

To: Council

On: 20th April 2017

Report by: Chief Executive

Heading: Equality Outcomes and Mainstreaming Progress Report

1. **Summary**

- 1.1 Renfrewshire Council has a statutory duty to report on both progress in achieving its set equality outcomes and mainstreaming the general equality duty by April 2017. The attached report includes this report, and further information the Council is required to report, including employee equalities information and gender pay gap information.
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2. **Recommendations**

- 2.1 To note the progress documented within the attached report
- 2.2 To approve the publication of the attached report
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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 April 2017.
- 3.3 The progress report provides a single report to provide an update on our progress, and meet our 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 2013.
- 3.4 In addition to reporting on the existing outcomes, the Council also has a duty to produce new equality outcomes, and details of these, and the process of developing them can be found within the Equalities Outcomes section of the attached report.
- 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 and housing.
- 3.6 The Council is also required to produce an Equal Pay Statement, which is attached at Appendix 6 of the report.

4. Key highlights

- 4.1 Equalities considerations have been well integrated into the 2021 City of Culture bid. The bid very much reflects the voice of local people and has engaged equality groups within local communities throughout. The Cultural Heritage Fund was used to support diverse groups in Renfrewshire to provide an array of projects that will contribute to Paisley's bid. For example, Recovery Across Mental Health and Glasgow Women's Library are developing a women's group for women with lived mental health experience to investigate the history of local women, develop their research skills and develop their own project ideas.
- 4.2 Renfrewshire Council resettled the most Syrian refugees of any Scottish local authority, and the 3rd most across the UK. We did much preparation work for the arrival, including a readiness event involving the resettlement team and local religious groups. The resettlement has been very successful; significant progress has been made working with

a range partners to ensure successful integration into the wider Renfrewshire community. A volunteering scheme was set up by Barnardo's in response to enquiries from the Renfrewshire community who wished to help support the Syrian families. Recently 5 Syrian teenagers won a Saltire award for their efforts volunteering with a local environmental charity.

- 4.3 The digital participation project has been supporting some of Renfrewshire's most digitally excluded groups which includes older people and people with disabilities and sensory impairments. Working with the elderly charity Roar: Connections for Life and Renfrewshire Council's Disability Resource Centre (DRC), the project helps these groups to make the most of digital access. We have been delivering tablet training programmes and are currently developing a digital access suite at the DRC.
- 4.4 Human Resources have undertaken an exercise to encourage Renfrewshire Council staff to update their equalities monitoring information, with a significant increase in the number of staff responding to the survey.
- 4.5 There have been a number of activities undertaken to encourage unrepresented groups to participate in public life, including Local Area Committees who have supported a wide range of equality-led groups in Renfrewshire's communities.

Implications of the Report

- 1. **Financial** – N/A
- 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 Planning** – N/A
- 4. **Legal** – The reports attached are designed to satisfy a statutory equality duties which are enforceable by the Equality and Human Rights Commission
- 5. **Property/Assets** – N/A
- 6. **Information Technology** – N/A

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** – N/A
 9. **Procurement** – N/A
 10. **Risk** – N/A
 11. **Privacy Impact** – N/A
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List of Background Papers

- (a) Background Paper : Renfrewshire Council's Progress Report April 2017: Equality Outcomes and Mainstreaming Equality
- (b) Background Paper: Renfrewshire Council Staff Equality Data 2017

The foregoing background papers will be retained within Chief Executive's Service for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is Annabelle Armstrong-Walter, Strategic Lead Officer, 0141 618 5968

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Equality Outcomes and Mainstreaming Equality

Progress Report 2017

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رخأ وأ ةغل أخ ى جري مادختست لى ب

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1. Introduction

The progress report provides a single report to provide an update on our progress, and meet our duties to report this progress publicly and in an accessible manner. The report provides information on the actions agreed to deliver each of our equality outcomes, along with information on what activities have been delivered in the reporting period from 2015-2017. The report also details the new outcomes we have developed for 2017-2021, along with a range of information that we are required to publish by the end of April 2017.

Renfrewshire Council is committed to embedding equality into all our functions. We know how challenging this can be, so we decided to systematically assess our progress through our Council Plan. This also means that in the future, progress against our overall Council Plan has equalities reporting as an integral part of it. You can find our Council Plan at www.renfrewshire.gov.uk/ourplan.

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.

2. What we know about our communities

Renfrewshire's age profile is very similar to Scotland's average, and the population is not projected to change significantly over the next twenty years. However, our population is ageing and it is projected that the number of people aged over 65 is expected to rise significantly in the next twenty years, particularly in the over 75 age group.

Renfrewshire Council is less ethnically diverse than Scotland as a whole, with almost 95% of Renfrewshire citizens identifying as White Scottish or White British. Almost half of Renfrewshire citizens born outside of the UK have been here for over 10 years. However, Renfrewshire's Black and Minority Ethnic population is rising gradually, particularly with economic migrants from other European countries such as Poland. Our schools data gives us an indication that Renfrewshire is becoming more ethnically diverse.

Across Scotland and the UK, the number of people identifying as Christian has fallen between the 2001 and 2011 census, and the number of people identifying as having no religion has risen. 0.8% of citizens are Muslim, and 0.9% of citizens have another religion.

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. The profile of different disabilities is similar to Scotland, and of those whose day to day life is limited a lot by health or disability, and 31% of people have more than one condition. 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). Our approach to tackling poverty, promoting equality and readiness for the socio economic duty implementation put us in a good position to understand and respond to this picture.

Reliable statistics on sexual orientation remain an issue. Household surveys indicate that 2% of people identify as lesbian, gay or bisexual (LGB) in Scotland, with younger people much more likely to identify as LGB. It should be noted that the Stonewall estimate of lesbian, gay and bisexual people is between 5-7%, and this estimate is widely used within public authorities.

Demographic information on gender re-assignment is even less reliable. There are estimates that the prevalence of people who had sought medical care for gender variance was 20 per 10,000 people, but this was based on figures over 10 years old. GIRES published an update in 2011 which indicates that this has significantly increased based on demand at Gender Identity Clinics, but it should also be noted that there is an increase in the number of people who also identify as non-binary.

We have also gathered our own 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 primary school age children are becoming increasingly ethnically diverse, particularly in the earlier years. Our gender split remains fairly constant, but there are differences in terms of attainment between girls and boys. This data has been examined to inform our education outcomes, which are integrated into our overall outcomes (although indicated clearly).

Appendix 2 shows the data we have gathered through our Development and Housing Services. By understanding the needs of our tenants and other users of Housing services, we have identified patterns and needs, particularly in relation to age and disability, which have also informed our overall equality outcomes.

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. This group has been really helpful in articulating aspirations for equality in Renfrewshire. In developing our outcomes, we met with the groups individually to discuss their experiences of the council and where our future efforts should be focussed. Individual equalities led community groups involved in this process are listed in appendix 3.

We are conscious that our equality led groups on the DEAR group do not represent all equalities groups in Renfrewshire and so we have used national qualitative information also. We have presented the key themes back to the DEAR group and others as the start of a process, and will now exchange information as we monitor how we are progressing against our outcomes and tweak things as needed.

We also recognise that many people will choose not to be involved in a community group and so we have tried to reflect individual voices by using our Public Services Panel. We have posed questions to these randomly selected citizens related to hate crime, their experiences of living in Renfrewshire from an equality point of view and their attitudes to diversity and prejudice. These last questions will be comparable with the questions from the Scottish Household Survey. In this way we will get a general idea of what kind of attitudes to diversity are present in Renfrewshire and how we compare to Scotland as a whole. These questions are with the citizens currently and we expect to have the analysis back in May, which means it will be used to review where we are and plan our equalities actions ongoing.

3. What we know about our staff

During 2016, we continued to encourage staff to complete their equalities monitoring information. We did this by drawing heavily on the Stonewall resources and encouraging completion during a high profile equality celebration week.

Our declaration rates for equalities monitoring have increased since last year 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. Our declaration rate is lowest for ethnicity, where 67% of staff prefer not to state their ethnicity. We have full declaration of age and sex. For other protected characteristics our proportion of those preferring not to answer is around 30-40%. Interestingly, 33% of staff prefer not to state their gender identity, which is a much higher declaration rate than for several other of the protected characteristics. These general patterns also hold for Children's Services staff, where education staff are based. The only difference is that the figures are amplified, with a non declaration rate as high as 87% for ethnicity.

We are introducing a new software system which will replace the Council's current HR, Payroll, Finance and Purchasing systems. This system, called an Enterprise Resource Planning tool, will significantly improve the quality of the management information that the Council holds, and will support the continued promotion of equalities monitoring.

