalities agenda for young people. Youth Services carrying out mapping of exiting youth activities in Local Partnership areas
- Co-designing of Youth Assembly called 2020 Vision; This was cancelled due to Covid-19 lockdown, and investigating ways of delivering digitally/online in 2020/21
- Partnership working with Schools and Education Scotland to involve young people in the Renfrewshire PSHE review; Presentation to Head teachers; recruitment/training of peer leaders and design and delivery of peer led consultation workshops on the future delivery of PSHE offer in Schools completed.

All youth provision offers young people opportunities to work towards Saltire, and Youth Achievement Awards.

- Young people participating in awards, are in the process of building portfolios and evidence towards moderation for awards.
- Advice and training given to partners who wish to offer awards.

- Awards include, Hi5, Dynamic Youth Awards, John Muir awards, Duke of Edinburgh's Award Programme, and Certificate in Participative Democracy
- Providing support for youth volunteering, developing information for linking young people to opportunities

Street Stuff is a youth engagement and diversionary project, delivered throughout Renfrewshire in locations which are identified through the Renfrewshire Community Safety Partnership using relevant datasets. These include areas of multiple deprivation as well as areas with high incidences of youth disorder and anti-social behaviour and targets engagement with those currently disengaged. Street Stuff are also delivering activities throughout the school holiday periods as part of the tackling poverty agenda providing football, gaming, DJ sessions and much more in the popular buses. A healthy meal is provided each day as part of the activities.

6.4 Creating a sustainable Renfrewshire for all to enjoy

Key areas of activity:

- Driving carbon management activities • Leading on local environmental management issues • Addressing flood management issues • Ensuring effective business regulation • Supporting fairtrade • Keeping local places clean and attractive • Facilitating increased recycling and reducing waste • Supporting access to woodlands, public spaces, and cycling paths • Promoting sustainable food

The regeneration of the West End of Paisley is being undertaken with care to protect the needs of local residents, with many from BAME backgrounds and older people. We also recognise the broader role for the area, as many local businesses in the area cater for a large diversity of cultural needs.

Our outdoor access strategy continues to be implemented to the benefit of wheelchair users and other people affected by mobility issues in accessing our parks and open spaces and being better able to participate in active travel. Equally improvements continue in the street scene and in the bus shelter facilities to improve access for those with mobility issues and also improve navigation for those with sensory impairments. We are continuing to monitor disabled parking bays in Renfrewshire to prevent misuse including processing Traffic Regulation Orders for all disabled parking places to make them legally enforceable through the warden service.

We have supported reduction of food waste with a FareShare membership, through which we support community organisations to provide food to support their clients which may otherwise have gone to landfill. The organisations supported include those working with families on a low income, and those with ill-health and include Kairos, which supports women and non-binary people.

6.5 Working together to improve outcomes

Key areas of activity:

- Ensuring financial sustainability • Providing good quality services • Delivering the Better Council Change Programme • Being ready for potential structural change e.g. education governance • Strengthening our partnership approach • Embedding a new approach to self-evaluation • Improving the customer journey/My Account • Implementing our agreed approach to workforce planning • Promoting learning and development opportunities for employees • Achieving employee recognition • Embracing new ICT developments and opportunities

Our new Business World system enables employees from across the organisation to update their equalities profiling information easily and securely. As part of the roll out of the system, staff have

been encouraged to take ownership of their own data. It is hoped that this will improve confidence in the security of the data and so improve declaration rates.

In addition, the 2021 Scottish Census requires all 32 local authorities to implement revised questions and responses to mainstreaming data collation. The mainstreaming report covering to April 2021 will continue to utilise the old questions and responses, with the report for April 2022 reflecting the new information gathered.

Mental health first aid training has been rolled out to several service areas across the Council, with key staff now able to support colleagues. This is part of a wider approach to support disabled employees across the Council, with a focus on mental health.

Our LGBTQIA+ Staff Network grew further over 2019/20. The Network has hosted some very successful meet and greet sessions for all employees, which have contributed to increasing the number of representatives on the network. Despite the pandemic and distant working, the network has continued to grow, by attracting new members onto online platforms to share ideas and experiences.

Renfrewshire Council also celebrated IDAHOT Day in 2019 and 2020 by flying the Pride flag outside Renfrewshire House. In 2019, this involved a flag raising ceremony with local school children and members of the LGBTQIA+ Staff Network reading poems. The flag raising was followed by the Provost's civic reception for all involved. In 2020, the Diversity Equality Alliance in Renfrewshire participated in virtual celebrations.

We have developed a new Council website, with accessibility as the key focus. We are particularly working with older people and disabled people to ensure they can access council services online as easily as possible. This has come up as a priority from our consultation with Renfrewshire's Deaf community. A priority for the coming year will be increasing BSL presence on the Council website.

We remain a Disability Confident employer, undertaking regular reviews of our practices in relation to demonstrating robust recruitment, selection and retention of employees with disabilities.

During 2020 we have continually supported those who were identified as key workers and the remainder of the workforce who worked from home, if they could. We have supported employees particularly around their bespoke needs to facilitate either a safe return to the workplace or to enable them to work home safely. Further to this, there has been a number of health and wellbeing initiatives for example, mental health, exercise and healthy eating. A dedicated section on the staff website has been continually update with the latest supporting information for staff and managers as well as signposting to other supportive websites.

We continue to collaborate with the trade unions on all aspects of health safety and wellbeing, particularly as we move through the varying control stages of the pandemic.

Most employee absence cases over 4 weeks will result in some kind of reasonable adjustment being made, for example phased return to work, lighter duties, modified equipment, change in working hours, increase supervision, temporary removal of front-line duties. We work in partnership with ACCESS to WORK who help provide solutions and advice on supporting employees with disabilities enter and remain at work.

The Council approved the implementation of a new employee benefits package in September 2020. The new contract started in January 2021 and will see the implementation of 5 new employee benefit schemes throughout 2021 which our staff can access. These are:

- Cycle to Work (Salary Sacrifice)

- Green Car Leasing (Salary Sacrifice)
- ICT Equipment/Phones (Salary Sacrifice)
- Employee Discounts (Voluntary Benefit)
- Financial Wellbeing (Voluntary Benefit)

The employee benefits package will strengthen the council's brand as a destination employer, offering a way to attract and retain employees, and contribute to improving staff wellbeing and engagement. A key principal of the package will also be to include local suppliers and retailers where possible, which in turn will help to support the local economy by encouraging employees to spend local. The benefits package will also be utilised to attract and retain a range of employees across different sectors into local government.

In 2021, our new people strategy called 'Our People, Our Future 2021-2026' will be implemented to support the council and staff in the 'here and now' in response to and recovery from COVID-19. It will also be future-focused over the longer term, ensuring we provide staff with the necessary skills to delivery future services to meet changing public needs and that staff health, wellbeing and resilience is protected and supported by integrating our values in decision making.

By implementing this strategy, our approach to training and learning will be tailored and bespoke, designed by engaging with services, staff and trade unions to understand the skills that are required and ensure training is as accessible and inclusive as it can be for all staff groups. A blended model of training delivery and resources will be available in a variety of flexible and interactive formats to allow staff to progress and learn at a convenient time that suits their needs and life commitments. A particular focus will directed to the development of our frontline staff, designing training to the bespoke needs of services to ensure it will have the maximum impact on service delivery and the personal development needs of our frontline colleagues – a predominantly female workforce.

To support opportunities for progression along career pathways, since September 2018, the Council has participated in the Scottish Government Graduate Level Apprenticeship programme, with strong female participation the BA (Hons) Business Management Course. The programme provides funded opportunities for staff who have often never been in formal higher education to gain degree level qualifications. Skills and experience are considered in the application process, which removes the barriers that entry qualifications can bring.

We continually review, adapt and modernise our approach to people development, particularly in our recent response to the impact of COVID-19 restrictions. Our approach to training and learning is informed by engaging with services, staff and trade unions to understand the skills that are required and ensure training is as accessible and inclusive as it can be for all staff groups. A blended model of training delivery and resources are available in a variety of interactive formats to allow staff to progress and learn at a convenient time that suits their needs and life commitments. In 2021, a particular focus will directed to the development of our frontline staff, designing training to the bespoke needs of services to ensure it will have the maximum impact on service delivery and the personal development needs of our frontline colleagues – a predominantly female workforce.

