

**To: Council**

**On: 4<sup>th</sup> May 2023**

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**Report by: Chief Executive**

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**Heading: Mainstreaming Equality**

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**1. Summary**

- 1.1 The report provides an update on progress with equalities and is intended to meet Renfrewshire Council's duties to report this progress publicly and in an accessible manner. The report provides an update on what activities have been delivered in the reporting period from 2021-23. The report also details a range of information that the Council is required to publish by the end of April 2023, in accordance with the Equality Act 2010. This report covers Renfrewshire's Councils duty both corporately, and as an education authority.
- 1.2 The report provides an update on our progress towards equality outcomes. It is intended to meet our duties to report this progress publicly and in an accessible manner. The report provides information on how we are meeting these equality outcomes, along with information on what activities have been delivered in the reporting period from 2021-2023.
- 1.3 The period of 2021-2023 has continued to be marked by globally significant economic and political challenges which have impacted every organisation, business, household and person in Renfrewshire. While the Council made good progress in the last 5 years and there is much to celebrate for Renfrewshire's people and place, inequalities for local people are persisting and for too many people, worsening.

- 1.4 A full review of the Equality Outcomes is planned for 2023, recognising the significant changes experienced through the period and to make sure outcomes reflect the strategic priorities of the organisation, are aligned to the new Council and Community Plans and progress reporting is integrated into the Council's mainstreaming performance monitoring processes.
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## 2. **Recommendations**

- 2.1 To note the progress made in mainstreaming equalities and pursuing Renfrewshire Council's Equality Outcomes.
- 2.2 To approve the Progressing Equality Outcomes and Mainstreaming Equality Report for final publication on the website.
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## 3. **Background**

- 3.1 Renfrewshire Council has a general equality duty, which requires it to pay due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations as set out in section 149(1) of the Equality Act 2010. There are a number of Specific Duties laid out for public authorities by Scottish Ministers to support the general equality duty.
- 3.2 In line with these Specific Duties, Renfrewshire Council is required to report on its progress with mainstreaming equality, its progress against its equality outcomes, employee information and gender pay gap information by the end of April 2023.
- 3.3 This report provides an update in line with these duties and which also require for progress to be reported 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 2021.
- 3.4 The appendices to the report provide a wide range of data, including equalities information in relation to the Council's workforce, occupational segregation and pay gap data, along with more detailed information on education.
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#### 4. **Key activities this period**

Key activities highlighted within the Council's mainstreaming report include:

##### **Strategic planning and equalities**

- 4.1 In 2022, the Council developed new Council and Community Plans. The Council and Community Plans are the key strategic documents for the Council, and were updated and refreshed to reflect that the last five years have been marked by globally significant economic and political challenges which have impacted every organisation, business, household and person in Renfrewshire. This process was informed by research, analysis and engagement, and disparate outcomes faced by equalities groups was a key finding from the Strategic Needs Assessment which was carried out.
- 4.2 Fairer Renfrewshire funding supported the Winter Connections programme, which delivered an extensive and varied programme of activities across Renfrewshire between November 2022 and March 2023. The programme aimed to encourage people to connect and participate in activities in warm and welcoming spaces across communities in Renfrewshire, and the programme was designed to be inclusive and accessible to a range of equalities groups, with several activities delivered for older people, disabled people and young people in particular.
- 4.3 The first phase of Renfrewshire's Plan for Net Zero sets out how the area will work towards net zero by 2030. The five key areas focus on a just transition and advancing equality of opportunity: Clean Energy; Sustainable Transport; Circular Economy; Connected Communities; Resilient Place. The plan recognises that climate change impacts those who are most vulnerable disproportionately and that the transition to net zero needs to be done in a way that is just, removes social stigmas and ensures social justice. The Plan includes the need to address and deal with existing inequalities and the impacts of the cost-of-living crisis and aims to transition in a way that creates opportunities equitably and creates a greener, fairer, sustainable way of life for all our citizens, communities, and local businesses.

## **Service delivery and equalities**

- 4.4 Since March 2021 several newbuild developments at Johnstone have been completed which are designed and constructed to mainstream accessibility, with level access throughout, electrical controls at accessible heights, showers and “wet floors” in bathrooms. Our housing allocations policy ensures that all newbuild ground floor flats are allocated to customers with particular housing needs where possible and the five lower cottage flats at Auchengreoch Road were specifically designed for wheelchair accessibility.
- 4.5 Tenancy Sustainment for Survivors (TS4S) is an innovative project developed through partnership between SAY Women and Renfrewshire Council to support young women (16-25 years old) who have been subjected to sexual violence and are at risk of homelessness. The project works with Blue Triangle, Housing Support Services, Barnardo’s Threads, RADAR, Women’s Community Justice, and social workers who provide throughcare and aftercare to young people in Renfrewshire.
- 4.6 From March 2022, the focus of the Refugee Resettlement Service has been largely on the implementation of the Scottish Government’s ‘Warm Scottish Welcome’ programme of support for the resettlement of those displaced from Ukraine who have been given 3-year Visas.
- 4.7 A Welcome Hub was established at a hotel near to Glasgow Airport by Renfrewshire’s Refugee Resettlement Team with additional staff being added from a range of backgrounds, including housing support, refugee resettlement, homelessness, housing management and business support as the Welcome Hub became one of the key entry points for those arriving in Scotland from Ukraine. The team has ensured that all Ukraine Displaced Persons were provided with hotel accommodation on arrival and had support with benefit applications, school enrolment, job applications, health advice and translation services.
- 4.8 The DigiRen project continues to grow and support those most excluded from the use of digital. This long running partnership is jointly chaired by Renfrewshire Council and Engage Renfrewshire and shares digital inclusion information, skills, ideas, and case studies to support digital inclusion across Renfrewshire. Sessions over the last year have focussed on low-cost internet tariffs, digital banking, the Disability Resource Centre, promoting training around digital, including Digital Champions and Get Safe Online sessions, and intergenerational opportunities, matching pupils with older adults.