We have provided some commentary and analysis of our findings from our equalities data below, but 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 over represented in the groups from 30 years old to 60 years old, with our largest age group proportion falling within the 51-60 year old age profile (30% of our workforce). In Children's Services, the spread is even within the 30-60 year old spread, but again underrepresentation under 30 years. We know we have an overrepresentation of women in Council

employment, in common with most other Councils. Overall 73% of our staff are female and this rises to 86% 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 2.4%. This is a significant difference. It is difficult to compare the ethnicity of Council staff overall and Children's Services staff in particular, to that of the local population because our declaration rates are so low. While the data is not reliable, it gives some indication that Asian groups and Eastern European and other white groups may be underrepresented in Council employment. Our statistics related to religion look to be broadly in line with the local population, with perhaps of slight under representation of the dominant local religion (Church of Scotland), again a pattern also reflected in Children's Services. Our sexual orientation statistics show we have the same rate of people identifying as bisexual, with perhaps slightly more identifying as Gay or Lesbian than in the local community, although this is slightly lower in Children's Services.

Recruitment

Our recruitment data for the Council reveals the rate at which applications convert into appointments for all applicants. Of all applicants, 3.9% are appointed overall. 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 4.3% conversion rate compared to 3.4% 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 identify as Black. Our sexual orientation figures look broadly in line with our average conversion rate, with the exception of lesbians and those who prefer not to answer who have much higher rates, at around 7%. The conversion rate for those with a disability is low, as it sits at 2.5%, whereas those who preferred not to answer this question have a conversion rate up at 10.6%. Our marital or civil partnership figures look to be broadly in line with the average, but those who are divorced have a lower conversion rate at 2.7%. Most of our religious groups appear to be close to the average conversion rate, with the exception of people of Muslim faith, where the conversion rate drops to 1%.

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 overall Council figures. In terms of age, we find that younger age groups are better represented in the training and development figures than in overall employment, whereas those over 50 are underrepresented by around 7%. Our figures for religion look to be broadly in line with the staff establishment. Staff who identify as trans are slightly over represented in the training figures, but as these numbers are so low, it is difficult to draw any conclusions. Gay staff also appear to be slightly over represented in the training figures, but low numbers limit conclusions. Low figures also hamper any attempt at analysis of our pregnancy/ maternity figures and ethnicity figures, which look broadly in line. Single people appear to be over 10% 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 slightly higher than 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 27% of the workforce, they make up 35% of leavers. In terms of age, we find that those aged 61+ are far more likely to leave, but this is not a surprise bearing in mind typical retirement ages. We find that 21-30 year olds are also much more likely to leave. They make up 25% of leavers, but only 13% of headcount. There were no significant patterns related to religion, except that while Muslim people make up less than 0.5 % of the workforce, they make up 1% of leavers. Gender reassignment and sexual orientation categories did not show any significant patterns. As above, declaration rates for ethnicity are low and therefore lessen the reliability of this data, but there is some indication that White Scottish employees are less likely to leave and African employees are slightly more likely to leave than we would expect from the respective workforce figures. The pregnancy and maternity figures were so low, no patterns could be identified. Single people seemed more likely to leave than their headcount figures. While the disability declaration figures are low, with only 3.4% of staff declaring they have a disability, they make up 4% of leavers.

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. Women seem much more likely to resign as method of leaving the organisation, but it may be that many men's leaving method is covered by termination, which could also cover resignation. Men seem slightly more likely to leave the organisation because of a lack of capability or voluntary early retirement, but the numbers are too low to draw any conclusions. The propensity to resign is highest for those aged 30 years old to 50 years old. The figures for those leaving due to lack of capability are highest for those aged 61+, but again these figures are too few to draw a firm conclusion.

4. National research & issues affecting Renfrewshire

We recognise that there has been much research nationally related to the needs of equality groups and we are keen in Renfrewshire to reflect this in our practice and in developing our new equality outcomes. We have used this to enhance our understanding of our data (or where we have gaps) and supplement the input from the local community. We have commissioned qualitative research from the University of the West of Scotland into the local Black and Minority Ethnic (BME) and Lesbian, Gay, Bisexual, Trans and Intersex (LGBTI) communities, which will further increase our understanding. We are also pleased that so much of the research has integrated poverty and socio-economic considerations, as this is the approach we aim to embody in Renfrewshire. The key documents we used, are briefly summarised below.

- EHRC's 'Is Scotland Fairer?' 2015 Most significant areas requiring improvement
 - Improve the evidence and the ability to assess how fair society is.
 - Raise standards and close attainment gaps in education.
 - Encourage fair recruitment, development and reward in employment.

- Support improved living conditions in cohesive societies.
 - Encourage democratic participation and ensure access to justice.
 - Ensure all people can access the health services they need.
 - Tackle targeted harassment and abuse of people who share particular protected characteristics.
- Scottish Government's Fairer Scotland Action Plan 2016 sets out 50 key actions and reflects an approach to tackling poverty that Renfrewshire Council was at the forefront of. Renfrewshire relishes being part of the next phase of integrating issues of poverty with more traditional equality issues.
 - The Fairer Scotland for Disabled people Delivery Plan sets out 93 actions to tackle disability inequality. The BSL action plan flows from this together with Keys to Life, strategy for autism and other important plans. The key aims are to half the employment gap for disabled people; increase public sector employment and increase supply of wheelchair accessible housing. We have also started to plan for implementation of the BSL (Scotland) Act 2015.
 - The Scottish Household Survey has been particularly useful around attitudes towards diversity and prejudice, which we will be retesting in Renfrewshire through our Public Services Panel.
 - Sexual Orientation in Scotland 2017, A Summary of the Evidence Base has been helpful as we plan to do more to listen and respond to the needs of LGB citizens in Renfrewshire. We know nationally that LGB people tend to be younger; be single; live in large urban areas; report bad general health; be smokers; be unemployed; and have a degree.
 - The Joseph Rowntree Foundation Poverty and Social Exclusion report 2016 was helpful in making clear the link between living in poverty and having a disability or having someone in the household with a disability.

5. Mainstreaming Report

Renfrewshire Council has been working hard since our last report to fully implement our last set of outcomes and bring together all the good practice going on in relation to equalities across the Council. In order to bring structure to this report, we have decided to detail our mainstreaming activities in line with the Council plan. We have also integrated progress from our previous outcomes into this format. This means that the progress we are making and measuring is reported on through mainstream mechanisms.

5.1 A Better Future: Place

Priority 1: Driving Physical and Economic Regeneration

Our aspiration

We want Renfrewshire to be a location where people and families choose to live because of the great quality of life and work opportunities it provides for all of our residents. We want all type of business and social enterprise, large and small, to thrive and create well-paying employment opportunities.

Renfrewshire Council are leading on the Working Matters element of City Deal for the region, which will be a part of creating more routes into work for disabled people. We have also been working to ensure there is a good spread of apprenticeships across the area, that are accessible to all and encourage participation from under represented groups, for example women into construction. Our

Economic development team has been focussing particularly on supporting older and younger age groups into work.

Renfrewshire Outdoor access strategy produced in 2016 aims to improve connectivity between people and places and aid responsible access for people. A transport system and urban environment that is more cycle-friendly is also more pedestrian-friendly, as well-designed improvements to cycling infrastructure (dropped kerbs, better lighting on off-road paths, crossing points, etc.) very often directly benefit pedestrians, wheelchair users, joggers or dog-walkers. Improvement of the Renfrew walkway has increased connectivity and access for all. The completion of the new path from Lochwinnoch to the RSPB reserve and Lochwinnoch station allows wheelchair users and those using adapted cycles access to and from the village to Lochwinnoch Station.

We continue to work in partnership with Strathclyde Partnership for Transport and improved access to social transport for disabled people by providing travel information in an accessible and preferred format at various locations. To ensure that women, older people and disabled people feel safe to access transport particularly during the evening and at night we have installed new bus shelters with improved lighting, seating and signage. To support people with a dual sensory impairment access public and social transport we have made improvements to our built environment with installation of new traffic signals. Throughout Renfrewshire we are making progress with maintaining a barrier free pedestrian environment. Work is carried out to cycle routes, and drop kerbs making it more accessible for wheelchair users, mobility scooters, people who are blind or partially sighted and people who have difficulty walking. We have raised kerbs to enable low floor buses to stop level with the kerb allowing easy access for those with mobility problems and pushchairs/prams. Bus operators are also using bus boarders to improve access and boarding onto buses.

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. The Warden Service plays an active role in managing and enforcing parking regulations including the Disabled Parking Bay Act.