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As the future demand to use technology becomes more essential for work, life and learning, we continue to look at opportunities to develop employee digital skills. We have continued to build digital confidence across our whole workforce by equipping staff with the knowledge and skills to use our systems and technology effectively. At the start of the COVID lockdown and restrictions in March 2021, we provided a range of online learning options to help staff stay connected whilst working from home e.g. Microsoft Teams. We continue to work with our frontline services to identify digital skills these staff require and address these in partnership with our local college e.g. basic digital skills free technology. Within our new Digital Strategy, there will be a Digital Skills Workstream. This will provide us with the opportunity to embed digital skills across all that we do to ensure that we work collaboratively and maximise the opportunities from our current systems e.g. Business World and any new emerging digital technologies, to support new ways of working and how we do business.

7. Assessing Impact

Our impact assessment approach continues. It has been simplified, so staff can more easily highlight the key equalities issues and also the Fairer Scotland duty has been incorporated. Staff have found this helpful, as socio economic inequality and equality are often intertwined and so reflect the complexity of different interventions. Our reporting has also been streamlined, so assessments are more easily found in one place.

Our work on improving the consultation process is continuing, with some further focus on how to involve people when face to face meetings are not possible. This is a cross council effort, which will be further developed over 2020/21.

8. Previous Equality Outcomes Progress

Renfrewshire Council's last set of equality outcomes were developed in consultation with local equalities led community groups and as responses to local and national equalities data and research. The sections below reflect progress against the success measures and explain where further action may be necessary. Details of activities complete against these outcomes in 2019 are not repeated here.

Outcome 1: Public spaces improve access and promote dignity for disabled and older people

- **Paisley town centre capital developments all have full impact assessments completed, with the appropriate local equality led community groups involved beyond the assessment.** Equality led community groups continue to be fully involved with these developments.
- **Changing Places toilets are in place in appropriate places in Renfrewshire, having worked with Renfrewshire Access Panel on locations.** Installation of these toilets has happened in some locations, with further work planned to complete the programme.
- **Audits of the street scene by specialist local equalities led groups show satisfaction.** In progress, this work will need to be ongoing.

Outcome 2: Our staff and communities fully understand the causes and consequences of gender based violence and are equipped to respond

- The action plan from the strategy is updated annually, with a progress report published during the 16 days of action. Performance indicators are included in the action plan, also available [here](#).
- In addition, a cross service working group was established in 2017 and the council's new Domestic Abuse Policy was implemented in 2019, with specific training for the HR Team and our Trade Unions being part of the roll out. New e-learning was also launched in 2020 to raise awareness of Domestic Abuse within the workforce and provide guidance for managers in supporting employees who may experience Domestic Abuse.

Outcome 3: Equalities-led organisations are supported to become sustainable and influential partners

- **Increased number of equalities led community groups in Renfrewshire.** This has been achieved, with an increased number of organisations now participating in the Diversity and Equality Alliance Renfrewshire and its associated work programme. In addition, a number of equalities-led groups are now on Local Partnerships, specifically representing the needs of younger people, older people, black and minority ethnic people and disabled people.
- **New Buddies Network is in place and known by many Renfrewshire residents.** A New Buddies Network Officer is now in post, employed through Engage Renfrewshire and is working with Black and Minority Ethnic communities across Renfrewshire.

Outcome 4: Council services are responsive to the needs of equalities groups, with well-designed and flexible services

- **Enhanced equalities training focussing on specific local issues is delivered to customer facing staff and opportunities for shadowing with local equality led community organisations made available to staff.** Further action is required to meet this success measure.

Outcome 5: Renfrewshire Council promotes itself as and becomes an employer of choice for disabled people

- **There is well attended and vibrant Disability Staff Network in place.** A Network was supported to launch, but there were a range of diverging aspirations for the group. A different approach is now being developed. Some of those originally interested have joined other staff networks, such as the Carers' Network or LGBTQIA+ Network.
- **Management training courses show attendance from disabled employees and BME employees.** Data shows attendance at training courses from disabled and BME employees, although varying declaration rates means it is not possible to draw accurate conclusions on levels of representation. Further work is ongoing to ensure equitable access to training and development.

Outcome 6: Equalities implications are clearly and consistently considered in decision making

- **All reports going to the Boards of the Council have accompanying impact assessments, approved by the relevant Head of Service.** Work has been undertaken to improve the Equality Impact Assessment process, including the approval and publishing of assessments. Further work is required to refine the summaries presented at Boards.

- **Service Improvement Plans in each Service area have included impact assessment as a key area of performance.** Service Improvement Plans have been on hold in most areas due to the pandemic.

9. Public Procurement

Renfrewshire Council as a contracting authority has adopted a number of approaches to ensure that equality is an integral part of the procurement process. The Council's Standing Orders Relating to Contracts 2016 set out specific requirements to support equalities and prevent discrimination under Section 5.0 which states that:

- 5.1 Tenderers must be asked to produce their equal opportunities policies before they may be shortlisted or recommended for an award of contract.
- 5.2 Before entering into a contract, the Head Of Policy And Commissioning (HOPAC) shall obtain from the contractor an assurance in writing that, to the best of the contractor's knowledge and belief, the contractor has complied with all statutory requirements under the Equality Act 2010 and all previous legislation, regulations and statutory guidance relating to equality matters.
- 5.3 All contracts entered into by the Council shall contain a condition obliging the contractor to comply with all duties arising from the Equality Act 2010.

The Council's corporate procurement unit have integrated the statutory Fair Work Practices, including the Living Wage requirements, into contracts for all regulated procurements where the estimated value of the contract is equal to or greater than £50,000 for goods and services and £2,000,000 for works contracts and which are not otherwise exempt from regulation. To ensure that the requirements are relevant and proportionate to the contract Fair Work Practices are considered at the outset when developing the contract strategy and where relevant are evaluated and scored as part of the tender process.

As a contracting authority Renfrewshire Council expects delivery of high quality services and achieving best value. Therefore, we actively require suppliers to provide evidence of Fair Work Practices and compliance with relevant employment, equality and health and safety law, human rights standards. We also expect that workers who are engaged through, for example, employment agencies, 'umbrella' companies and/or other intermediaries receive fair, equitable and non discriminatory pay, terms and conditions and reward packages.

As part of our continuous improvement regime we are working with a range of partners including officers from the Scottish Government to fully embed the Fair Work Practices statutory requirements aligned to the Procurement Reform (Scotland) Act 2014.

Renfrewshire Council continues to maintain its commitment to maximising the use of community benefits as an integral part of the procurement process and activities in addition to the core purpose of the contract. Tenderers are asked to identify the community benefit outcomes they wish to offer which include, targeted employment and training initiatives; educational support initiatives; supply chain development activity; vocational training; community, corporate social responsibility (CSR) and environmental initiatives; supported business, third sector and voluntary sector initiatives; and equality and diversity initiatives.

Community Benefit requirements are shaped and developed in consultation with various internal and external stakeholders who are members of Renfrewshire's Community Benefit Forum. A range of innovative approaches have been implemented such as suppliers delivering a recruitment and industry

awareness to those who are 16 to 24 of age, participating and supporting the STEM (Science, Technology, Engineering & Mathematics) programme encouraging and raising awareness amongst women. Over 700 Community Benefits are being offered by external providers with contracts with the Council, providing a broad range of employment and education initiatives for young people and communities in Renfrewshire. Over 50% of all Community Benefits offered by external providers with contracts with the Council are providing employment and work placement opportunities for priority groups.

Community Benefit Forum

Renfrewshire's Community Benefit Forum was established to both put a focus on, and best manage the community benefits aspect of procurement. Representatives from Renfrewshire Council Services, such as Employability, Economic Development, and Education along with others such as Developing the Young Workforce come together with the TSI, Engage Renfrewshire to provide a 'menu' of community benefit opportunities for those bidding for a Council Contract. This makes things easier for the contractor, but also allows a tailoring of benefits to local need.

The benefits can be in the form of apprenticeships and training, jobs, volunteer opportunities, upskilling, or either grants to, or work carried out within, local social enterprises.

As part of the Council's procurement process, interested prospective contractors are provided with the contact details of individual Forum members, and they can talk to them about need and what they may be able to provide. This has led to benefits such as work placements, but also the development of a programme for senior pupils who want to work in construction.

Where support is offered in the form of a grant, the grants are usually fixed at £1000 and the application form is designed to be simple to encourage a wide variety of organisations to apply for the support. Renfrewshire's TSI, Engage Renfrewshire organises this process, offering the opportunity to their network of social enterprises, collecting the application forms and passing those to the companies bidding for contracts, to choose which application they wish to support.