- 4.9 The Community Learning and Development Team worked with children and young people to design and produce a Keep Safe Kids App which provides support by linking to organisations that offer information and guidance on a range of equality areas, such as LGBTQI, disability, religion and race. The App enables young people to report bullying or other concerns directly to their schools, anonymously if they wish. In addition to delivering hate crime awareness sessions, a hate crime lesson pack (You Judge) was also developed for secondary schools in partnership with Police Scotland and the Crown Office and Procurator Fiscal Service.
- 4.10 Renfrewshire's Ethnic Communities Cultural Steering Group (ECCSG) was formed in 2021 to co-produce, programme, and curate creative, artistic and heritage-based programmes, projects and events. The steering group includes partners from local equality groups, Engage Renfrewshire and community representatives who work alongside One Ren to deliver events. The group worked with One Ren to deliver a packed programme of events during Black History Month in October 2021 and in June 2022 the ECCSG offered an eclectic programme which launched as part of Refugee Festival Scotland.
- 4.11 The Making Arts and Culture Accessible Fund aims to connect people with artistic and cultural opportunities, addressing barriers to accessing cultural spaces, performances, trips and tours. Examples of projects include, providing basic BSL (British Sign Language) training for staff at Paisley Museum, making sessions with Community Circus Paisley more accessible for people with additional support needs, removing barriers for sheltered housing residents to access theatre performances and overcoming barriers to access a musical performance for a group of people with mobility issues, sensory impairments and dementia.

### **Organisational development and equalities**

- 4.12 The Council's gender pay gap has reduced from 4.86% (£0.74 in favour in male) in 2016/17 to 2.29% (£0.40 in favour of male) in 2021/22. In addition to employee turnover the key reasons for the reduction is the impact of recent changes to the Council's pay and grading model for local government employees and on-going service redesigns under the Council's transformational plans. It is anticipated this may further reduce following more recent pay awards.
- 4.13 A partnership with Inclusive Employers has provided a series of webinars and roundtable sessions to increase understanding of people's experiences at work and how well the organisation is doing across a variety of equality strands.

- 4.14 Renfrewshire Council remains a Disability Confident employer, regularly reviewing practices in relation to demonstrating robust recruitment, selection, and retention of employees with disabilities, working in partnership with Access to Work who advise on supporting employees with disabilities to enter and remain at work. Working with our Project Search Team, the Council continues to support the development of people towards being 'job ready' and onto employment opportunities with the Council and wider community.
- 4.15 New policies that have been introduced include the Supporting Menopause Policy, which aims to create an inclusive culture where employees are comfortable talking about menopause, and the Pregnancy Loss Policy which enhances support to staff experiencing pregnancy loss.
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## 5. Next Steps

- 5.1 A full review of the Equality Outcomes is planned for 2023, recognising the significant changes experienced through the period and to make sure outcomes reflect the strategic priorities of the organisation, are aligned to the new Council and Community Plans and progress reporting is integrated into the Council's mainstreaming performance monitoring processes.
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## Implications of the Report

1. **Financial** – none.
2. **HR & Organisational Development** – continue to gather and use employee information to better perform the general equality duty and publish information on gender pay gap, statement on equal pay and occupational segregation.
3. **Community/Council Planning** –
  - *Our Renfrewshire is well – addressing inequalities is shown to have a beneficial impact on health outcomes*
  - *Our Renfrewshire is fair - the plan will promote better equalities practice*
  - *Tackling inequality, ensuring opportunities for all – equality will be promoted by this plan and opportunities improved for equality groups*
  - *Working together to improve outcomes – the outcomes were developed in partnership with local equality groups and partner organisations*

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

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# Equality Outcomes and Mainstreaming Equality

2021-2023

[www.renfrewshire.gov.uk](http://www.renfrewshire.gov.uk)





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## 1. Introduction

The report provides an update on progress towards mainstreaming equalities and achieving our equality outcomes. It is intended to meet our duties to report this progress publicly and in an accessible manner. The report provides information on how we are meeting these equality outcomes, along with information on what activities have been delivered in the reporting period from 2021-2023. This report covers Renfrewshire's Councils duty both corporately, and as an education authority.

The period of 2021-2023 has continued to be marked by globally significant economic and political challenges which have impacted every organisation, business, household and person in Renfrewshire. What we know is that while we've made good progress in the last 5 years and there is much to celebrate for our people and place, inequalities for local people are persisting and for too many people, worsening.

Renfrewshire Council is committed to embedding equality into all our functions. We know how challenging this can be, so are systematically assessing our progress through our Council Plan. You can find our Council Plan at [Renfrewshire Council Plan 2022-2027 - Renfrewshire Website](#)

### **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

## 2. What we know about our communities

In 2022, the Council developed new Council and Community Plans. The Council and Community Plans are the key strategic documents for the Council, and were updated and refreshed to reflect that the last five years have been marked by globally significant economic and political challenges which have impacted every organisation, business, household and person in Renfrewshire.

This process was informed by research, analysis and engagement, and disparate outcomes faced by equalities groups was a key finding from the Strategic Needs Assessment which was carried out.

### Key facts about Renfrewshire's population

- Renfrewshire, in common with most of Scotland has an ageing population. In particular the over 75 population is predicted to rapidly increase by 21% between 2018-2028
- Evidence suggests there are more disabled people in Renfrewshire than in Scotland as a whole, with 21% of people reporting a long term health problem or disability which limits them. 47.7% of economically inactive people aged between 16-64 are long-term sick or disabled, and this number is increasing. The unequal effects of the pandemic will have health implications, particularly in the longer term, and will have contributed to health inequalities further.
- 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), and significant health inequalities persist in Renfrewshire. In some areas of Renfrewshire, male life expectancy is 18 years lower than 'better-off' areas.
- In particular, mental health and wellbeing is a rising priority in Renfrewshire. The link between mental ill health and deprivation locally is well-known, but the impacts of the pandemic on the mental health and wellbeing of local people is an additional concern. Communities tell us that they are worried about loneliness and isolation.
- Renfrewshire is less ethnically diverse than Scotland as a whole, with a black and minority ethnic population of 2.8% and almost 95% of Renfrewshire citizens identifying as White Scottish or White British. However Renfrewshire has growing ethnic diversity, clearly signalled in our schools' data
- As an area, Renfrewshire has the 4th highest gender pay gap in Scotland at 18.6%, which is 8.4 percentage points higher than the Scottish average.
- Reliable statistics on sexual orientation and gender reassignment remain an issue

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

In March 2021, Council considered the initial findings from a community impact assessment that had been undertaken across Renfrewshire, in order to develop a deeper understanding of the impact of COVID-19 on local people and communities. The community impact assessment process also identified a requirement to continue to listen and learn to the experiences of local people, recognising that the impacts of the pandemic may emerge over time. [In the report in March 2021, an initial Social Renewal Plan](#) was approved by Council. The plan set out the high-level actions that the Council and partners will take as we move forward from the pandemic with a clear focus on tackling inequality and improving wellbeing.