Priority 2: Building on our Culture and Heritage

Our aspiration

We want to build on Renfrewshire's strong culture and heritage and use it as a catalyst for economic and social regeneration and to re-invigorate civic pride across our communities. We aim to put Paisley and Renfrewshire on the map as a destination of choice and a great place to have fun for visitors and locals alike.

Equalities are well integrated into our 2021 City of Culture bid. The bid very much reflects the voice of local people and has engaged equality led groups within local communities throughout. The Cultural Heritage Fund was used to support diverse groups in Renfrewshire to provide an array of projects that will contribute to Paisley's bid. For example, Recovery Across Mental Health and Glasgow Women's Library are developing a women's group for women with lived mental health experience to investigate the history of local women, develop their research skills and develop their own project ideas. The Local Energy Action Plan group are working on an inter-generational, multi media project taking the Paisley Pattern as an inspirational departure point. Renfrewshire's deaf community are working together. The

engagement work carried out by the Diversity and Equality Alliance in Renfrewshire (DEAR Group) was given as a good practice case study in the National Standards for Community Engagement¹.

Priority 3: Protecting the Public

Our aspiration

We want Renfrewshire to be a safe place for its residents and business and be a place where the most vulnerable in our communities are protected and have strong advocates to support them.

Street Stuff is Renfrewshire's multi-award winning youth engagement and diversionary project which has helped reduce youth disorder in every area of Renfrewshire in which it operates. The service is 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. Partners in the project include; Renfrewshire Council, St. Mirren Football Club, Engage Renfrewshire, Police Scotland, and Scottish Fire & Rescue Service. Streetstuff engages with young people in their own community, in a fun and innovative way. It has been successful in reducing antisocial behaviour across Renfrewshire by improving engagement with those hardest to reach. The project has been a winner at both the CoSLA and the National Risk Management awards.

Street Stuff are delivering a 'Spring Break' programme throughout the 2 week school holiday period providing football, dance and a wide range of activities supported by Paisley 2021 on the new Street Stuff Culture buses including media workshops, gaming, DJ sessions and much more. A healthy meal will be provided each day as part of the activities. We have had 15,378 young people attendances between October 2015 and December 2016 and this figure is still rising.

We continue to provide support and work in partnership with community charity I Am Me Scotland. I Am Me work directly with young people, disabled and the wider community to raise awareness of disability, bullying and harassment and to identify and train a network of Keep Safe places across the community for people to seek assistance if they are feeling scared, lost, vulnerable or have been a victim of crime. We have established over 140 Keep Safe places throughout Renfrewshire and are expanding the initiative across Scotland. We have created a Keep Safe Scotland phone app which encourages social independence and route planning, highlighting all Keep Safe places and providing a third party reporting link. We have worked with young people and disabled people to design, produce and deliver a Primary school training programme which tackles disability, bullying and hate crime. We have converted an old bus into a mobile cinema and education unit, providing an exciting learning environment for young people participating in the programme. This has helped us deliver the I Am Me Cinebus programme to over 7000 children in Renfrewshire. We have also delivered hate crime awareness sessions and Keep Safe inputs to public, private and third sector organisations, recently delivering to the Scottish Prison Service. Our Keep Safe Ambassador programme trains young people how to recognise disability hate crime and how to make reports safely. This has included learning disability groups.

Our Gender Based Violence (GBV) Strategy Group has been involved in delivering best practice. We continued to deliver a broad programme of events for the 16 days of action, with our 'Walk a mile in

Our Culture & Heritage fund is supporting Renfrewshire's deaf community to work together on teaching and rehearsing, culminating in a uniquely devised performance, as part of our Paisley 2021 bid.

¹ http://www.voicescotland.org.uk/media/resources/NSfCE%20online_October.pdf

her shoes' event attracting many men and women. A full self assessment is currently underway and from that, we will be developing a new GBV strategy. This will be a key driver in delivering our outcome related to GBV. This will also link to work in education. Currently Paisley Grammar School is implementing the Mentors in Violence Prevention programme².

The local Multi Agency Risk Assessment Conferencing (MARAC) for Domestic Abuse experienced adults and the local MATAAC (Multi Agency Tasking and Coordination) for perpetrator disruption have both been recognised for their good practice. In addition, we have a successful Women's Offender Management programme, which addresses the specific needs of women in the criminal justice system.

We have been successful in gaining Purple Flag status for Paisley, meaning the town centre is now much more accessible for all of Renfrewshire's communities.

To help address hate crime, Police Scotland has established the 'Grey Space' Community Tension Monitoring Group which operates across Renfrewshire and Inverclyde. Membership is drawn from the Catholic Church; Church of Scotland; local mosque; Buddhist community; LGBT+; Polish community; West College Scotland; University of West of Scotland, 'I Am Me'; NHS; and both local authorities.

The group acts as:

- ❑ a forum for inter community discussion in Renfrewshire and Inverclyde and a support mechanism for other members in the event of a significant crisis incident that may impact on their community;
- ❑ a mechanism to cascade, within their communities, useful information and materials which the police or local authorities provide from time to time;
- ❑ a forum for members to provide an update on changes to the composition of their communities, and likely impacts this might bring to other communities within Renfrewshire and Inverclyde.
- ❑ an outreach body to newly established or hard to reach/ engage communities within Renfrewshire and Inverclyde.

Grey Space is for members to come together, initially share insight into the community they represent and as time goes by act as a discussion forum for internal and external factors impacting in the communities of Renfrewshire and Inverclyde

Priority 4: Creating a Sustainable Renfrewshire

Our aspiration

We want the Council to play its part in tackling climate change by focusing on reducing energy use and carbon emissions across all aspects of our operations, making sure that the majority of waste collected is recycled and working with our partners to make Renfrewshire's economy and communities as sustainable as possible.

Renfrewshire's Local Housing Strategy (LHS) contains an action that the needs of gypsy/traveller provision should be considered through the review of the next Local Development Plan (LDP). The LDP's main issues report outlines options for gypsy traveller provision of authorised transient or permanent sites in Renfrewshire and is seeking views on these options. The current LDP does not

² <http://www.actiononviolence.org.uk/projects/mentors-in-violence-prevention>

include a gypsy/traveller policy so the council has produced a Gypsy Traveller and Travelling Showpeople Planning Advice Note to provide guidance on development proposals relating to establishing appropriate locations for sites. Work continues with our regional local authority colleagues to identify cross boundary considerations. Development and Housing Services' Community Services Team provide ongoing support and assistance to gypsy/travellers in Renfrewshire. In 2015/16 there were 20 unauthorised encampments, with approximately 181 caravans in total and 42 visits to sites carried out. In 2016/17 (to January 2017) there were 16 unauthorised encampments, with approximately 133 caravans and 36 visits to sites carried out. (Please note these figures relate to visits from the community services team within DHS and not visits from officers in other council services.)

We continue to provide support, advice and assistance to tenants and home owners with disabilities or specific needs as they grow older to adapt their homes to make it suitable for their changing needs and to ensure that they are able to continue staying in their home if that is their preference. In 2014/15 we completed 104 private sector adaptations, with the total grant expenditure on private sector adaptations £403,000. In 2015/16 we completed 98 private sector adaptations, with the total grant expenditure on private sector adaptations £304,000.

The Local Housing Strategy, Local Development Plan and Strategic Housing Investment Plan link together to provide strategic direction to ensure the housing needs of people living (or who would like to live) in Renfrewshire are met, particularly addressing the challenge of affordable homes across a range of tenures and enabling people to remain in their homes throughout their life stages. As a landlord to 12,000 tenants, Renfrewshire Council ensures that our tenants enjoy a good standard of living and are safe and comfortable in their homes. Our properties are maintained to the Scottish Housing Quality Standard and work continues to promote energy efficiency in our properties and minimise fuel poverty.

The Council has taken significant steps to mitigate the effect of the welfare reform changes and ensure our most vulnerable tenants are not financially penalised, that our homeless services can still be effectively deployed and also to support and advise our tenants so they do not fall into financial hardship or risk accruing rent arrears.

Renfrewshire Council resettled the most Syrian refugees of any Scottish local authority, and the 3rd most across the UK. We did much preparation work for the arrival, including a readiness event involving the resettlement team and local religious groups.

The resettlement has been very successful; significant progress has been made working with a range partners to ensure successful integration into the wider Renfrewshire community. A volunteering scheme was set up by Barnardo's in response to enquiries from the Renfrewshire community who wished to help support the Syrian families. Recently 5 Syrian teenagers won a Saltire award for their efforts volunteering with a local environmental charity.

5 of our recently settled teenage refugees from Syria won a Saltire award for their great volunteering work.