Where the company has offered a service, such as painting and decorating, flooring, or goods such as workwear, the process is the same, with organisations applying for the goods or service.

The Forum, which meets once a month constantly self-evaluates to examine how it could do things better, and ensures the 'menus' are up to date and meet need.

Appendix 1–Children’s Services data

Summary of findings

Ethnicity

Renfrewshire - Pupil Ethnicity	Sep-20	
	Total	Percentage
Total Pupils	23,862	100%
White – Scottish	19,701	83%
White – Other British	1,006	4%
White - Other	945	4%
Mixed	280	1%
Asian – Indian	241	1%
Asian – Pakistani	280	1%
Asian – Bangladeshi	11	0%
Asian – Chinese	88	0%
Asian – Other	83	0%
Caribbean/Black	48	0%
African	312	1%
Other	181	1%
Not known	477	2%
Not disclosed	209	1%

The data shows that ethnic diversity in Renfrewshire schools continues to increase overall. This pattern that has been followed for several years. The change over time shows our proportion of minority ethnic children in primary schools has risen from 5.8% in 2017 to 6.5% in 2019. In secondary schools, this figure has risen from 4.1% in 2017 to 4.8% in 2019. In ASN schools the figures show a decrease from 6.5% in 2017 to 6.2% in 2019.

Figures are derived from the Scottish Government’s pupil census supplementary statistics publication. A link to these publications can be found below:

<https://www.gov.scot/publications/pupil-census-supplementary-statistics/>

Please note that minority ethnic includes all categories other than White-Scottish, White Other-British and White-Other. White-Other includes White-Gypsy/Traveller, White-Other, White-Polish and White-Irish.

Pupils in Renfrewshire schools use an increasing variety of first languages. In 2019, 68 foreign languages were spoken across primary, secondary and ASN settings, a rise from 60 languages in 2017. The main 3 languages after English are: Polish; Scots and Urdu.

We have recorded the number of racist incidents in schools (as shown on the following table). In the last 3 years there has been a downward trend in the number of racist incidents reported.

Sector	Number of incidents					Number on school roll				
	2019 /20	2018/19	2017 /18	2016 /17	2015 /16	2019	2018	2017	2016	2015
Primary	10	12	28	32	15	13,189	13,240	13,238	13,058	12,916
Secondary	3	15	18	20	10	10,126	9,927	9,920	9,886	9,953
ASN	0	3	0	0	0	404	403	386	371	363
Total	13	28	46	52	25	23,719	23,570	23,544	23,315	23,232

Please note the number on school roll figures are taken from the Scottish Government pupil census publication as at September each year. Racist incident figures are for the school session (Aug – June each year). School roll figures may be slightly different to what was previously reported as the figures above are sourced from the most recent publication which may incorporate amendments to figures.

Sector	Number of exclusions									
	2019/20		2018/19		2017 /18		2016 /17		2015 /16	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Primary	82	10	74	13	73	15	72	9	68	9
Secondary	300	101	399	155	317	106	341	69	355	97
ASN	17	3	7	1	16	2	15	2	11	0
Total	399	114	480	169	406	123	428	80	434	106

Gender

Our gender split in schools is now fairly even, whereas previously we had slightly more boys. In 2019, 50.4% of our pupils were male.

We also find that there are significant gender differences in terms of exclusion, as the table below shows. Please note the figures in this table are the number of exclusions and not the number of pupils the exclusions relate to. Some pupils have multiple exclusion incidents.

Please note figures for 17/18 and 16/17 have been amended since the last report due to an error in the figures previously reported.

There is also a slight gender difference in the figures for looked after children, and as at 31 July 2019, this is only very slightly more pronounced in Renfrewshire than that of the national picture.

In Renfrewshire there seem to be proportionally fewer looked after children from an ethnic minority group or with a disability than in Scotland overall. It is not yet known whether this is due to under recording or a genuine under representation. However, it is important to look at the information for all local authorities when considering the Scotland figures and how Renfrewshire compares to them. For example, as at 31 July 2019, 69% of children looked after by Midlothian Council are recorded as known to have a disability.

The full table published by the Scottish Government can be found via the link below. Please refer to Table 3.2 in the additional tables document which can be found under the supporting files section.

<https://www.gov.scot/publications/republication-childrens-social-work-statistics-scotland-2018-19/>

Characteristics of children looked after by local authority, 31st July 2019 (extract of published data)

	Gender			Children known to be from Ethnic Minority Groups		Children known to have a disability	
	Male	Female	% Male	Number	%	Number	%
Renfrewshire	345	284	55	9	1	31	5
Scotland	7,706	6,556	54	493	3	1,535	11

(1) Table excludes children who are on a planned series of short term placements.

(2) Cells containing * represent numbers that are suppressed to maintain confidentiality.

(3) 'Minority Ethnic Group' includes the ethnic groups Mixed Ethnicity, Black, Asian, and Other Ethnic Background.

(4) Until 2012 this category was presented as 'disability'. This was amended to additional support needs until 2015 because the information collected did not meet the definition of 'disability' outlined in the Equality Act 2010. The current binary question was introduced in 2015/16 for consistency with other parts of the UK.

Appendix 2 – Occupational segregation data

The following data was extracted in April 2020 and makes the comparison to previous data extracted in April 2019.

Chief Officers:

The Chief Officers consist of the Chief Executive, Directors and Heads of Service. Grades range from CO1 to CO24.

- The concentration of men and women are 10 women and 15 men. This is a small increase in the % of women from the 2019 data by 1.5%, with 37.5% chief officers now women.
- 17 Chief Officers have declared they do not have a disability and 8 chose not to disclose. A small increase in those not declaring in comparison to 2019.
- 6 Chief Officers chose not to disclose if they were from a minority racial group, and 19 identified as White Scottish, British or Irish. A small increase in those identified as White Scottish, British or Irish in comparison to 2019.

Craft Employees:

Craft employees consist of key occupations such as plumbers, bricklayers, electricians, joiners, painters, glaziers, plasterers, slaters, mechanics and engineers. Grades range from SSCRAFT1 to SSCRAFT28 and TELEC.

- The concentration of men and women are 182 men (compared to 204 in 2019) and still no women.
- 118 craft employees have declared they do not have a disability (compared to 133 in 2019), 61 chose not to disclose (compared to 68 in 2019) and 3 have declared they have a disability (same figure as presented in 2019).
- 78 craft employees chose not to disclose whether they were from a minority racial group (compared to 90 in 2019), 104 disclosed they were White Scottish or British (compared to 114 in 2019) and still no-one from a minority racial group.

Local Government Employees (LGE):

LGE consist of key occupations such as caterers, cleaners, housekeepers, janitors, refuse collectors, drivers, home care workers, gardeners, social workers, labourers, classroom assistants, additional support needs assistants, road workers, wardens, nursery officers and all administration, professional, technical and clerical occupations. Grades range from GRA to GRQ.

- The concentration of men and women are 4,532 women (compared to 4463 in 2019) and 1,465 men (compared to 1582 in 2019).
- 4,065 LGE have declared they do not have a disability (compared to 4,107 in 2019), 1,723 chose not to disclose (compared to 11,715 in 2019) and 209 have declared they have a disability (compared to 223 in 2019 in 2017).
- 1,870 LGE chose not to disclose if they were from a minority racial group (compared to 2,029 in 2019) and 63 declared they are from a minority racial group (compared to 100 in 2019) and 4,064 declared they are White Scottish, British or Irish (compared to 3,916 in 2019).

Teachers:

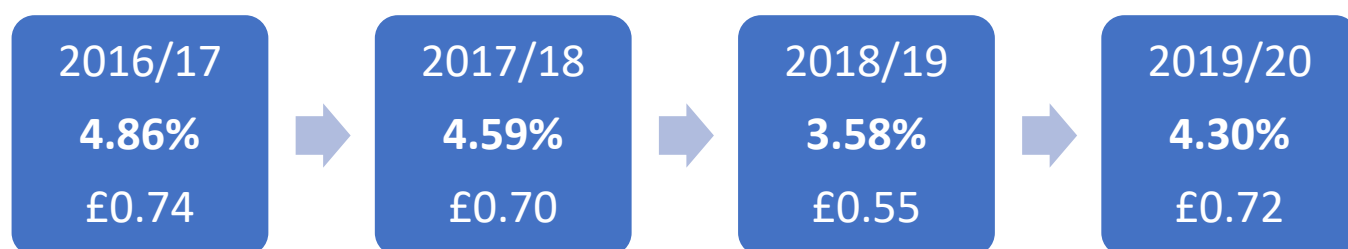
Teaching employees consist of key occupations such as educational psychologists, instructors, head teachers, depute head teachers, heads of faculty, principal teachers, teachers and trainee teachers for all subject areas. Key grades range from TEACHER1 to TEACHER55, PSYCHOLS1 to PSYCHOLS3, CONCERV29 to CONSERV32, MUSIC1 and ADVISER1.