The Community Impact Assessment was initially reported to Council on 17<sup>th</sup> December 2020, with further reports building on this process in March 2021. The CIA comprised an assessment of national research on the emerging impacts of the pandemic, as well as dedicated research to explore local impacts of COVID. In addition to working with local partners to understand demand, there was also a Public Services Panel exercise run in both December 2020 and December 2021 to specifically explore the impact on local households. This survey based research was done with a representative panel of 1,000 households locally, and gave an insight into the experiences of different groups of people locally. This work was also reported widely through fora such as Renfrewshire's Local Partnerships in order to explore the results with local communities in more detail. In addition to this, dedicated focus groups were set up with a range of equality groups where the initial Community Impact Assessment had indicated disproportionate impacts for some groups, including disabled people, women and black and minority ethnic households. [The key findings of this work were presented to Council March 2021.](#)

In Renfrewshire, the Diversity and Equality Alliance in Renfrewshire (DEAR) Group is facilitated by our Community Planning Partnership and is comprised of representatives of equality led local community groups and some national groups. Following a hiatus between December 2021 and January 2023, the group is currently developing a workplan for 2023/24 to progress equalities work in the area.

### 3. What we know about our staff

In 2022 the Council launched a new Equality Monitoring Form and encouraged employees to complete this to ensure service provision is inclusive and is representative of all protected characteristics. From this we have seen a significant increase in the number of employees choosing not to declare their protected characteristic.

Key findings from our equalities data are highlighted below and more detailed information can be found in the accompanying Equalities Staff Data report.

While employees of Renfrewshire Council broadly reflect the population they serve, there are some noteworthy patterns. We are overrepresented in the groups from 31 years old to 60 years old, with our largest age group proportion falling within the 51- to 60-year-old age profile (29% of our workforce). In Children's Services the spread is relatively even within the 31- to 60-year-old groups. We know we have an overrepresentation of women in Council employment, in common with most other Councils. Overall, approximately 62% of our staff are female and this rises to 72% of staff within Children's Services are female.

In terms of disability, our workforce significantly underrepresents 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 remains at 2%. In relation to the ethnicity of Council staff overall and in Children's Services staff in particular, the data shows that 57% of our workforce identify as White - Other/White, White - Irish and White - Scottish. The information held gives some indication that Asian and African groups as well as Eastern European and other white groups remain underrepresented in Council employment.

Our statistics relating to religion look to be broadly in line with the local population, with perhaps a slight underrepresentation and decrease of the dominant local religions (Church of Scotland and Roman Catholic), again a pattern also reflected in Children's Services. Both the Council and Children's Services have a slightly higher representation than the local community of people who identify with a religion which is not stated.

## 4. Mainstreaming Report

Renfrewshire Council has been working hard since our last report to bring together all the good practice going on in relation to equalities across the Council. We have detailed our mainstreaming activities in line with the 2017 – 2022 Council plan. This means that the progress we are making, and measuring is reported on through mainstream mechanisms. Our 5 outcome areas are covered below.

Moving forward, progress will be monitored in line with the priorities and outcomes detailed in the new Council Plan for 2022-2027.

### 4.1 Reshaping our place, our economy, and our future

We know there continue to be employment inequalities in Renfrewshire, as well as positive trends in outcomes for some equalities groups. For example, we know that the disability employment gap in Renfrewshire has increased by 6.5%. The employment rate for ethnic minority residents is significantly higher, 82.5% (white 75.9%), contrasting with the Scotland rate of 62.5% (white 74.6%).

A Fairer Scotland for Disabled People: Employment Action Plan, sets out the ambition to reduce the disability employment gap and in Renfrewshire this is one of our strategic aims. The Parental Employability Support Fund will also provide resources to take positive action to support disabled people into employment or improve employment for those in work.

In 2021 Renfrewshire Local Employability Partnership established an Employability Grants Programme which aims to support unemployed and low paid people to move towards, into and within work. The key outcomes for the programme are to:

- Reduce unemployment and economic inactivity levels
- Reduce the gap in unemployment/employment rates for targeted geographies and groups
- Ensure that residents have the appropriate skills and are suitably prepared and informed to match those required by local businesses and others within reach
- Contribute to reducing child poverty through increasing income from employment for (low income) parents

The priority groups for the programme are:

- Unemployed or low paid parents/kinship carers, including the child poverty target groups
- People with Disabilities/long term health conditions looking to progress into/towards paid employment
- Young People 16-19 who have left school and are unemployed

In addition, delivery partners are expected to make efforts to ensure that their programmes reach particular groups, including care experienced young people, refugees and asylum seekers and people with a long-term health condition or physical or learning disability/autism.

Renfrewshire's Ethnic Communities Cultural Steering Group (ECCSG) was formed in 2021 to co-produce, programme, and curate creative, artistic and heritage-based programmes, projects and events. The steering group includes partners from local equality groups, Engage Renfrewshire and community representatives who work alongside One Ren to deliver events. The group worked with One Ren to deliver a packed programme of events during Black History Month in October 2021, which launched the Frederick Douglas Google Map walking tour in Paisley, featuring locations where the influential abolitionist campaigner gave speeches. Events included a series of cultural conversations between musicians and songwriters, a podcast series by students at the University of the West of Scotland, focusing on the power of stories and storytelling to disrupt stereotypes and the presentation of highlights from the Pen Pals project, which has forged connections between children of African heritage and those from Syrian migrant families. Activities were funded through Future Paisley and Engage Renfrewshire, with events broadcast via One Ren's RenTV channel, Jambo! Radio and social media. In June 2022 the ECCSG offered an eclectic programme which launched as part of Refugee Festival Scotland.