5.2 A Better Future: People

Priority 5: Reducing the Level and Impact of Poverty

Our aspiration

We want those that are living in poverty in Renfrewshire to have the power to break out of poverty now and access all the opportunities and options open to others. The problem may be deep-rooted but we are determined to do something about it. We are fully invested in delivering a broad-ranging strategy to tackle poverty; tackle it fully and tackle it forever.

Our innovative Tackling Poverty approach contributes greatly to meeting our general equality duties. We have clearly recognised from the outset that some groups are at higher risk of poverty, for example disabled people, women and some BME groups. We look forward to further linking up all of this work through the implementation of the socio economic duty.

A new Well in Renfrewshire (WIR) network is currently being set up which is about people being able to find which groups and contacts are available to them in an easy accessible way. This will be an online tool. In tandem with this an Integration Network – New Buddies – is in the process of being set up. This started as part of our work to welcome Syrian refugees, but is being extended with the support of local BME led community groups.

Our digital participation programme has been supporting older people and disabled people to make the most of digital access and has delivered training programmes for these groups on the use of tablets. We have worked with the Disability Resource Centre and ROAR – Connections for Life to make sure we are reaching these groups. The digital strategy has made a conscious commitment to targeting support towards those who face the most barriers first and who are likely to be experiencing social inequality, as we know internet access can benefit them more than the population as a whole. By targeting these more complex groups or individuals first, we believe if we learn and get it right for them we will get it right for everyone.

Renfrewshire Council's Youth Services run an LGBT Youth Group. This work will feed into the way we are tackling homophobia in our schools. Renfrewshire also has an active Youth Voice, which regularly gives input on council developments.

Priority 6: Raising Attainment and Closing the Attainment Gap

Our aspiration

We want all children in Renfrewshire to have the opportunity to do well at school and get a great start in life and we are determined to close the gap in educational attainment between children from higher income families and those from lower income families and vulnerable backgrounds.

This work links very much to the forthcoming socio economic duty, but also has been informed by equalities considerations, particularly in thinking about how we can close this gap for both girls and boys and children with English as a second language. We have also been focussing on the early years, with an inclusion and enabling agenda.

Renfrewshire introduced an Accessibility Strategy for schools in 2016. This involved a range of stakeholders and ensured we can meet the needs of children. This also allowed us to collate some of the good practice happening across our schools.

Working with Respectme, we've run one training session for parent council chairs and three sessions for teachers on anti-bullying approaches. Another two sessions for staff have been booked - all schools will have at least one member of staff who has completed this full day training course by mid-April. We are implementing the Bullying & Equalities module of Seemis (the education recording system) prior to the next academic session. This will improve the level of recording and allow for more regular monitoring of bullying incidents and equalities concerns. At present, information on bullying is collected annually and schools are required to log any equality issues which feature.

Priority 7: Supporting and Sustaining People into Employment

Our aspiration

We will invest in helping people to fulfil their potential and we want to ensure that no young person in Renfrewshire can't get into employment. We have established successful approaches to attracting and developing employment opportunities and supporting local people to seek lasting and well paid employment within Renfrewshire.

Our economic development teams have been providing job creation opportunities and employability support through the Invest in Renfrewshire Employability Programme particularly targeted at groups who can be disadvantaged in the employment market such as women or people with long term health problems, including the launch of funds to support people with the costs of childcare and transport; campaigning for and raising awareness of the Living Wage; and the establishment of a new team to support community groups access funding.

We have also been doing a great deal to promote opportunities for Council employment. Project Search allows us to provide high quality work experience for young people affected by a learning disability/ autism. We are keen to extend this good practice for other groups of young people.

Total Communication in Kersland School

In partnership with the speech and language therapy service, staff have been trained in Boardmaker, Makaton, PECs, and Igaze to ensure whole communication. Initially this training was offered to staff within the school however it has now been extended to include bus escorts and the local respite facility used by the pupils. This has meant that staff feel more confident when communicating with our pupils and that the young people have continuity of communication when out in their community.

Forest schools

The community learning and development service is delivering Forest Schools in all eleven secondary establishments to help a group of up to 10 learners with social, emotional and behavioural needs. Forest Schools provides learners with the opportunity to learn, play and just 'be' outdoors. It is important for growth and development as well as physical and mental health.

Priority 8: Improving Care, Health and Wellbeing

Our aspiration

Renfrewshire is a caring place with a proud history of helping children and adults who are vulnerable and who have found themselves in need of care and support. Local people will be supported to access the support they need and get involved with activities which improve their general health and wellbeing.

Renfrewshire Health and Social Care Partnership have actively engaged with all care groups (learning disability, carers, older people, physical disability, mental health, etc) during January 2016-April 2016 in ensuring their views were taken on board when coordinating the HSCP's Strategic Plan for Renfrewshire. Their views helped contribute to the overall design and future delivery of health and social care services.

Our Occupational Therapy Service continues to support disabled tenants by assessing for and providing adaptations. Our Care at Home Service is being increased in size to meet the increasing demand for services. Despite the financial climate we are investing in an additional 50 staff to deliver more hours and attend to more clients, thus enabling them to remain at home and live as independently as possible.

Self Directed Support (SDS), an approach to assessment, care support and management became legislation in 2014. Renfrewshire continue to make positive strides in embedding and mainstreaming SDS as core business. At the heart of SDS is the principle of equitable provision. Individual cases are assessed on their own merits and allocated a budget accordingly. This is a fairer approach to ensuring all our services users receive a fair and equitable budget with which to ensure a better, independent quality of life.

The Care at Home Service undertook a service user consultation during September and October 2016 to ensure that the service is designed and developed to be fit for purpose. This involved in-depth interviews with service users who were in receipt of a number of services. By ensuring this personalised approach, the service engaged on a meaningful level, instead of the standard paper questionnaire. This allowed service users to provide a richer account of their experiences and the outcomes that were being, or not being achieved. The feedback has been crucial in helping to help shape Care at Home Services moving forward as the Service is extending the service by recruiting 50 new staff.

Renfrewshire Council has a 5 year contract with Renfrewshire Carer's Centre to ensure that carers who look after those with Dementia, Physical Disability and other conditions have the opportunity to access training opportunities on how best to take care of their relatives, children or family friends. This could involve building skills in dialogue, lifting and handling, coping skills and other areas. Given that Social Work support is allocated to those who have a substantial or critical level of need, sometimes those with low level needs are not provided with formal packages of care. The Council contract the Carer's Centre to support those carers with a low level of need to access training and respite from their caring role. This ensures a strong preventative approach in terms of helping those who may end up requiring a substantial or critical level of support through always 'just coping'.

5.3 A Better Council

Priority 9: Supporting our Employees

Our aspiration

We want the Council to be a fantastic place to work, where our employees are proud to say they work for Renfrewshire Council and want to come to work to make a difference for our communities. We will give

employees the support and encouragement they need to do the best job they can and to try out new ideas and ways of working that will improve the services they provide to their customers.

Our current focus in people management has been on performance and support through change, complemented by our Organisational Development strategy and informed by improved employee data. We are introducing a new piece of software called 'ERP' which will replace our existing HR and Finance systems, which will help in ensuring we have full information about our staff and protected characteristics to support staff effectively. 222 members of staff over the last year have completed online courses on Equality and Diversity Awareness, Equality and Human Rights Impact Assessment and Public Sector Equality Duty for managers. The HSCP has held specific equalities training events, for example in conjunction with LGBT Youth. We are currently developing new People Development Programme for the Council and equality will be mainstreamed through workshop contents.

The Council's Equality Week held in December 2016, covered many different themes and involved many local equalities led community groups. The various events organised highlighted to staff some specific issues, for example gender issues and race issues were both addressed by local musicians. The profile of the week was also used to encourage disclosure for staff equalities monitoring.

Our Supporting Attendance course specifically addresses supporting employees with health and wellbeing issues linked to a protected characteristic e.g. disability, gender assignment, pregnancy. This course also highlights special considerations/reasonable adjustments that can be made to support employees in the workplace.

Through workforce planning activities, equality data is collated for each area and decisions will be made in terms of supporting and managing succession planning/talent management with services in relation to protected characteristics. In Children's Services, our early years project group have identified the need for an increase in workforce to support the increase in free hours. Our recruitment campaign, job outlines, marketing materials etc need to be reviewed need to ensure attraction of more male, people from other ethnic backgrounds and young people into this area which is predominantly female occupied. Social Care are currently looking at creating more transparent career pathways, with a particular focus on creating opportunities for women.

Our practices and advice/support provided to managers when involved in Service Redesign and Voluntary Redundancy situations include highlighting such things as how employees with a disability are supported during these changes and communication and consultation with staff not in the workplace at the time, for example because they are on maternity leave. For employees who are retiring we have retirement courses to help them financial and readjust to the change. Redeployment procedures also take into consideration protected characteristics such as disability, pregnancy when managing these processes.