- The concentration of men and women are 1,514 women (compared to 1,494 in 2019) and 368 men (compared to 384 in 2019).
- 1,306 teaching employees have declared they do not have a disability (compared to 1,241 in 2019), 546 chose not to disclose (compared to 606 in 2019) and 30 have declared they have a disability (compared to 33 in 2019).
- 601 teaching employees chose not to disclose if they were from a minority racial group (compared to 685 in 2019), 12 declared they were from a minority racial group (compared to 18 in 2019) and 1,269 declared they were White Scottish, British or Irish (compared to 1,175 in 2019).

Appendix 3 –Gender Pay Gap

Introduction

The previous report of 1 May 2019 highlighted a reducing gender pay gap year on year from 2017. The infographic below shows the Council's gender pay gap journey and modest movement from 2016-2020. The overall reason for the slight movement in pay gap year on year is due to employee turnover (leavers and new starters including internal movement). Our pay gap remains a modest figure in comparison to other local and national data and a gender pay gap of less than 5% is not considered significant by the EHRC.



Each year the gender pay gap is in favour of males and the data above covers the Council's four different conditions of service: Local Government Employees, Teachers, Craft Operative and Chief Officers. 2016/2017 to 2018/2019 have previously been reported to board. 2019/2020 is the most current gender pay position.

As previously reported to Board, detailed work was carried out to better understand the Council's pay gap and a report was submitted to the Council's Leadership Board outlining key steps to be explored in order to reduce the pay gap. The full report and associated infographics can be found [here](#).

HR & OD have continued to progress the key steps agreed by the Leadership Board and an update is provided below. Implementing these steps will ensure the Council monitors the pay gap movement more rigorously, whilst developing a better understanding of the reasons for the pay gap and outlining a range of internal interventions to be put in place. Progressing such actions will demonstrate the Council continues to take reasonable steps to 'advance equality of opportunity' to reduce the pay gap as required by the PSED.

The latest gender pay gap calculated was at 31 March 2020 at 4.30% or £0.72 in favour of men, an increase of just over 0.7%. Significant work was undertaken throughout the year 2019/20 to reduce the pay gap in line with our agreed actions. However, progress against the key actions was hampered during 2020/21, by the COVID-19 pandemic and the council's response to this. This has meant that focused activities were reduced because of the impact of restrictions on staff, reprioritisation of work focus and deployment of staff to where they were needed most.

The key steps include:

1. More rigorous monitoring and benchmarking of the pay gap by officers and
2. reporting of progress to members;
3. Implementing revised HR & OD policies to encourage men and women to share caring responsibilities;
4. Promoting flexible working provisions, making jobs at all levels across the Council available on a flexible basis where appropriate;

5. Re-launching of the Council's Mentoring scheme with a focus on encouraging women to become mentors or mentees;
6. Developing campaigns to positively encourage greater levels of applications from men for jobs traditionally dominated by women; and develop managers to use positive action when recruiting;
7. Implementing targeted development programmes supporting women in lower grades to apply for more senior roles.

2019/2020 – 2020/21 and beyond

Some of the key activities to reduce the gender pay gap since our last report in May 2019 are detailed below. These activities will also continue in the year 2021/22 and beyond.

Leadership programmes

513 managers and staff from across all services completed our Leaders of the Future, ASPIRE and CMI Leadership programmes, Levels 2, 3 & 5, introduced in August 2018 until early 2020. **69%** of all those participating in programmes were female, supporting our commitment to reducing the gender pay gap. A large proportion of staff on our first line management programmes Chartered Management Institute (CMI) Levels 2 and 3 were females **67%** aspiring to take up their first supervisory or management position or newly appointed into such a role.

Continuing to support females with career pathways, April 2021 will see the launch of our new leadership development pathway "Lead to Succeed". This programme will offer 3 levels of management qualification to support our current and aspiring managers to develop leadership and business skills at every stage of their career. Our entry level "Inspire" pathway will again target our predominantly female workforce providing opportunity to progress along career pathways into first line management roles and continue their learning journey by competing each of the 3 levels. Each level covers the essential skills to support staff become managers or to enhance the skills of existing managers, with the option to achieve an accredited Chartered Management Institute (CMI) qualification at each stage.

A blended model of delivery will be accessible and inclusive, available in a variety of interactive formats, and allow participants to gain accredited qualifications, if desired, at a convenient time that suits their needs and life commitments. Learning will be maximised through a combination of trainer-led online workshops, interactive e-learning, self-study and groupwork activities, allowing staff to build a colleague network and variety of skills and knowledge as they learn.

Modernised HR & OD policies

Significant progress has been made in modernising our suite of HR & OD policies in recent years. Our policies have been crucial in supporting our employees through the COVID-19 response and encouraging the continued sharing of family and caring responsibilities. Since 2018, the council has achieved all three levels (Engaged, Established and Exemplary) of the Carers Positive Accreditation, most recently achieving "Exemplary" the highest accreditation in demonstrating active support for working carers within the council. Our new Domestic Abuse Policy was implemented in 2019, with specific training for the HR & OD Team and our Trade Unions being part of the roll out. New e-learning was also launched in 2020 to raise awareness of Domestic Abuse within the workforce and provide guidance for managers in supporting employees who may experience Domestic Abuse.

Work is progressing well on the development of a new HR & OD Policy to support employees who experience symptoms of menopause. Symptoms can be severe and have a significant health impact on day to day activities including attendance and performance at work. A policy is being developed and a package of support for employees is being considered, which includes awareness and training, professional support from our Occupational Health and Employee Assistance Providers and paid leave provisions. It is anticipated that the new Menopause Policy will be presented to Members for approval later in 2021.

During 2020/2021 and in response to COVID restrictions a large proportion of our staff have been working from home. We have continued to promote and support informal and formal flexible working to ensure staff and their families are able to manage their work and family commitments. This has included those staff with home schooling and caring responsibilities that have increased during this period. We recognise that the new ways of working within the Council will continue beyond COVID in terms of how we work, where and when we work, with the Council providing a more agile and flexible approach which not only meets staff's new expectations but also enables the Council and staff to continue to deliver our services effectively.

Staff engagement

Equality and diversity is currently mainstreamed through council decisions and HR policies and this will continue by engagement with staff to improve the quality of our data, explore and implement opportunities to engage with underrepresented groups and identify areas for further development. Staff network groups related to disability, sexual orientation, caring, menopause and domestic abuse will be key forums for engagement with our staff. We will also continue to focus on ensuring our workforce is reflective of the communities we serve.

Our Values

Our Values were developed through staff engagement in summer 2019 and highlighted what is important to our workforce – focus groups were reflective of our workforce 75% female and 25% male. We asked staff to tell us what it was like working for the council, including the positive and negative aspects and what was important to them to develop a set of shared council values. Specific feedback from engagement with all staff informed our new people strategy approach and placed a focus on our front-line workforce – a large proportion of which are female. In Spring 2021 we will start a cultural change journey by embedding our values across the employment lifecycle including our policies and the decisions we take day to day. This will start with “Leading Our Values” training for all leaders/managers and then “Living Our Values” training for all staff.

People Strategy 2021-2026

In 2021, our new people strategy called ‘Our People, Our Future 2021-2026’ will be implemented to support the council and staff in the “here and now” in response to and recovery from COVID-19. It will also be future focused over the longer term, ensuring we provide staff with the necessary skills to delivery future services to meet changing public needs and that staff health, wellbeing and resilience is protected and supported by integrating our values in decision making.

By implementing this strategy, our approach to training and learning will be tailored and bespoke, designed by engaging with services, staff and trade unions to understand the skills that are required and ensure training is as accessible and inclusive as it can be for all staff groups. A blended model of training delivery and resources will be available in a variety of flexible and interactive formats to allow staff to progress and learn at a convenient time that suits their needs and life commitments. There will be a particular focus on the development of our frontline staff, designing training to the bespoke needs of services to ensure it will have the maximum impact on service delivery and the personal development needs of our frontline colleagues – a predominantly female workforce.