The DigiRen project continues to grow and support those most excluded from the use of digital. This long running partnership is jointly chaired by Renfrewshire Council and Engage Renfrewshire and shares digital inclusion information, skills, ideas, and case studies to support digital inclusion across Renfrewshire. Sessions over the last year have focussed on low-cost internet tariffs, digital banking, the Disability Resource Centre, promoting training around digital, including Digital Champions and Get Safe Online sessions, and intergenerational opportunities, matching pupils with older adults.

Citizen Voice is a partnership led by Renfrewshire Council in partnership with SCVO Digital Participation Team which aims to maximise the opportunity for everyone to have equal access to the benefits and opportunities of digital. Citizen Voice will work to identify and remove barriers to accessing digital, share knowledge, co-create solutions to digital

exclusion and build strong networks to tackle digital exclusion. Through the Fairer Renfrewshire programme a Digital Champion Co-ordinator will be funded, based in OneRen and a device recycling project will start in 2023/24.

## **4.2 Building strong, safe and resilient communities**

Work on gender-based violence in Renfrewshire is co-ordinated through the Gender Based Violence Strategy Group. The Group has continued to develop a strong partnership approach to addressing GBV. Membership has increased to include representatives from the voluntary sector (Kairos+) and Renfrewshire Council Youth Services.

The group leads the Renfrewshire delivery of the National Gender Based Violence Strategy 'Equally Safe' for preventing and eradicating violence against women and girls. This local GBV Strategy 2018-2021 aimed to ensure that 'GBV is not tolerated and where victims, perpetrators and communities are supported to address its causes and consequences.'

The group are currently developing an updated strategy for 2023-2026 which will reflect the national refresh of the Equally Safe Delivery Plan, which will recognise the impact of the pandemic and identify local priorities for the next three years. Young and Equally Safe in Renfrewshire is a youth led initiative opening conversations around gender-based violence and planning events and a campaign for later this year.

Renfrewshire continues to operate a successful Multi Agency Risk Assessment Conference (MARAC) on an MS Teams platform. In recent months referral figures have increased due to a greater awareness of the referral criteria amongst partner agencies, demonstrating that more victims of domestic abuse are being recognised and supported across Renfrewshire.

Renfrewshire continues to roll out the Safe and Together practice model which aims to improve how child welfare systems and practitioners respond to the issue of domestic abuse. The core training has been delivered to over 70 staff and a one-day multi-agency briefing was delivered in December 2022 which received positive feedback. Further one day briefings are planned for later this year and a local champions group is in place as well as reflective practice sessions for social workers.

A Reclaim the Night event took place in November 2021 and 2022, co-ordinated by the Council and partners in health, fire, and police services. The event enabled local people to gather and lay white ribbons and a wreath in Dunn Square in Paisley to honour those who



have lost their lives due to domestic abuse and sexual violence. In 2022 a procession took place to mark the 16 days of Action.

Renfrewshire's Refugee Resettlement Team continues to support those from Syria and Afghanistan who have resettled in Renfrewshire. Families are now living in various locations across Renfrewshire and receive on-going assistance with maintaining their social rented tenancies in the community.

From March 2022, the focus of the Refugee Resettlement Service has been largely on the implementation of the Scottish Government's 'Warm Scottish Welcome' programme of support for the resettlement of those displaced from Ukraine who have been given 3-year Visas.

A Welcome Hub was established at a hotel near to Glasgow Airport by Renfrewshire's Refugee Resettlement Team with additional staff being added from a range of backgrounds, including housing support, refugee resettlement, homelessness, housing management and business support as the Welcome Hub became one of the key entry points for those arriving in Scotland from Ukraine. The team has ensured that all Ukraine Displaced Persons were provided with hotel accommodation on arrival and had support with benefit applications, school enrolment, job applications, health advice and translation services. The team works in partnership with a range of organisations, including Scottish Refugee Council, Social Security Scotland, Renfrewshire HSCP and OneRen. They continue to support Ukrainian families and individuals to safely move on to other parts of Scotland, resettle to their own social rented tenancies in Renfrewshire or move to stay with those who are acting as 'hosts' and having Ukrainians stay with them in their home.

"80's and up" is a project involving Roar - Connections for life, HSCP and GP practices. It aims to help stop older people from falling and uses evidence-based advice and exercises to prevent falls. Feedback has been positive and suggests that with help from Roar - Connections for Life, it has allowed them to walk more and walk with more confidence. Evidence suggests this simple intervention will reduce falls and fractures, preventing hospital admissions as well as improving quality of life for those taking part. This April, Roar are currently about to launch Stronger for Longer which is an expansion of this project.

RAMH received funding from the HSCP to create information about what supports are available to people in a range of languages, and to circulate them in hard copy as well as

digitally. This was in recognition of the fact that lots of people, particularly people from black and ethnic minority communities, often don't have access to online resources.

The integration network, In-Ren, received funding from the HSCP to enable the co-ordinator to focus on health and employability for minority ethnic communities. The HSCP will work with the Network to ensure more diversity in all of their groups so that they can address the significant inequalities that exist for people from minority ethnic communities.

The Community Learning and Development Team worked with children and young people to design and produce a Keep Safe Kids App which provides support by linking to organisations that offer information and guidance on a range of equality areas, such as LGBTQI, disability, religion and race. The App enables young people to report bullying or other concerns directly to their schools, anonymously if they wish. In addition to delivering hate crime awareness sessions, a hate crime lesson pack (You Judge) was also developed for secondary schools in partnership with Police Scotland and the Crown Office and Procurator Fiscal Service.

Street Stuff is a youth engagement and diversionary project that targets disengaged young people in areas of multiple deprivation as well as areas with high incidences of youth disorder and anti-social behaviour. The project also delivers activities throughout the school holiday periods as part of the tackling poverty agenda, providing football, gaming, DJ sessions and much more in the popular buses. A healthy meal is provided each day as part of the activities.