We are a Disability Confident employer. This an annual review of our practices in relation to demonstrating robust recruitment, selection and retention of employees with disabilities. Most absence cases over 4 weeks with 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, temp 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.

We have done much to promote mental good health in the Council as a workplace. We have recently introduced Mental Health First Aid training for staff.

We are currently reviewing and developing our Equality and Diversity and Respect at Work policies. We recognise that we have much more work to do on staff engagement and so are welcoming the imminent appointment of an internal communications and staff engagement adviser. A benchmarking exercise for this has already taken place, with all staff involved in a survey about their preferences for internal communications. This will support the further development of our equalities involvement activities internally.

Priority 10: Continuing to be a Well Run Council

Our aspiration

We want Renfrewshire Council to be recognised for our sector leading services and our ability to innovate and invest in our communities while dealing effectively with the budget pressures we face. Our customers come first and all our services are designed with them in mind and we make great use of data to help us achieve better outcomes for our communities. This Council has big ideas; big plans and we want to share them.

We have focussed on embedding good practice equalities processes, for example we integrated an early impact assessment indicator into our business case development, which forms our budget process. This work means we will have early indications of where equalities impacts are likely to be felt, and this will allow more informed decision making, as the proposals develop.

We are currently undergoing a Best Value review and have ensured that our evidence gathering has a significant section on fairness and equality.

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.

Our DEAR group shows really good practice in working in partnership with the council as part of our community planning processes.

We are expecting new councillors in the forthcoming local election and are ensuring that equality and diversity training will form a key part of their induction.

6. Assessing Impact

As we face challenging times in local government, we need to make sure that we have equality proofed our budget decisions. Our current approach is reflected in the mainstreaming report. It means that impact assessments on budget decisions are started at an early stage and built into the development process.

Other high profile impact assessments include the Paisley 2021 bid, the new Community Justice Plan and Health & Social Care Partnership plans, amongst others. The Paisley 2021, City of Culture bid team have worked hard to ensure that the diversity of Paisley's community is reflected and celebrated in the bid. A comprehensive EQIA was the start of this process and indicated where most effort needed to be directed to ensure all voices of Renfrewshire could contribute.

In 2016, the Health & Social Care Partnership (HSCP) Integrated Joint Board agreed to use the NHS Greater Glasgow & Clyde EQIA toolkit for completing our EQIAs. The HSCP have completed a full impact assessment for the Strategic Plan and a full impact assessment for Day Centres for Older People.

Development and Housing Services will pilot a new approach to EQIAs in the coming year, ensuring that the process of carrying out an EQIA is valuable and intrinsic to project and policy development rather than perceived as a 'tick box' exercise or an add on. To that end, two pilots have been identified - Ferguslie Regeneration proposals and the project to relocate Paisley Library. EQIAs will be completed for these, adopting best practice. Lessons learned and the template produced will then be shared with

colleagues across the service to raise awareness and encourage best practice and understanding of EQIAs. Paisley Library & Museum will be a large redevelopment in Paisley and affords us the opportunity to make a real improvement in the services offered for many equality groups in Renfrewshire.

7. Equality Outcomes

We are also committed to implementing and measuring meaningful progress on our equalities outcomes. We recognise that the EHRC through their 'Measuring Up?' report found that many equality outcomes were difficult to measure progress against and difficult to report on. With this in mind, as we analysed our data and spoke to our community groups we built in discussions on making outcomes meaningful and measurable.

We recognise that equality both needs to be mainstreamed fully into Council policy and procedures and ensure that our equality outcomes are kept high up on the agenda, by being part of mainstream reporting on progress. This will be done through departmental Service Improvement Plans, which are monitored on a quarterly basis through Service Senior Management Teams and the Corporate Management Team. We will also be regularly reporting back to our local equalities led community groups, as described in the 'what we know about our communities' section. Education (or Children's Services) outcomes have been integrated into our main outcomes. We have grouped our outcomes according to the Council Plan, to ensure that our outcomes are part of departmental priorities.

We know that circumstances for individuals and organisations can change quickly. We want our equalities outcomes to be able to reflect this and so see this report as a live document. We have said we will report regularly to local community groups and integrate our outcomes into the Council's service areas. In this way, we can see if actions and priorities contributing to overall outcomes need to be tweaked to make sure we are keeping on top of needs.

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

Disabled and older people led groups told us about the importance of good access on our streets and in our buildings. There's already good work underway around falls prevention and 'Living Streets' and they'd like to see that developed. Town centre regeneration is a key strategic priority for the Council, with significant investment and opportunities coming up to make sure Renfrewshire's places are fit for the future.

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

Women's groups told us about good work around gender based violence happening locally, and an opportunity to make our new multi-agency strategy for gender based violence even better. We've recently done a comprehensive study of young people's needs and experiences in Renfrewshire, which tells us that lots of young people are experiencing coercive control in their relationships. This is a significant concern which we need to investigate and respond to.

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

We recognise the role of a strong third sector, and in particular, the importance of community-led groups as signposters, referrers and intermediaries for diverse communities accessing public services. Some of our smaller equalities-led community groups were keen to explore opportunities for collaboration and networking, and concerned about sustainable funding arrangements. We're also aware of representation gaps for some communities and voices that are rarely heard, and understand that the Council has an important role in facilitating this.

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

We received a lot of feedback from communities about making sure our services are accessible and meet the needs of diverse communities, both from a physical accessibility point of view – but also by improving the cultural competence of our services. We've started doing significant work around Customer Access, and equalities have been an important consideration in developing some of our digital channels. We intend to apply some of these principles more broadly to service design within the Council.

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

Our employee data indicates that we have a significant underrepresentation of disabled staff and/or disabled employees don't feel comfortable to disclose their disability. We also noted fewer disabled people being successful in job applications to the Council. We are already a Disability Confident employer, but want to do more to engage with our disabled staff to understand any barriers they might face at work.

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

While we routinely consider equality impacts of our decision making, this could be more consistent across the organisation, and more clearly reported to citizens. We'll be doing more to support officers to perform high quality assessment of potential equalities impacts, and to support members in their decision making and scrutiny.

8. 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.

The delivery and achievement of community benefits contribute to Council's key strategic priorities set out in the Renfrewshire Council Plan', as well as Renfrewshire Council's vision for a 'fair and inclusive place where all our people, communities and businesses thrive'.

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.

9. Next Steps & Reporting

Outcomes will be developed into actions with the relevant services in the Council. These will then be reported on internally through Departmental Management Teams, in most cases through Service Improvement Plans. Externally we will report back to our local equalities led community groups through the DEAR Group, as part of our community planning structure.

Appendix 1 – Education data

Summary of findings

Ethnicity

The data shows that for younger age groups in schools, ethnic diversity is increasing. In primary schools, we find that 85% of pupils are White Scottish and in secondary schools this rises to 92%. Within year groups, there is also some disparity. In Years P1 and P2, we find many more Polish children and Asian Indian and Asian Pakistani children than in P6 and P7, for example where we find 29 Polish children in P6 and P7, this increases to 105 in P1 and P2. For Asian children in Primary School, we find 113 in P1 and P2, which drops to 67 in P6 and P7.

In terms of change over time, our proportion of minority ethnic children in primary schools has risen from 3.7% in 2013/14 to 5.1% in 2016/17. In secondary schools, this figure has risen from 3.6% in 2013/14 to 3.9% in 2016/17. Our category of White: other has also risen from 2.6% to 3.4% in Primary and 1.8% to 2.6% in secondary over the same time period.

Pupils in Renfrewshire schools use a variety of first languages. In primary 45 different languages are recorded as a first language and in secondary schools, this is 48. The most commonly recorded language after English is Polish with 336 pupils citing this as first language across primary and secondary. Polish and Scots are the largest language groups, followed in some distance by Asian languages.

We have recorded the number of racist incidents in schools (as shown on the following table), but recognise that there is much room for improvement in recording these figures. There are plans in place for this, as mentioned in our mainstreaming report.

Sector	% of incidents (number)				School Population (numbers)			
	2015/16	2014/15	2013/14	2012/13	2015/16	2014/15	2013/14	2012/13
Primary	15	7	23	19	12,916	12,783	12,592	12,478
Secondary	10	3	6	5	9,953	10,097	10,388	10,529
ASN	0	0	0	0	364	367	360	358
Total	25	10	29	24	23,233	10,464	23,340	23,365

Gender

Our gender split in schools is now fairly even, whereas previously we had slightly more boys. Renfrewshire reflects the national picture, in girls out performing boys in terms of attainment. We also find that there are gender differences in terms of exclusion, as the table below shows.