Pay and Grading Structure

The council as part of the national pay agreement has committed to consolidating the Scottish Local Government Living Wage into our revised pay structure for local government employees by 1 April 2021. The living wage will therefore become the minimum hourly rate of pay for employees. 90% of the proposed costs for implementing this commitment is invested in our bottom 4 grades of the pay structure, approx. 3000 of our lowest paid employees, predominately female, (approx. 80%), and (approx. 36%) of the council's overall workforce.

An impact assessment has been carried out which confirms the council continues to meet its obligations under the Public Sector Equality Duty. In addition, there is a reduction in the gender pay gap in each grade on implementation maintaining the council's overall gender pay gap to be less than 5% which is not considered significant by the EHRC.

Coaching and Mentoring

We have been piloting executive coaching with some of our senior leaders with the intention of seeking board approval for a formal coaching service later in 2021. The proposed coaching service will support our leaders and managers to develop appropriate responses to current real-life issues, whilst strengthening self-awareness and leadership capacity and is aligned to strengthening career pathways and opportunities for succession planning a key action in reducing our gender pay gap. Of the current pilot 75% female and 25% male, which is reflective of our workforce gender make up. Evaluation so far has been positive with coachees

In 2019, we launched a Cross Organisational Mentoring programme, an innovative partnership led by Renfrewshire Council and involving 6 public sector organisations designed to facilitate the sharing of knowledge and expertise and help our managers to see and do things differently to improve outcomes. A key objective in the concept of the programme was to ensure a significant participation from our female workforce, a key action to reduce the Council's gender pay gap. The Council has 35 managers on the programme, both mentors and mentees, of which, 60% are female.

In 2021, Building on the successes of our previous award winning and cross organisational mentoring programmes, we will use our learning and launch another cohort of this in-demand programme, with a range of internal and external partners. We will also use the wealth of experience held by previous mentors and mentees to launch an internal programme to enhance learning and grow our own talent to support succession planning.

Graduate apprenticeships

To support the development of career pathways, since September 2018, the Council has participated in the Scottish Government Graduate Level Apprenticeship programme, with strong female participation the BA (Hons) Business Management Course. The programme provides funded opportunities for employees who have often never been in formal higher education to gain degree level qualifications. Skills and experience are considered in the application process, which removes the barriers that entry qualifications can bring.

Since 2018 we have had 20 employees doing Graduate Apprenticeships within the Council. There are 8 females (40%) and 12 males (60%). We will continue to promote the programmes for 2021-2023 to actively encourage females to take up this funded and supported development opportunity.

Modern/Foundation apprenticeships

To strengthen career pathway opportunities, we currently have 49 Modern Apprentices - the gender split across these is approximately 50/50 males and females. We also have 41 Foundation Apprentices – the gender split across these is approximately 56% male and 44% female. We will continue to progress targeted recruitment campaigns to attract males and females into under dominated roles – a key action in reducing our gender pay gap.

Digital Skills

We have continued to build digital confidence across our whole workforce by equipping staff with the knowledge and skills to use our systems and technology effectively. At the start of the COVID lockdown and restrictions in March 2021, we provided a range of online learning options to help staff stay connected whilst working from home e.g. Microsoft Teams. We continue to work with our frontline services to identify digital skills these staff require and address these in partnership with our local college e.g. basic digital skills for free technology. During 2019/2020, 245 employees completed digital skills courses within the council 171 (70%) were female and 74 (30%) were male.

Within our new Digital Strategy, there will be a Digital Skills Workstream. This will provide us with the opportunity to embed digital skills across all that we do to ensure that we work collaboratively and maximise the opportunities from our current systems e.g. Business World and any new emerging digital technologies, to support new ways of working and how we do business.

Recruitment

We have run targeted recruitment campaigns between 2019-2021 in a number of 'hard to fill' areas such as Primary Teachers, Early Years, Care at Home. Any campaigns have also focussed on encouraging males to apply for roles that are in predominantly female areas. This will continue between 2021-2023.

Equality Data – Employees 2020

Renfrewshire Council

This document contains a range of datasets about Renfrewshire Council's employees by protected characteristic including:

- 1) Staff Head Count
- 2) Children's Services Staff Establishment
- 3) Recruitment
- 4) Training and Development
- 5) Leavers

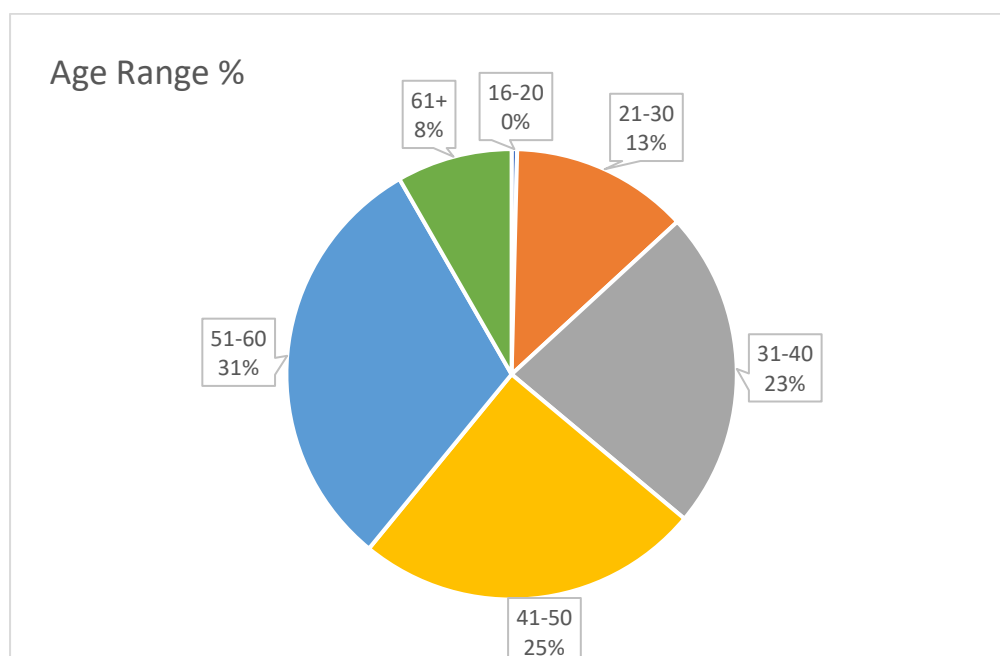
Renfrewshire Council – Staff Head Count

This data tells us who works for Renfrewshire Council, by protected characteristic. This is the headcount for all employees, including the education authority (although this is also provided separately). Commentary and analysis on these figures can be found in the accompanying Equalities Outcomes and Mainstreaming Report 2021. Pie charts have been presented where they aid interpretation of the statistics.

Please note in some cases where the numbers are very small, percentages can often not be very useful.

Age

Age Group	Head Count	%
16-20	32	0.40
21-30	1032	12.76
31-40	1853	22.92
41-50	2009	24.85
51-60	2489	30.78
61+	671	8.30
Total	8086	100

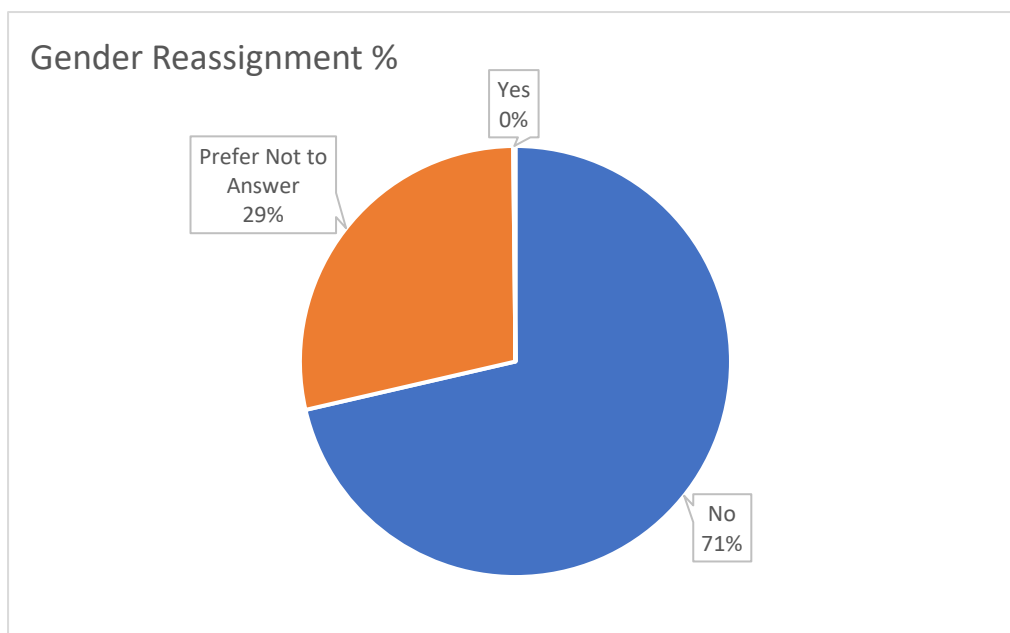


Gender

Gender	Head Count	%
Female	5913	73.13
Male	1988	24.59
Prefer not to answer	185	2.29
Total	8086	100