### **4.3 Tackling inequality, ensuring opportunities for all**

In March 2022 a new Fairer Renfrewshire Programme was formed bringing together a number of existing programmes of work focussed on achieving fairness and equity, including the Tackling Poverty Programme and Alcohol and Drugs Change Programme. These programmes were brought together alongside the Council's Social Renewal Plan, mapping a fairer future for Renfrewshire's residents through the Covid-19 pandemic, as well as the current cost-of living crisis.

The programme will increase delivery of advice services, including development of dedicated advice provision in secondary schools. The programme is also supporting low-income households with emergency fuel costs, energy advice, benefit checks and debt reduction and provides a programme of summer activities and healthy food provision for children from low-income families. A new Fairer Renfrewshire Officer Group has been

established which will provide cross-service oversight and collaboration across a range of topics related to fairness, equality and poverty.

The Making Arts and Culture Accessible Fund aims to connect people with artistic and cultural opportunities, addressing barriers to accessing cultural spaces, performances, trips and tours. Examples of projects include, providing basic BSL (British Sign Language) training for staff at Paisley Museum, making sessions with Community Circus Paisley more accessible for people with additional support needs, removing barriers for sheltered housing residents to access theatre performances and overcoming barriers to access a musical performance for a group of people with mobility issues, sensory impairments and dementia.

#Youdecide was the first participatory budgeting project of its kind within Renfrewshire Council and employed a successful creative strategy to reach out and engage with residents who do not traditionally engage with the Council. 65% of those who provided feedback stated that they had never participated in a council consultation before. A highly visible marketing campaign across all formats, backed with face-to-face roadshows in every town and village as well as staff attendance at community events, ensured that as many residents as possible had the opportunity to participate in the programme. Staff also attended meetings of equalities groups and organisations supporting people with protected characteristics, such as older people's groups, youth groups, women's groups and carers groups.

The Celebrating Renfrewshire Fund – by young people, for young people – took place successfully in 2021. This is a participatory budgeting process that gives young people a voice in their community and lets them decide how to make living as a young person in Renfrewshire better. In 2022 the Fund had £151,840 available, young people cast 2,187 votes and 38 projects were funded.

The Celebrating Renfrewshire team worked with colleagues in youth services and schools to establish a steering group for the Fund. The group has a diverse group of young people from areas across the local partnerships, including young carers, young people from schools and college, care experienced and young people with ASN. The young people are being provided with relevant support to ensure they can get as much out of the experience as possible and in a way that works best for them.

Fairer Renfrewshire funding supported the Winter Connections programme, which delivered an extensive and varied programme of activities across Renfrewshire between November 2022 and March 2023. The programme aimed to encourage people to connect

and participate in activities in warm and welcoming spaces across communities in Renfrewshire.

Organisations were able to offer warm drinks/snacks/food along with activities as well as connections to other services and support, including dedicated money advice sessions. A total of 38 projects were funded at a value of £69,966 and included intergenerational music, crochet classes, Bookbug sessions and lunch for toddlers, a Saturday night kids club, a ten-week IT programme for older adults and Jam Jar movies.

In addition, £10,000 was allocated to OneRen to provide a programme of Winter Connections activities across Renfrewshire's libraries, focussing particularly on areas where there was no existing activity. Activities included family craft sessions, board games and community jigsaw-building sessions, film shows and family play sessions.

An evaluation is being undertaken to gather understanding of the impact of the Winter Connections programme. Initial feedback from participating organisations has been very positive and some organisations have secured alternative funding to continue delivering activities beyond the end of March.

Sanitary products have been made available throughout Renfrewshire both in community settings and in organisations working with families with low income. Marketing materials have been developed and distributed, to ensure residents know where they can obtain the products. A home delivery service ensures that residents who are unable to access community settings can order products directly to their home.

Tenancy Sustainment for Survivors (TS4S) is an innovative project developed through partnership between SAY Women and Renfrewshire Council to support young women (16-25 years old) who have been subjected to sexual violence and are at risk of homelessness. The project works with Blue Triangle, Housing Support Services, Barnardo's Threads, RADAR, Women's Community Justice, and social workers who provide throughcare and aftercare to young people in Renfrewshire. The support service is making a difference to young women and raising the consciousness of workers within Renfrewshire however, work still needs to be done around increasing referrals and ensuring that the 1 in 4 young women who will experience sexual violence get access to specialist tenancy sustainment supports that could benefit them and prevent the cycle of homelessness.

Since March 2021 several newbuild developments at Johnstone have been completed which are designed and constructed to mainstream accessibility, with level access throughout, electrical controls at accessible heights, showers and "wet floors" in

bathrooms. Our housing allocations policy ensures that all newbuild ground floor flats are allocated to customers with particular housing needs where possible and the five lower cottage flats at Auchengreoch Road were specifically designed for wheelchair accessibility.

From 2020 to 2023 11 schools have taken part in the LGBT Youth Scotland Charter Award programme which supports schools to have inclusive and child-centred approaches.

The local response to the Independent Care Review is making good progress through the Promise Oversight Group and the Promise Keeper network which ensures that the needs and voices of those with care experience are considered. Development of a Promise Self-Evaluation Tool will help services review progress in training and development, trauma-informed practice and risk management. A Renfrewshire Language Policy has been developed for use across the local authority to ensure that words and phrases used to describe care experience are positive and do not further exacerbate stigma.

#### **4.4 Creating a sustainable Renfrewshire for all to enjoy**

The first phase of Renfrewshire's Plan for Net Zero sets out how the area will work towards net zero by 2030. The five key areas focus on a just transition and advancing equality of opportunity: Clean Energy; Sustainable Transport; Circular Economy; Connected Communities; Resilient Place.

The plan recognises that climate change impacts those who are most vulnerable disproportionately and that the transition to net zero needs to be done in a way that is just, removes social stigmas and ensures social justice. The Plan includes the need to address and deal with existing inequalities and the impacts of the cost-of-living crisis and aims to transition in a way that creates opportunities equitably and creates a greener, fairer, sustainable way of life for all our citizens, communities, and local businesses.