	2015/16		2014/15		2013/14	
Sector	male	female	male	female	male	female
Primary	68	9	33	5	38	5
Secondary	355	97	285	63	313	87
ASN	11	0	22	2	34	6
Total	434	106	340	70	385	98

Appendix 2 – Housing data

Housing Equalities Monitoring Report 2015/16

Introduction

2015/16 was the fourth year that the Equalities monitoring form was used to collect equalities information from customers. The monitoring form is used across the main customer groups: tenants; new tenants; housing applicants; homelessness applicants; and private sector grants customers. This provides us with valuable information on the customer base to inform future planning and improve service delivery.

While there was still a reluctance to complete the Equalities monitoring form, the form is now an integral part of every service and event we provide. This has resulted in our service users to become increasing familiar with us asking for the information and an increase in participation rates. The legislation change of the recent years and the increased public awareness on same gender marriages as well as issues around transgender persons has encouraged service users to be more acceptable of public organisations asking for this information even on an optional basis.

Summary of Key Points

- **Age:** Almost one third of the tenants and applicants are over 65 years old (27.5% for the tenants and 28.9% for the people in the waiting list). The figures are higher for the private sector grants with over 36% from the 65+ age group.

The profile is different for new tenants with half of them under the age of 35 years. Homeless applicants are predominantly younger people - people under 35 years old account for over 60% of homeless applicants in 2015/16 with almost half of them (27.1%) being under 24 yrs old.

- **Gender:** Majority of existing tenants (56.6%), applicants (60.5%) and private sector applicants (54.5%) are women. In sharp contrast, 60% of homeless applicants are men.
- **Religion:** Information on religion is only available for a small percentage of customers. Of those who provided information, the majority of people described themselves as having no religion while for the ones having provided an answer, Roman Catholic and Church of Scotland are the predominant choices. Exception on the above is the Religious information for the Private Sector customers with more than half of them (52.4%) stating “Church of Scotland” as their religion.
- **Race:** The majority of customers in all groups are ‘White’ with most of them being ‘White Scottish’. BME people appear to be overrepresented within homeless customers with 2.1% being non white followed by new tenants where the corresponding figure was 1.75%. Private sector customers show to have higher ethnic diversity with a percentage of 4.55% but the figure actually corresponds to one customer and the increased percentage is due to the relative low number of service users for this group, i.e., Private sector responses: 22, New Tenants 1554 and Tenants 13635)
- **Disability:** Physical disability was the most frequently reported disability across all customer groups (7.2% of existing tenants, 8.2% of housing applicants, 11.6% of new tenants, 11.5% of homeless applicants) with hearing impairment the second most frequent response. Within the private sector, visual and hearing impairments were the 2 most common disabilities with 9% each. Learning disabilities were most often reported by homeless applicants (1.8%) and new tenants (2.3%).

- **Marriage and Civil Partnership:** The most popular status across all customer groups is “single” (over 70% of existing tenants and around 90% of homeless service users). This is in line with current research emphasising the smaller households around Scotland and it appears to be much higher than last year’s figures. The option “married/civil partnership” is the second most frequently reported status.
- **Pregnancy and Maternity; Sexual Orientation; and Gender Reassignment:** The last three questions of the Equalities monitoring form are the ones with the highest level of non-responses. Although the response overall in equality related questions has been improved and we have arranged for staff to be trained to deal with these questions, we still encounter difficulty in trying to collect this information. It is hoped that this will improve in the future. Given the low response rate, it is not possible to draw reliable conclusions for the customer groups on these issues.

Appendix 3 – Groups involved in developing our outcomes

The following groups are the current members of the DEAR group and so were all approached for interview in identifying our outcomes.

Renfrewshire Polish Association

Renfrewshire Effort To Empower Minorities (REEM)

Stonewall Scotland (no response, so Stonewall qualitative research used)

University of West of Scotland (researchers on the BME & LGB projects amongst other staff)

Youfirstadvocacy

Association of African Communities in Renfrewshire

Health and Social Care Partnership, Women and Children First

ROAR - Connections for life

Renfrewshire Access Panel

Renfrewshire Interfaith Group

Renfrewshire Rising

Soroptomist International

Multi Agency Gender Based Violence Strategy Group

Shelter Scotland

Appendix 4 – Occupational segregation data

The following data was extracted in March 2017 and makes the comparison to previous data extracted in October 2014.

Chief Officers:

The Chief Officers consist of the Chief Executive, Directors and Heads of Service. Grades range from CO1 to CO3.

- The concentration of men and women are 8 women and 14 men. This is same proportion as in 2014, 36% women.
- 15 Chief Officers have declared they do not have a disability and 7 chose not to disclose. In 2014, 13 declared they did not have a disability and 9 chose not to disclose.
- 6 Chief Officers chose not to disclose if they were from a minority racial group, compared to 18 in 2014. 16 identified as White Scottish, British or Irish.

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 SSCRAFT26 and SSCRAFCON2 to SSCRAFCON4.

- The concentration of men and women are 219 men (compared to 216 in 2014) and still no women.
- 137 craft employees have declared they do not have a disability (compared to 92 in 2014), 75 chose not to disclose (compared to 119 in 2014) and 7 (3%) have declared they have a disability (compared to 5 in 2014).
- 99 craft employees chose not to disclose whether they were from a minority racial group (compared to 172 in 2014), 120 disclosed they were White Scottish or British 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 4,235 (74%) women (compared to 4,479 in 2014) and 1,525 men (compared to 1,686 in 2014)

- In the LGE, 1,887 people receive the Living Wage supplement, as they are at Grades A-C. Of this group 81% are women, which is 7% higher proportion of women than for this whole staff group. The gap narrows toward the top of the pay scales, with quite even numbers between grades M and Q (81 men and 84 women).
- 3,706 LGE have declared they do not have a disability (compared to 2,812 in 2014), 1,825 chose not to disclose (compared to 3,184 in 2014) and 229 (4%) have declared they have a disability (compared to 169 in 2014).
- 2,152 LGE chose not to disclose if they were from a minority racial group (compared to 4,340 in 2014) and 70 (1%) declared they are from a minority racial group (compared to 42 in 2014) and 3,521 declared they are White Scottish or British. (plus 26 Irish – this would push the minority racial group figure to 2%, if included there)

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, CONCERNV29 to CONSERV32, MUSIC1 and ADVISER1.

- The concentration of men and women are 1,407 (81%) women (compared to 1,362 in 2014) and 340 men (compared to 360 in 2014).
- 1,040 teaching employees have declared they do not have a disability (compared to 347 in 2014), 679 chose not to disclose (compared to 1,366 in 2014) and 28 (2%) have declared they have a disability (compared to 8 in 2014).
- 754 teaching employees chose not to disclose if they were from a minority racial group (compared to 1,602 in 2014), 16 (1%) declared they were from a minority racial group (compared to under 5 in 2014) and 976 declared they were White Scottish or British. – plus under 5 Irish

Appendix 6 – Equal Pay statement

1.0 Equal Pay Statement

- 1.1 Renfrewshire Council believes in equality of opportunity in employment, and is committed to ensuring that procedures and systems used to determine the pay and conditions of employment of all employees do not discriminate unlawfully and are free from bias.
- 1.2 This policy gives the Council's commitment to equal pay and benefits for work of equal value for all employees. To achieve equal pay and benefits, the Council aims to:
- apply appropriate resources to achieve equal pay and benefits;
 - undertake a regular review of pay and current job evaluations systems ensuring any discrimination is eliminated and employees are paid fairly for their duties and responsibilities;
 - take appropriate measures to ensure fair recruitment and learning and development opportunities;
 - take appropriate measures to address occupational segregation;
 - monitor the application of this policy;
 - carry out and publish regular equal pay audits in line with the legislative timetable;
 - continue to work in partnership with recognised trade unions to monitor pay and benefits regularly, taking the necessary steps to eliminate discrimination, advance equality of opportunity and foster good relations.
 - ensure employees are aware of how pay is made up, for example it should be clear how overtime and out of hours payments are calculated

2.0 Scope

- 2.1 This policy applies to all employees of the Council irrespective of their protected characteristic, employment status, length or conditions of service.

3.0 Legislation

The Equality Act 2010, hereafter referred to as the (Act) gives women and men a right to equal pay for equal work. It replaces previous legislation, including the Equal Pay Act 1970 and the Sex Discrimination Act 1975, and the equality provisions in the Pensions Act 1995.