Gender Reassignment

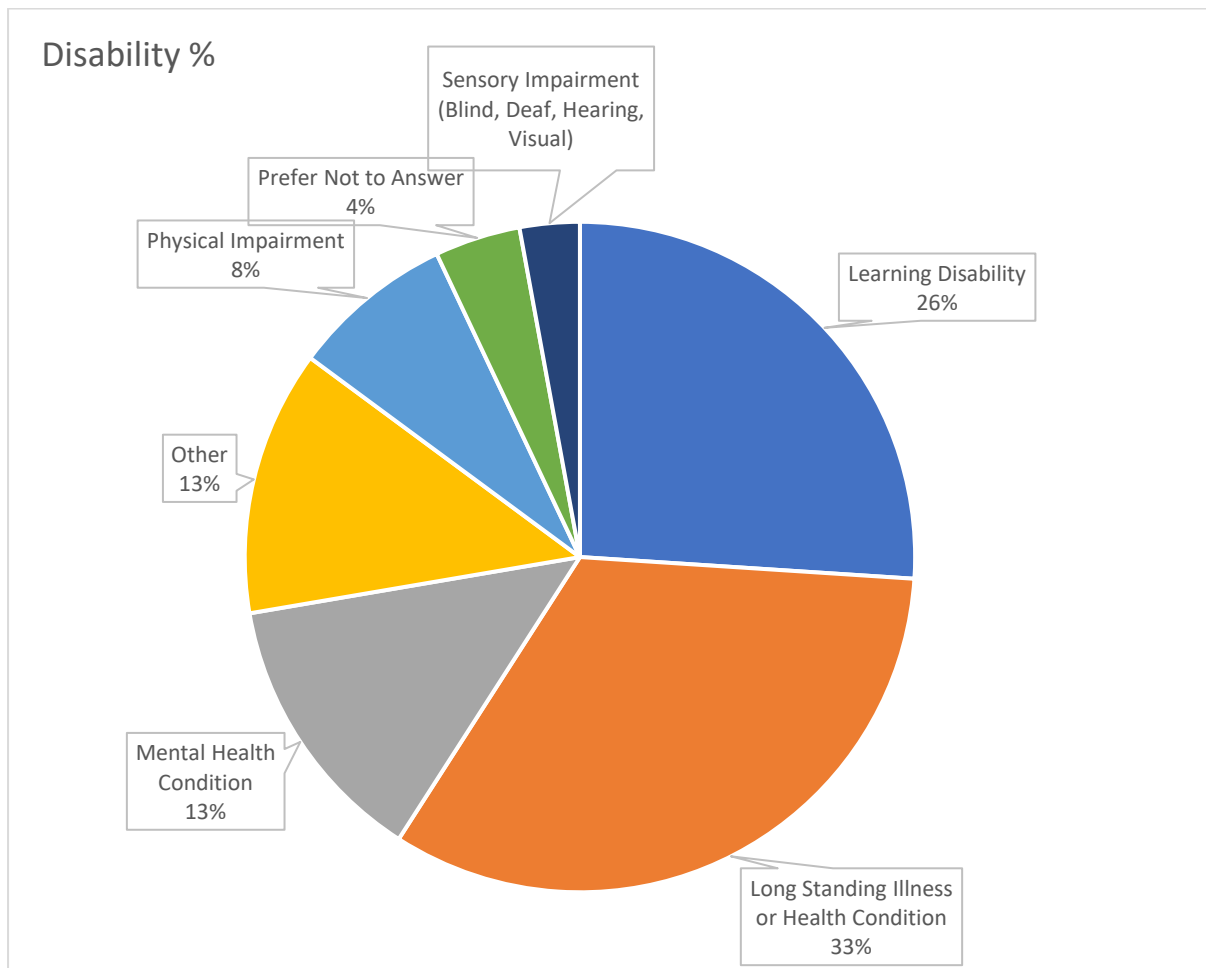
Gender Reassignment	Head Count	%
No	5773	71.40
Prefer Not to Answer	2299	28.43
Yes	14	0.17
Total	8086	100



Disability

Disability	Head Count	%
No	5506	68.09
Prefer Not to Answer	2338	28.91
Yes	242	2.99
Total	8086	100

The pie chart below shows the type of disability recorded by the 2.99% of employees who declared that they have a disability.



Ethnicity

Ethnic Origin	Head Count	%
African (inc Scottish / British)	6	0.07
African-Other	*	0.06
Arab (in Scottish / British)	*	0.06
Asian-Chinese (inc Scottish / British)	*	0.04
Asian-Indian (inc Scottish / British)	17	0.21
Asian-Other (inc Scottish/British)	*	0.04
Asian-Pakistani (inc Scottish / British)	14	0.17
Black (inc Scottish / British)	*	0.01
Caribbean (inc Scottish / British)	*	0.02
Caribbean or Black (Other)	*	0.01
Mixed or Multiple Ethnic Groups	17	0.21
Other	*	0.01
Prefer not to answer	2555	31.60
White-Eastern European	27	0.33
White-Irish	52	0.64
White-Other British	213	2.63
White-Other White Ethnic Group	36	0.45
White-Polish	7	0.09
White-Scottish	5121	63.33
Total	8086	100

Religion or Belief

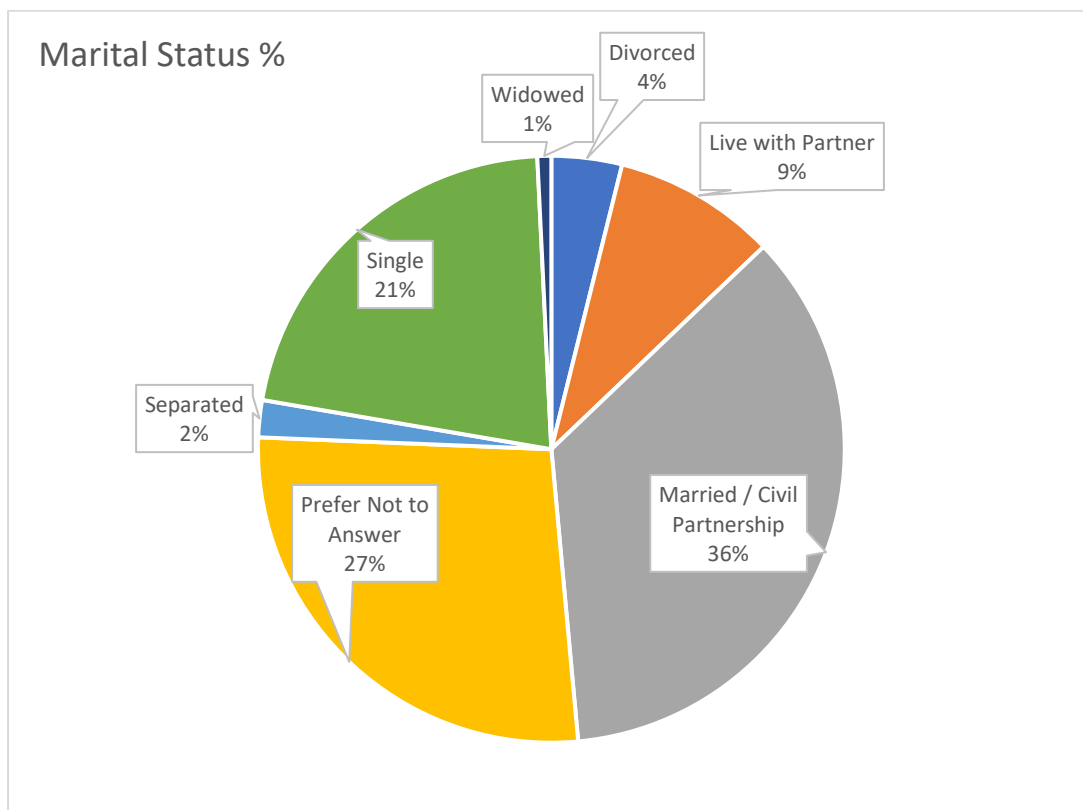
Religion or Belief	Head Count	%
Buddhist	10	0.12
Christian - Roman Catholic	1443	17.85
Church of Scotland	1391	17.20
Hindu	*	0.05
Humanist	48	0.59
Jewish	*	0.05
Muslim	30	0.37
None	4457	55.12
Other Christian	328	4.06
Other Religion or Belief	49	0.61
Pagan	7	0.09
Prefer Not to Answer	298	3.69
Sikh	17	0.21
Total	8086	100