Priority areas for the Plan for Net Zero are:

- providing reliable, secure, affordable energy for everyone to alleviate fuel poverty, improving wellbeing and reduce health inequalities
- ensuring that everyone has safe and affordable transportation to access services, employment and social activities
- creating 20-minute neighbourhoods to provide equal access to essential services and social support networks, particularly for people with care needs, older people, younger people, disabled people, young families, and people of low income

- empowering communities by providing all groups with the opportunity to be listened to in the design and deliver of the plan
- working with children and young people to address their priority issues
- working with communities to identify opportunities for land and assets within their local area to develop local projects that will benefit them

A key element of a just transition to net zero will be community engagement and support for communities to make the changes needed to achieve net zero. In December 2021, £50,000 was allocated to a pilot Community Climate Fund for this purpose, providing awards of up to £3K to community organisations to develop localised, green community projects and initiatives which were tailored to the needs of individual communities. The aim of this funding was to encourage participation and raise awareness of the climate emergency within communities, with initiatives being designed and delivered by local residents but supported by the Council. A total of 18 projects were supported across all Local Partnership Areas and climate themes.

#### **4.5 Working together to improve outcomes**

Renfrewshire Council is actively taking steps to develop a Race Equality Pledge and Action Plan. Once implemented, this will include undertaking an assessment of our understanding of racism and the structural barriers that may exist within the organisation, setting specific outcomes and progress monitoring.

Mental Health First Aid training continues to be rolled out across the Council, with approximately 65 key trained staff able to support colleagues. This is part of a wider approach to support staff health, wellbeing, and resilience through the 'Our People, Our Future 2021-2026' Strategy.

The Council continues to support our LGBTQIA+ Staff Network, including online platforms to share ideas and experiences.

The 'Carers Connected' network for colleagues with caring responsibilities provides virtual 'Care for a Cuppa' sessions connecting colleagues who have caring responsibilities to share information, experiences, and advice in a safe and friendly environment.

A partnership with Inclusive Employers has provided a series of webinars and roundtable sessions to increase understanding of people's experiences at work and how well we are doing across a variety of equality strands.

Work on the Digital Champions network is well underway, with a small group of Digital Champions already in place. We continue to work with our frontline services to identify digital skills these staff require and address these in partnership with our local college.

A new Health and Wellbeing Strategy will be launched later in 2023 focusing on reducing in-work poverty and creating a safe and healthy work environment.

We remain a Disability Confident employer, regularly reviewing practices in relation to demonstrating robust recruitment, selection, and retention of employees with disabilities. We work in partnership with Access to Work who advise on supporting employees with disabilities to enter and remain at work. Working with our Project Search Team we continue to support the development of people towards being 'job ready' and onto employment opportunities with the Council and wider community.

New policies that have been introduced include the Supporting Menopause Policy, which aims to create an inclusive culture where employees are comfortable talking about menopause, and the Pregnancy Loss Policy which enhances support to staff experiencing pregnancy loss.

## **5. Equality Outcomes 2021-2025**

A set of draft Equality Outcomes were identified in 2021 in line with statutory requirements. These outcome areas were identified using available data and through consultation with local equalities led community groups.

A full review of the Equality Outcomes is planned for 2023, recognising the significant changes experienced through the period and to make sure outcomes reflect the strategic priorities of the organisation, are aligned to the new Council and Community Plans and progress reporting is integrated into the Council's mainstreaming performance monitoring processes.

In terms of progress against the current draft outcomes, good progress has been made towards the following outcomes:

### **Improving routes to employment and training for young people**

Progress towards this outcome includes the Kickstart scheme which ran in 2021/22 and was very successful across Renfrewshire. The Kickstart Gateway placed young people into 408 roles across Renfrewshire, including 71 at Renfrewshire Council.

The Young Persons Guarantee continues to perform well, and the Local Employability Partnership continues to be held up as best practice across Scotland for partnership working and commitment to improving the opportunities of local unemployed people.

The Partnership continues to work jointly with education colleagues to promote Modern Apprenticeships and Foundation Apprenticeships.

The Council's Community Benefit Outcome menu includes options for creation of job opportunities for unemployed individuals from a priority group – this includes young people 16+ years of age not currently in employment, education, or training. The outcome menu also includes further categories for new job opportunities and skills and training opportunities for young people both in education and those who are not currently in education, employment or training.

Renfrewshire is one of six delivery partners in a successful Life Changes Trust Legacy Funding bid working on digital skills for care experienced people.

Project Search Placements aims to assist young adults with learning disabilities and/or autism into full-time employment through providing skills, coaching and work experience. Soft Facilities Management are working alongside Project Search to provide work placements for candidates over a period of 10 weeks within school settings. Each candidate is allocated an onsite mentor within Soft Facilities Management who oversees their progress and helps with their professional development. The initial candidates completed their full 10-week programme with some wishing to return to gain further experience within facilities management.

### **Doing more to address social isolation in older people and disabled people**

As part of the Council's Winter Connections Programme, ROAR – Connections for Life, ran a weekly Jam Jar Movies afternoon in Johnstone between November 2022 and March 2023 providing an opportunity for people to come together and connect over a movie and a hot drink. Attendees were predominantly women aged 60 plus with a couple of older gentlemen in their eighties. The project was so successful that ROAR is going to continue with a Jam Jar Movies at the West End in Paisley.

*"I think it has been fabulous to be able to provide local things for people in the village during a time of the year, which is the most dismal, and has been a bit of a lifeline, particularly for the older residents."*



Another Winter Connections project, the ROAR Well Connected Digital Café at Sherwood Greenlaw, highlighted a demand for older adults to feel more confident using mobile devices/tablets and laptops.

The Health and Social Care Partnership is also working alongside Roar- Connections for Life to improve connectedness and reduce loneliness and isolation, focussing initially on the East End of Paisley which was identified as an area of high need to develop community cohesion. Two part-time posts have been funded and a community fun day took place in August 2021 to begin the conversation about what would help, and several local groups and organisations are now involved in a Connectedness Network. A community information event is planned for 31 March 2023.

**Any re-design of street scene in response to the pandemic, putting accessibility at its heart to ensure those who have had to shield the most are confident to venture back outdoors.**

Work towards this outcome includes installation of a new outdoor gym at Robertson Park with accessible equipment for wheelchair users. Investment in replacement and refurbishment of playpark equipment and surfaces has enabled the development of more inclusive play areas and neurodivergent signs have been installed in some parks and play areas to allow non-verbal young people to communicate with their carers.