- 3.1 The Council is committed to ensuring equal pay and benefits through the implementation of this policy for all employees. This will assist the Council in meeting the requirements of the Act including The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, having due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;
 - advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
 - foster good relations between people who share a protected characteristic and those who do not.
- 3.3 The Equality and Human Rights Commission's (EHRC) statutory code of practice for equal pay advises that a person of one gender can claim equal pay and other contract terms with a comparator from the other gender doing work that is:

- the same or broadly similar, provided that where there are any differences in the work, these are not of practical importance. **(This is known as ‘like work’)**;
- different, but which is rated under the same job evaluation scheme as being work of equal value. **(This is known as ‘work rated as equivalent’)**;
- different, but of equal value in terms of factors such as effort, skill, and decision making. **(This is known as ‘work of equal value’)**.

4.0 Responsibilities

- 4.1 The responsibilities in relation to equal pay lie directly with the Council, however, employees and trade unions can also play a key role in achieving the aims of this policy. The Head of HR and Organisational Development on behalf of the Council has overall responsible for implementing this policy.
- 4.2 To achieve the aims of this policy as described in section 1.2, the Council will take the following actions:
- undertake regular equal pay audits and publish information on the pay gap (every 2 years) between men and women, employees who are disabled and who are not, and employees who fall into a minority racial group and employees who do not;
 - take appropriate action(s) in relation to the above analysis;
 - review its equal pay policy (every 4 years) specifying its policy and pay between men and women, employees who are disabled and who are not, and employees who fall into a minority racial group and employees who do not;
 - publish information on the occupational segregation of its workforce (in particular grades and occupations for employees who are men and women, employees who are disabled and who are not and employees who fall into a minority racial group and employees who do not;
 - analyse occupational segregation and prioritise/take action to address particular issues within the Council i.e., take positive action to encourage women to apply for jobs in areas where they under represented;
 - continue to review equal pay and benefits practices to ensure they comply with legislation and developments in best practice;
 - provide information to employees on the Council’s equal pay responsibilities;
 - work in partnership with the Trade Unions to prevent any issues of pay inequality arising;
 - provide appropriate learning and development for employees responsible for the implementation of this policy.

4.3 Employees are responsible for:

- ensuring that they are aware of this policy and their responsibilities;
- participating and co-operating in any measure introduced by the Council to implement this policy to eliminate discrimination, advance equality and foster good relations;
- taking part in equality and diversity learning and development.

4.4 Trade unions are responsible for:

- ensuring that they are familiar with this policy and their responsibilities;
- working in partnership with the Council to achieve equal pay and benefits;

- encouraging members to participate and co-operate in any measure introduced by the Council to implement this policy to eliminate discrimination, advance equality and foster good relations;

5.0 Equality Impact Assessment

- 5.1 This policy has been impact assessed in line with the Council's obligation to comply with the Equality Act 2010 and the Public Sector Equality Duty.

6 Monitoring and Review

- 6.1 This review of this policy ensures compliance with relevant equality legislation and continuous improvement in accordance with guidance issued by the Equality and Human Rights Commission (EHRC).
- 6.2 To ensure the Council has an accurate picture of its workforce demographics when applying this policy, the Council will regularly ask employees to update their equality information held on file.
- 6.3 Equality monitoring helps the Council ensure that its policies, services and employment practices are fair, reasonable and meet the needs of the workforce. In accordance with the Data Protection Act 1998, the information employees provide will be used by the Council for the purpose of providing statistical reports and equality monitoring. The details provided by employees will not be passed to any external bodies.

Gender Pay Gap

Our gender pay gap was measured in March 2017 (working shown below). Specific recruitment exercises for lower paid roles predominantly occupied by women, for example home care and cleaners, have taken place over the last year. An increase in the pay gap has been identified and attributable to a greater increase in women joining the Council through these recruitment exercises rather than men. There has also been an increase in the difference between the average hourly rate for men and women, with the rate for men being more favourable. Further work will be carried out in areas where the gap is significant to address this issue.

Gender	Head Count	Sum of Hourly Rates (Living Wage Inclusive)	Average Hourly Rate	Average Hourly Rate Difference	Gender Pay Gap %
Female	5796	£ 83,574.57	£ 14.42		
Male	2107	£ 31,935.11	£ 15.16		
Grand Total	7903	£ 115,509.68	£ 14.62	£ 0.74	4.86%

Equalities Staff Data 2017

Renfrewshire Council

This document contains a range of datasets about Renfrewshire Council's employees, by protected characteristic. It includes:

- 1) Staff Headcount
- 2) Education Authority Staff Establishment
- 3) Application and recruitment
- 4) Training and Development
- 5) Leavers

Renfrewshire Council - Education Authority - Staff Establishment 2017

Gender	Head Count	%
Female	2433	86
Male	408	14
Total	2841	

Disability	Head Count	%
No	1716	60
Prefer not to answer	1057	37
Yes	68	2
Total	2841	

Type of disability	Head Count
Learning Disability	14
Long standing illness eg epilepsy	26
Mental Health condition	14
Physical Impairment	*
Sensory Impairment	7
Prefer not to answer	*
Total	61

Sexual Orientation	Head Count	%
Bisexual	7	0
Prefer not to answer	1092	38
Gay	12	0
Heterosexual	1723	61
Lesbian	7	0
Total	2841	

Age Group	Head Count	%
16-20	*	0
21-30	478	17
31-40	740	26
41-50	762	27
51-60	757	27
61+	103	4
Total	2841	

Religion	Head Count	%
Another Religion	12	0
Buddhist	*	0
Prefer not to answer	1146	40
Church Of Scotland	501	18
Humanist	19	1
Jewish	*	0
Muslim	11	0
None	506	18
Other Christian	123	4
Roman Catholic	517	18
Sikh	*	0
Total	2841	

Transgender	Head Count	%
No	1789	63
Prefer not to answer	1048	37
Yes	*	0
Total	2841	

Renfrewshire Council - Education Authority - Staff Establishment 2017

Ethnic Origin		
	Head Count	%
African - African, African Scottish or African British	*	0
Asian, Asian Scottish or Asian British - Chinese, Chinese Scottish or Chinese British	*	0
Asian, Asian Scottish or Asian British - Indian, Indian Scottish or Indian British	*	0
Asian, Asian Scottish or Asian British - Pakistani, Pakistani Scottish or Pakistani British	7	0
Mixed Ethnic background	7	0
Other Ethnic background	10	0
Prefer not to answer	2488	88
White - Irish	10	0
White - Other British	69	2
White - Scottish	239	8
White - Eastern European (eg Polish)	7	0
Total	2841	

Marital Status		
	Head Count	%
Divorced	80	3
Living with partner	194	7
Married / Civil Partnership	1004	35
Prefer not to answer	1032	36
Separated	40	1
Single	473	17
Widowed	18	1
Total	2841	

Pregnancy		
	Head Count	%
Neither	1484	52
On maternity leave	*	0
Prefer not to answer	1332	47
Pregnant	20	1
Total	2841	

Renfrewshire Council - Application and recruitment data 01.01.2016 - 01.03.17

This data gives us information about the people who have applied to work at Renfrewshire Council, by protected characteristic, between 1st January 2016 and 1st March 2017. 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.

Please note: This data 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.

Applications Appointed % Appointed			
25872	1006		Av - 3.9%
Sexual Orientation			
Bisexual	191	8	4.2
Gay	361	13	3.6
Hetrosexual	23444	856	3.7
Lesbian	154	11	7.1
Prefer not to answer	1678	118	7
Other	44		
Total	25872	1006	

Caring Responsibilities			
No	16011	573	3.6
Yes	8882	338	3.8
Prefer not to answer	979	95	9.7
Total	25872	1006	

National Identity			
British	4158	132	3.2
English	348	20	5.7
Northern Ireland	102	7	6.9
Welsh	47	31	66
Prefer not to answer	2422	97	4.0
Scottish	18795	719	3.8
Total	25872	1006	

Applications Appointed % Appointed			
25872	1006		Av - 3.9%
Ethnic Origin			
White Irish	231	10	23.1
White - Other British	1233	43	28.7
White - Scottish	21157	824	25.7
White - Eastern Europe	334	10	33.4
White - English		*	
Caribbean	30		
White - Gypsy/Traveler	*		
White - Other		7	
Prefer not to answer	1123	74	15.2
White English/Welsh		*	
African	309	*	0.6
Asian	663	13	2.0
Arab	42	*	2.4
Black	54	*	5.6
Other - Ethnic Background	517	7	1.5
Mixed Ethnic Background	177	8	4.0
Total	25872	1006	

Gender			
Female	17750	755	4.3
Male	7316	251	3.4
Prefer not to answer	806		
Total	25872	1006	

Disability			
No	23745	873	3.7
Prefer not to answer	983	104	10.6
Yes	1144	29	2.5
Total	25872	1006	

Marital Status			
Divorced	1121	30	2.7
Living with Partner	3172	125	3.9
Married /Civil Partnersh	7684	313	4.1
Prefer not to answer	1089	97	8.9
Seperated	624	24	3.8
Single	12053	412	3.4
Widowed	129	*	3.9
Total	25872	1006	

Transgender			
Yes	34	*	11.8
No	24922	888	3.6
Prefer not to answer	916	114	12.4
Total	25872	1002	

Religion or Belief				
Buddhist	75	*	4	
Church of Scotland	4531	168	3.7	
Hindu	53	*	3.8	
Humanist	242	10	4.1	
Jewish	25	*	4	
Muslim	391	*	1	
None	10016	387	3.9	
Other Christian	1839	65	3.5	
Other religion/belief	143	13	9.1	
Pagan	37	*	2.7	
Prefer not to answer	2894	131	4.5	
Roman Catholic	5512	217	3.9	
Sikh	114	*	3.5	
Total	25872	1006		

Renfrewshire Council - Training and Development Data

This data tells us the number of Council employees undertaking training or development, by protected characteristic. This tells us how many employees from each group has undertaken training or development, and whether certain groups are over or under represented in our training and development activities. **Please note:** This includes e-learning and corporate training activities, but does not include training and development activities that are delivered in individual teams and services. This means this data is only a partial picture. Also, in some cases, where the numbers are very small, percentages can often not be very useful.