Sexual Orientation

Sexual Orientation	Head Count	%
Bisexual	26	0.32
Gay	48	0.59
Heterosexual/Straight	5483	67.81
Lesbian	38	0.47
Prefer Not to Answer	2491	30.81
Total	8086	100

Marital Status

Marital Status	Head Count	%
Divorced	314	3.88
Live with Partner	727	8.99
Married / Civil Partnership	2884	35.67
Prefer Not to Answer	2192	27.11
Separated	165	2.04
Single	1742	21.54
Widowed	62	0.77
Total	8086	100



Pregnancy and Maternity

Pregnancy/Maternity	Head Count	%
Neither	7133	88.21
On Maternity Leave	*	0.02
Prefer Not to Answer	938	11.60
Pregnant	13	0.16
Total	8086	100

Renfrewshire Council – Children’s Services – Staff Establishment 2020

Age

Age Group	Head Count	%
16-20	5	0.15
21-30	593	17.52
31-40	962	28.43
41-50	877	25.92
51-60	792	23.40
61+	155	4.58
Total	3384	100

Gender

Gender	Head Count	%
Female	2907	85.90
Male	443	13.09
Prefer not to Answer	34	1.00
Total	3384	100

Transgender

Transgender	Head Count	%
No	2482	73.35
Prefer Not to Answer	896	26.48
Yes	6	0.18
Total	3384	100

Disability

Disability	Head Count	%
No	2393	70.72
Prefer Not to Answer	919	27.16
Yes	72	2.13
Total	3384	100

Disability Type	Head Count	%
Learning Disability	29	40.28
Long Standing Illness or Health Condition	23	31.94
Mental Health Condition	9	12.50
Other	8	11.11
Physical Impairment	*	1.39
Sensory Impairment (Blind, Deaf, Hearing, Visual)	*	2.78

Total	72	100
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Ethnicity

Ethnic Origin	Head Count	%
African (inc Scottish / British)	*	0.03
Asian-Chinese (inc Scottish / British)	*	0.03
Asian-Indian (inc Scottish / British)	6	0.18
Asian-Other (inc Scottish/British)	*	0.03
Asian-Pakistani (inc Scottish / British)	10	0.30
Mixed or Multiple Ethnic Groups	7	0.21
Prefer not to answer	980	28.96
White-Eastern European	8	0.24
White-Irish	16	0.47
White-Other British	87	2.57
White-Other White Ethnic Group	11	0.33
White-Polish	*	0.09
White-Scottish	2253	66.58
Total	3384	100

Religion or Belief

Religion or Belief	Head Count	%
Buddhist	4	0.12
Christian - Roman Catholic	689	20.36
Church of Scotland	606	17.91
Hindu	*	0.06
Humanist	22	0.65
Jewish	*	0.09
Muslim	14	0.41
None	1786	52.78
Other Christian	163	4.82
Other Religion or Belief	13	0.38
Pagan	*	0.03
Prefer Not to Answer	76	2.25
Sikh	*	0.15
Total	3384	100

Sexual Orientation

Sexual Orientation	Head Count	%
Bisexual	10	0.30
Gay	20	0.59
Heterosexual/Straight	2382	70.39
Lesbian	15	0.44
Prefer Not to Answer	957	28.28
Total	3384	100

Marital Status

Marriage/Civil Partnership	Head Count	%
Divorced	90	2.66
Live with Partner	268	7.92
Married / Civil Partnership	1237	36.55
Prefer Not to Answer	880	26.00
Separated	66	1.95
Single	832	24.59
Widowed	11	0.33
Total	3384	100

Pregnancy and Maternity

Pregnancy/Maternity	Head Count	%
Neither	2625	77.57
On Maternity Leave	*	0.03
Prefer Not to Answer	753	22.25
Pregnant	*	0.15
Total	3384	100

Renfrewshire Council – Application and recruitment data 01.01.2019 – 31.03.20

This data gives us information about the people who have applied to work at Renfrewshire council, by protected characteristic, between 1 January 2019 and 31 March 2020. It also tells us how many people were successful in their applications, by protected characteristic. We can use this to calculate a 'conversion rate', i.e. the percentage of people from a particular group who are successful.

This data also counts the number of applications rather than applicants. There are likely to be people who have applied for a number of different jobs within the Council. Also, in some cases, where the numbers are very small, percentages can often not be very useful. Figures under 5 are denoted with an *.

Gender			
Female	16558	1003	6.06%
Male	5753	303	5.27%
Prefer not to answer	852	180	21.13%
Total	23163	1486	6.42%

Transgender			
No	22200	1297	5.84%
Prefer not to answer	941	189	20.09%
Yes	22	*	0.00%
Total	23163	1486	6.42%

	Applications 23163	Appointed 1486	% Appointed Av -
Disability			
No	20757	1248	6.01%
Prefer not to answer	996	185	18.57%
Yes	1410	53	3.76%
Total	23163	1486	6.42%

Caring Responsibilities			
Yes	9287	592	6.37%
Prefer not to answer	1070	192	17.94%
No	12806	702	5.48%
Total	23163	1486	6.42%

	Applications 23163	Appointed 1486	% Appointed Av -
Ethnic Origin			
African - Other	181	8	4.42%
African - (Inc. Scottish/British)	115	*	0.87%
Any Mixed or Multiple	115	*	2.61%
Asian - Bangladeshi (Inc. Scottish/British)	30	0	0.00%
Asian - Chinese (Inc. Scottish/British)	26	0	0.00%
Asian - Indian (Inc. Scottish/British)	177	7	3.95%
Asian - Other (Inc. Scottish/British)	59	*	1.69%
Asian - Pakistani (Inc. Scottish/British)	278	7	2.52%
Black	77	*	1.30%
Caribbean	13	0	0.00%
Other - Arab (Inc. Scottish/British)	20	*	5.00%
Prefer not to answer	1143	187	16.36%
White - Eastern European (e.g. Polish)	102	6	5.88%
White - Irish	182	10	5.49%
White - Other British	1003	56	5.58%
White - Other ethnic group	431	15	3.48%
White - Polish	187	12	6.42%
White - Scottish	19024	1171	6.16%
Total	23163	1486	6.42%

National Identity			
British	3460	181	5.23%
English	303	16	5.28%
Northern Ireland	98	6	6.12%
Prefer not to answer	2227	232	10.42%
Scottish	17047	1050	6.16%
Welsh	28	*	3.57%
Total	23163	1486	6.42%

	Applications 23163	Appointed 1486	% Appointed Av -
Religion or Belief			
Buddhist	29	*	3.45%
Church of Scotland	3501	212	6.06%
Hindu	72	*	1.39%
Humanist	222	11	4.95%
Jewish	23	*	8.70%
Muslim	341	9	2.64%
None	10021	600	5.99%
Other Christian	1440	71	4.93%
Other Religion or Belief	129	6	4.65%
Pagan	20	*	5.00%
Prefer not to answer	2627	265	10.09%
Roman Catholic	4657	300	6.44%
Sikh	81	7	8.64%
Total	23163	1486	6.42%

	Applications 23163	Appointed 1486	% Appointed Av -
Sexual Orientation			
Bisexual	257	9	3.50%
Gay	330	20	6.06%
Heterosexual	20545	1216	5.92%
Lesbian	147	14	9.52%
Other	105	*	0.95%
Prefer not to answer	1779	226	12.70%
Total	23163	1486	6.42%

Marital Status			
Divorced	830	42	5.06%
Living with Partner	2929	151	5.16%
Married / Civil Partnership	7526	522	6.94%
Prefer not to answer	1121	198	17.66%
Separated	539	40	7.42%
Single	10077	521	5.17%
Widowed	141	12	8.51%
Total	23163	1486	6.42%

Renfrewshire Council – Training and Development Data

This data includes information on take up of corporate training and e-learning, and does not represent the full range of training and development activity that happens at individual service level.