Renfrewshire Council has also installed a significant number of dropped kerbs which make it easier not only for wheelchair and mobility scooter users, but also for parents with buggies, and older people.

The Council has installed new pedestrian crossings with red coloured tactile paving, audible signals and tactile indicators such as rotating knurled cones to improve road crossing experiences for visually impaired people.

**Supporting employment and improving economic prospects for women, BAME people and disabled people**

Progress towards this outcome includes joint work undertaken by Procurement and Economic Development to encourage local suppliers to bid for council contracts, generating more local employment opportunities generally.

As part of a workstream to tackle the health inequalities in economic participation, the Employer Recruitment Incentive was launched by Economic Development in 2021/22, with new disability services being established.

The Council's gender pay gap has reduced from 4.86% (£0.74 in favour in male) in 2016/17 to 2.29% (£0.40 in favour of male) in 2021/22. In addition to employee turnover the key reasons for the reduction is the impact of recent changes to the Council's pay and grading model for local government employees and on-going service redesigns under the Council's transformational plans.

Significant work has been undertaken to reduce the pay gap, including consolidating the living wage into the Council's pay and grading structure from 1<sup>st</sup> April 2021, which impacted positively on key groups of employees, including the five C sectors of Catering, Cleaning, Care, Cashiering and Clerical. However, further action is required, and we continue to target Modern Apprenticeship recruitment campaigns to attract males and females into gender dominated roles and our new leadership development pathway "Lead to Succeed" puts a clear focus on supporting females with career pathways.

In addition to the four Equality Outcomes listed above, the following draft outcomes have not been adopted since the 2021 report.

- Black history and culture fully incorporated into cultural and educational activities.
- Improve transparency of monitoring and reporting of equality work across the Council, including reporting to local equality led community groups.

While the outcomes have not been adopted, these topics will be considered as part of the Council's review of Equality Outcomes in 2023.

## **6. Public Procurement**

Renfrewshire Council's Standing Orders Relating to Contracts 2022 sets out specific requirements to support equalities and prevent discrimination. Tenderers must comply with all duties arising from the Equality Act 2010 and produce their equal opportunities policies before they may be shortlisted or recommended for an award of contract.

The Council's corporate procurement unit have integrated the statutory Fair Work Practices, including the Living Wage requirements, into contracts for all regulated procurements and actively require suppliers to provide evidence of Fair Work Practices and compliance with relevant employment, equality and health and safety law, human rights standards.

Renfrewshire Council continues to maintain its commitment to maximising the use of community benefits as an integral part of the procurement process. Renfrewshire's Community Benefit Forum manages the community benefits element of procurement.

Benefit outcomes include employment and training opportunities, practical work experience for young people, support for local SME's and Social Enterprises and support for community groups across Renfrewshire. Over 50% of all Community Benefits offered by external providers provide employment and work placement opportunities for priority groups.

Engage Renfrewshire supports the allocation of community engagement benefits to their network of social enterprises and community groups, collecting requests for support from their members and passing them on to the company awarded the contract, who choose which project they wish to support.

## 7. Appendix 1– Data on children in Renfrewshire

### Summary of findings

#### Ethnicity

The data shows that ethnic diversity in Renfrewshire schools continues to increase overall. This pattern that has been followed for several years. The change over time shows our proportion of minority ethnic children in primary schools has increased from 7.9% in 2021 to 9.4% in 2022. In secondary schools, this figure has risen from 5.8% in 2021 to 6.9% in 2022. In ASN schools the figures show an increase from 8.5% in 2021 to 9.6% in 2022.

<b>Renfrewshire - Pupil Ethnicity September 2022</b>		
	Total	Percentage
<b>Total Pupils</b>	<b>24,073</b>	<b>100%</b>
White – Scottish	19,233	80%
White – Other British	1,118	5%
White – Other	1,069	4%
Asian – Pakistani / British / Scottish	335	1%
Asian – Indian / British / Scottish	291	1%
Asian – Bangladeshi / British / Scottish	10	0%
Asian – Chinese / British / Scottish	115	0%
Asian - Other	108	0%
Caribbean / Black	47	0%
African	495	2%
Other	239	1%
Mixed or multiple ethnic groups	351	1%
Not specified	662	3%

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

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

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

Pupils in Renfrewshire schools use an increasing variety of first languages. In 2022, 66 foreign languages were spoken across primary, secondary and ASN settings. The five main languages after English are: Polish, Urdu, Arabic, Punjabi, Ukrainian.

We have recorded the number of racist incidents in schools (as shown on the following table). There are no figures available for 2020 due to the pandemic and the number of racist incidents reported in 2022 had increased slightly since 2019 for primary school but increased significantly for secondary schools.

Sector	Number of incidents					Number on school roll				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Primary	12	10	X	≤5	15	13,240	13,189	13,091	13,021	13,110
Secondary	15	≤5	X	≤5	18	9,927	10,126	10,365	10,508	10,579
ASN	≤5	0	X	0	0	403	404	389	388	384
Total	28	13	X	≤5	33	23,570	23,719	23,845	23,917	24,073

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

## Gender

Our gender split in schools is now fairly even, whereas previously we had slightly more boys. In 2022, 50.2% of our pupils were male.

Renfrewshire Pupils by Gender	2022 - Female	2022 - Male	2022 - Total	% Male
Primary	6,500	6,610	13,110	50.42%
Secondary	5,371	5,208	10,579	49.23%
ASN	105	279	384	72.66%
Total	11,976	12,097	24,073	50.25%

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

Sector	Number of Exclusion Incidents									
	2018		2019		2020		2021		2022	
	F	M	F	M	F	M	F	M	F	M
ASN	≤5	7	≤5	17	≤5	13	≤5	9	0	8
Primary	13	74	10	82	≤5	35	≤5	45	6	38
Secondary	155	399	101	300	152	294	270	496	122	388
Grand Total	169	480	114	399	158	342	275	550	128	434

In Renfrewshire there are proportionally fewer looked after children from an ethnic minority group or with a disability than in Scotland overall. It is important to look at the information for all local authorities when considering the Scotland figures and how Renfrewshire compares to them. For example, as at 31 July 2021, 30% of children looked after by Argyll & Bute Council are recorded as known to have a disability, while 8% of children looked after by East Renfrewshire Council are recorded as being from a minority ethnic group.