Gender	Training	Development	Total	% trained	% total employees
Female	1334	1053	2387	71.8	73
Male	561	377	938	28.2	27
Total	1895	1430	3325		

Transgender	Training	Development	Total	% trained	% total employees
No	1489	1199	2688	80.8	66.5
Prefer not to answer	398	227	625	18.8	33.3
Yes	8	*	*	0.4	0.2
Total	1895	1430	3325		

Age Grouping	Training	Development	Total	% trained	% total employees
16-20	56	121	177	5.3	0.7
21-30	339	321	660	19.8	13.3
31-40	381	261	642	19.3	21.5
41-50	590	368	958	28.8	28
51-60	463	306	769	23.1	30.4
61+	66	53	119	3.6	6.2
Total	1895	1430	3325		

Religion	Training	Development	Total	% trained	% total employees
Another Religion	38	34	72	2.2	0.9
Buddhist		*	*	0.1	0.1
Prefer not to answer	523	345	868	26.1	38.2
Church Of Scotland	361	236	597	18	18.5
Humanist	*		*	0.2	0.6
Muslim	*		*	0.1	0.3

None	545	514	1059	31.8	21.5
Other Christian	104	67	171	5.1	3.4
Roman Catholic	309	227	536	16.1	16.2
Sikh	8	*	*	0.4	0.2
Total	1895	1430	3325		

Pregnancy	Training	Development	Total	% trained	% total employees
Neither	1123	740	1863	56	57.1
Prefer not to answer	771	688	1459	43.9	42.4
Pregnant	*	*	*	0.1	0.4
Total	1895	1430	3325		

Ethnic Origin					
	Training	Development	Total	% trained	% total employees
African - African, African Scottish or African British	7	6	13	0.4	0.2
Arab - Arab, Arab Scottish or Arab British	*	*	*	0.1	0
Asian, Asian Scottish or Asian British - Chinese, Chinese Scottish or Chinese British	*		*	0	0
Asian, Asian Scottish or Asian British - Indian, Indian Scottish or Indian British	9	*	14	0.4	0.2
Asian, Asian Scottish or Asian British - Pakistani, Pakistani Scottish or Pakistani British	*		*	0.1	0.1
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	*		*	0	0.1
Mixed Ethnic background	*	*	6	0.2	0.2
Other Ethnic background	21	*	26	0.8	0.5
Prefer not to answer	1051	862	1913	57.5	67.2
White - Irish	9	8	17	0.5	0.5
White - Other British	68	38	106	3.2	2.7
White - Scottish	721	498	1219	36.7	28
White - Eastern European (eg Polish)	*	*	*	0.1	0.3
Total	1895	1430	3325		

Sexual Orientation	Training	Development	Total	% trained	% total employees
Bisexual	*	*	*	0.1	0.3
Prefer not to answer	450	273	723	21.7	36
Gay	16	26	42	1.3	0.5
Heterosexual	1424	1122	2546	76.6	62.9
Lesbian	*	8	*	0.3	0.4
Total	1895	1430	3325		

Marital Status	Training	Development	Total	% trained	% total employees
Divorced	50	40	90	2.7	4.1
Living with partner	144	122	266	8	8.4
Married/Civil Partnership	714	452	1166	35.1	34.9
Prefer not to answer	491	308	799	24	32.4
Separated	37	6	43	1.3	1.9
Single	454	497	951	28.6	17.4
Widowed	*	*	*	0.3	1
Total	1895	1430	3325		

Disability	Training	Development	Total	% trained	% total employees
No	1413	1151	2564	77.1	63.3
Prefer not to answer	403	229	632	19	33.3
Yes	79	50	129	3.9	3.4
Total	1895	1430	3325		

Type of disability	Training	Development	Total	% trained	% total employees
Learning Disability	*	8	13	0.4	0.6
Long standing illness	46	31	77	2.3	1.2
Mental Health condition	6	9	15	0.5	0.5
Other	*		*	0.1	0.1
Physical Impairment	7		7	0.2	0.2
Sensory Impairment	12	*	13	0.4	0.4
Prefer not to answer	*	*	*	0.1	0.5
Total	1895	1430	3325		

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 groups are disproportionately leaving the Council.

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

Gender	Head Count	% of staff	% of leavers
Female	5497	72.5	65
Male	2080	27.5	35
Total	7577		

Transgender	Head Count	% of staff	% of leavers
No	5041	66.5	71
Prefer not to answer	2523	33.3	28
Yes	13	0.2	0
Total	7577		

Age Grouping	Head Count	% of staff	% of leavers
16-20	51	0.7	1
21-30	1007	13.3	25
31-40	1628	21.5	17
41-50	2118	28	17
51-60	2302	30.4	24
61+	471	6.2	16
Total	7577		

Pregnancy Long Desc	Head Count	% of staff	% of leavers
Neither	4324	57.1	56
On maternity leave	*	0.1	0
Prefer not to answer	3212	42.4	44
Pregnant	33	0.4	0
Total	7577		

Religion	Head Count	% of staff	% of leavers
Another Religion	65	0.9	0
Buddhist	8	0.1	0
Prefer not to answer	2894	38.2	32
Church Of Scotland	1399	18.5	18
Hindu	*	0	0
Humanist	45	0.6	1
Jewish	*	0	0
Muslim	19	0.3	1
None	1627	21.5	27
Other Christian	261	3.4	4
Pagan	7	0.1	0
Roman Catholic	1231	16.2	17
Sikh	15	0.2	0
Total	7577		

Sexual Orientation	Head Count	% of staff	% of leavers
Bisexual	20	0.3	0
Prefer not to answer	2725	36	30
Gay	38	0.5	0
Heterosexual	4764	62.9	70
Lesbian	30	0.4	0
Total	7577		

Disability Long Desc	Head Count	% of staff	% of leavers
No	4798	63.3	0
Prefer not to answer	2520	33.3	96
Yes	259	3.4	4
Total	7577		

Marital Status	Head Count	% of staff	% of leavers
Divorced	307	4.1	4
Living with partner	637	8.4	8
Married / Civil Partnership	2643	34.9	31
Prefer not to answer	2452	32.4	28
Separated	146	1.9	1
Single	1316	17.4	27
Widowed	76	1	2
Total	7577		

Type of disability	Head Count	% of staff	% of leavers
Learning Disability	44	0.6	
Long standing illness	89	1.2	
Mental Health condition	41	0.5	
Other	*	0.1	
Physical Impairment	16	0.2	
Prefer not to answer	37	0.5	
Sensory Impairment	27	0.4	

Ethnic Origin			
African - African, African Scottish or African British	13	0.2	1
Arab - Arab, Arab Scottish or Arab British	*	0	0
Asian, Asian Scottish or Asian British - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	*	0	0
Asian, Asian Scottish or Asian British - Chinese, Chinese Scottish or Chinese British	*	0	0
Asian, Asian Scottish or Asian British - Indian, Indian Scottish or Indian British	16	0.2	0
Asian, Asian Scottish or Asian British - Pakistani, Pakistani Scottish or Pakistani British	9	0.1	0
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	*	0.1	0
Mixed Ethnic background	18	0.2	0
Other Ethnic background	38	0.5	1
Prefer not to answer	5092	67.2	76
White - Irish	38	0.5	2
White - Other British	204	2.7	2
White - Scottish	2120	28	18
White - Eastern European (eg Polish)	20	0.3	
Total	7577		