Sex	Training	% Trained
Female	1908	59.68%
Male	721	22.55%
Prefer Not to Answer	568	17.77%
Grand Total	3197	100.00%

Gender Reassignment	Training	% Trained
No	2033	63.59%
Prefer Not to Answer	1160	36.28%
Yes	*	0.13%
Grand Total	3197	100.00%

Age Grouping	Training	% Trained
16-20	21	0.66%
21-30	305	9.54%
31-40	580	18.14%
41-50	697	21.80%
51-60	834	26.09%
61+	221	6.91%
Prefer Not to Answer	539	16.86%
Grand Total	3197	100.00%

Religion or Belief	Training	% Trained
Buddhist	*	0.06%
Christian - Roman Catholic	473	14.80%
Church of Scotland	471	14.73%
Hindu	*	0.06%
Humanist	17	0.53%
Muslim	9	0.28%
None	1478	46.23%
Other Christian	115	3.60%
Other Religion or Belief	21	0.66%
Pagan	*	0.13%
Prefer Not to Answer	595	18.61%
Sikh	10	0.31%
Grand Total	3197	100.00%

Pregnancy & Maternity	Training	% Trained
N/A	1636	51.17%
Neither	134	4.19%
On Maternity Leave	*	0.06%
Prefer Not to Answer	1420	44.42%
Pregnant	*	0.16%
Grand Total	3197	100.00%

Ethnic Origin	Training	% Trained
African (inc Scottish / British)	*	0.03%
African-Other	*	0.09%
Arab (in Scottish / British)	*	0.06%
Asian-Chinese (inc Scottish / British)	*	0.03%
Asian-Indian (inc Scottish / British)	8	0.25%
Asian-Other (inc Scottish / British)	*	0.03%
Asian-Pakistani (inc Scottish / British)	*	0.13%
Caribbean (inc Scottish / British)	*	0.06%
Caribbean or Black (Other)	*	0.03%
Mixed or Multiple Ethnic Groups	7	0.22%
Other	*	0.03%
Prefer not to answer	1270	39.72%
White-Eastern European	7	0.22%
White-Irish	14	0.44%
White-Other British	88	2.75%
White-Other White Ethnic Group	13	0.41%
White-Polish	*	0.06%
White-Scottish	1772	55.43%
Grand Total	3197	100.00%

Sexual Orientation	Training	% Trained
Bisexual	11	0.34%
Gay	22	0.69%
Heterosexual/Straight	1917	59.96%
Lesbian	14	0.44%
Prefer Not to Answer	1233	38.57%
Grand Total	3197	100.00%

Marital Status	Training	% Trained
Divorced	121	3.78%
Live with Partner	235	7.35%
Married	1011	31.62%
Married / Civil Partnership	69	2.16%
Prefer Not to Answer	1146	35.85%
Separated	50	1.56%
Single	551	17.23%
Widowed	14	0.44%
Grand Total	3197	100.00%

Disability	Training	% Trained
No	1884	58.93%
Prefer Not to Answer	1220	38.16%
Yes	93	2.91%
Grand Total	3197	100.00%

Disability Type	Training	% Trained
Learning Disability	13	0.41%
Long Standing Illness or Health Condition	38	1.19%
Mental Health Condition	15	0.47%
N/A	3104	97.09%
Other	14	0.44%
Physical Impairment	9	0.28%
Prefer Not to Answer	*	0.09%
Sensory Impairment (Blind, Deaf, Hearing, Visual)	*	0.03%
Grand Total	3197	100.00%

Renfrewshire Council – Leavers Data

This data gives us information about the people who left their roles at the Council, by protected characteristic. It tells us the proportion of each group that have left their jobs at the Council, and compares this to the proportion of that group within the Council as a whole. From this we can see whether certain group are disproportionately leaving the Council.

Age Group	Head Count	%	No. of leavers	% of leavers
16-20	32	0.40	13	1.09
21-30	1032	12.76	217	18.24
31-40	1853	22.92	282	23.70
41-50	2009	24.85	187	15.71
51-60	2489	30.78	266	22.35
61+	671	8.30	225	18.91
Total	8086	100	1190	100

Gender	Head Count	%	No. of leavers	% of leavers
Female	5913	73.13	794	66.72
Male	1988	24.59	396	33.28
Prefer not to Answer	185	2.29	0	0
Total	8086	100	1190	100

Gender Reassignment	Head Count	%	No. of leavers	% of leavers
No	5773	71.40	927	77.90
Prefer Not to Answer	2299	28.43	260	21.85
Yes	14	0.17	*	*
Total	8086	100	1190	100

Disability	Head Count	%	No. of leavers	% of leavers
No	5506	68.09	834	70.08
Prefer Not to Answer	2338	28.91	290	24.37
Yes	242	2.99	66	5.55
Total	8086	100	1190	100

Type of Disability	Head Count	%	No. of leavers	% of leavers
Learning Disability	21	31.82	21	31.82
Long Standing Illness or Health Condition	15	22.73	15	22.73
Mental Health Condition	11	16.67	11	16.67
Other	8	12.12	8	12.12
Physical Impairment	8	12.12	8	12.12
Prefer Not to Answer	*	4.55	*	*
Total	66	100	1190	100

Ethnic Origin	Head Count	%	No. of leavers	% of leavers
African (inc Scottish / British)	6	0.07	*	*
African-Other	*	0.06	0	0
Arab (in Scottish / British)	*	0.06	0	0
Asian-Chinese (inc Scottish / British)	*	0.04	*	*
Asian-Indian (inc Scottish / British)	17	0.21	7	0.59
Asian-Other (inc Scottish/British)	*	0.04	*	*
Asian-Pakistani (inc Scottish / British)	14	0.17	*	*
Black (inc Scottish / British)	*	0.01	*	*
Caribbean (inc Scottish / British)	*	0.02	*	*
Caribbean or Black (Other)	*	0.01	0	0
Mixed or Multiple Ethnic Groups	17	0.21	5	0.42
Other	*	0.01	*	*
Prefer not to answer	2555	31.60	300	25.21
White-Eastern European	27	0.33	6	0.50
White-Irish	52	0.64	6	0.50
White-Other British	213	2.63	38	3.19
White-Other White Ethnic Group	36	0.45	*	*

Ethnic Origin	Head Count	%	No. of leavers	% of leavers
White-Polish	7	0.09	6	0.50
White-Scottish	5121	63.33	810	68.07
Total	8086	100	1190	100

Religion or Belief	Head Count	%	No. of leavers	% of leavers
Buddhist	10	0.12	*	*
Christian - Roman Catholic	1443	17.85	201	16.89
Church of Scotland	1391	17.20	214	17.98
Hindu	*	0.05	*	*
Humanist	48	0.59	16	1.34
Jewish	*	0.05	0	0
Muslim	30	0.37	7	0.59
None	4457	55.12	630	52.94
Other Christian	328	4.06	53	4.45
Other Religion or Belief	49	0.61	12	1.01
Pagan	*	0.09	*	*
Prefer Not to Answer	298	3.69	45	3.78
Sikh	17	0.21	6	0.50
Total	8086	100	1190	100

Sexual Orientation	Head Count	%	No. of leavers	% of leavers
Bisexual	26	0.32	6	0.50
Gay	48	0.59	9	0.76
Heterosexual/Straight	5483	67.81	877	73.70
Lesbian	38	0.47	7	0.59
Prefer Not to Answer	2491	30.81	291	24.45
Total	8086	100	1190	100

Marital Status	Head Count	%	No. of leavers	% of leavers
Divorced	314	3.88	48	4.03
Live with Partner	727	8.99	112	9.41
Married / Civil Partnership	2884	35.67	403	33.87
Prefer Not to Answer	2192	27.11	258	21.68
Separated	165	2.04	21	1.76
Single	1742	21.54	336	28.24
Widowed	62	0.77	12	1.01
Total	8086	100	1190	100

Pregnancy/Maternity	Head Count	%	No. of leavers	% of leavers
Neither	7133	88.21	954	80.17
On Maternity Leave	*	0.02	0	0
Prefer Not to Answer	938	11.60	236	19.83
Pregnant	13	0.16	0	0
Total	8086	100	1190	100