#### Characteristics of children looked after by local authority, July 2021

	Gender			Children known to be from Ethnic Minority Groups		Children known to have a disability	
	Male	Female	% Male	Number	%	Number	%
Renfrewshire	302	285	51	≤5	≤5	34	6
Scotland	7,168	6,087	54	385	≤5	1,288	10

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

<https://www.gov.scot/publications/childrens-social-work-statistics-scotland-2020-21/documents/>

## 8. Appendix 2 – Occupational segregation data

The following data was extracted in December 2022 and makes the comparison to previous data extracted in April 2020.

### Chief Officers:

The Chief Officers consists of the Chief Executive, Directors and Heads of Service, Grades range from C01 to C24.

- The concentration of men and women are **12** women and **12** men, with 1 choosing not to disclose. This is an increase in the percentage of women from the 2020 data by **8%** with **48%** of Chief Officers women.
- **18** Chief Officers have declared they do not have a disability and **5** chose not to disclose. A small increase of **2 (8%)** in those declaring they do have a disability in comparison to 2020.
- **3** Chief Officers chose not to disclose if they were from a minority racial group and **22** identified as White Scottish, British or Irish. A small increase in those identified as White Scottish, British or Irish in comparison to 2020.

### Craft Employees

Craft employees consist of key occupations such as Plumbers, Bricklayers, Electricians, Joiners, Painters, Glaziers, Plasterers, Slaters, Mechanics and Engineers. Grades range from SSCRAFT1 to SSCRAFT28 and TELEEC.

- The concentration of people are **164 (80%)** men and no women, a **9%** decrease in men compared to **182** in 2020. **42 (20%)** preferred not to answer.
- **111 (54%)** craft employees have declared they do not have a disability (compared to **118 (65%)** in 2020), **94 (46%)** chose not to disclose (compared to **68 (52%)** in 2020) and **1** declared they have a disability (compared to **3** in 2020).
- **109 (53%)** craft employees chose not to disclose whether they were from a minority racial group (compared to **78 (43%)** in 2020), and **97(47%)** identified as White Scottish, Other British and Other white ethnic group. A decrease by **10%** of those who identified as White Scottish, British or Irish since 2020.

### Local Government Employees (LGE)

LGE consists of key occupations such as Facilities Operatives, Housekeepers, Refuse Collectors, Drivers, Home Care Workers, Streetscene Operatives, Social Workers, Labourers,

Classroom Assistants, Additional Support Needs Assistants, Road Workers, Pre-5 Nursery Officers and all administration, professional, technical and clerical occupations. Grades range from Grade 01 to Grade 16.

- The concentration of people are **3741 (61%)** women (compared to **4532 (76%)** in 2020) and **1277 (21%)** men (compared to **1465 (24%)** (in 2020), with **1105 (18%)** who preferred not to answer.
- **3569 (58%)** LGE have declared they do not have a disability (compared to **4065 (68%)** in 2020). **2332 (38%)** chose not to disclose (compared to **1723 (29%)** in 2020) and **222 (4%)** have declared they have a disability (compared to **209 (3%)** in 2020).
- **2407 (39.5%)** LGE chose not to disclose if they were from a minority racial group (compared to **1870 (31%)** in 2020) and **65 (1%)** declared they are from a minority racial group (compared to **63 (1%)** in 2020). **3651 (60%)** identified as White Scottish, British or Irish. (A decrease in those identified as White Scottish, British or Irish in comparison to **4064 (68%)** in 2020).

## 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 TEACHMAIN19, TEACHER00 to TEACHER48, PSYCHPRIN3 to PSYCHPRIN8, and MUSIC1.

- The concentration of people are **1422 (69%)** women (compared to **1514 (80.5%)** in 2020) and **333 (16%)** men (compared to **368 (19.5%)** in 2020) with **317 (15%)** who preferred not to answer.
- **1247 (60.2%)** teaching employees have declared they do not have a disability (compared to **1306 (69.4%)** in 2020). **792 (38.2%)** chose not to disclose (compared to **546 (29%)** in 2020) and **33 (1.6%)** have declared they have a disability (compared to **30 (1.6%)** in 2020).
- **844 (41%)** teaching employees chose not to disclose if they were from a minority racial group (compared to **601 (32%)** in 2020) and **14 (0.68%)** declared they are from a minority racial group (compared to **12 (0.65%)** in 2020). **1214 (58.5%)** identified as White Scottish, British or Irish (compared to **1269 (67.5%)** in 2020).



## 9. Appendix 3 – Gender Pay Gap

The Council's gender pay gap journey detailed in the infographic below highlights a reduction of pay gap from **4.86%** (£0.74 in favour in male) in 2016/17 to **2.29%** (£0.40 in favour of male) in 2021/22.

In addition to employee turnover (leavers and new starts including internal movement), the key reasons for the reduction to just over 2% in 2021/22 is the impact of the recent changes to the Council's pay and grading model for approximately 6200 local government employees and on-going service redesigns under the Council's transformational plans, such as the Soft Facilities Management services review.

### Gender Pay Gap 2016/17 – 2021/22



Each year our gender pay gap has been in favour of males, and measurement of the pay gap includes the Council's four different conditions of service: Local Government Employees, Teachers, Craft Operative and Chief Officers.

Our pay gap remains a modest figure in comparison to other local and national data and a gender pay gap of less than 5% is not considered significant by the EHRC. The Council is currently ranked **13 from 32** Local Authorities in Scotland as measured by the Local Government Benchmarking Framework (LGBF) for 2021/22. The Scottish average for the same period is 3.51%.

2021/22 is the most current gender pay position, with the Council due to measure the pay gap again at the end of March 2023. Significant work has been undertaken by council officers over the years to reduce the pay gap in line with our agreed actions, as reported previously to board. However, some progress against the actions was hampered by the COVID-19 pandemic and the council's response to this, meaning that focused activities were reduced because of the impact of restrictions on staff, reprioritisation of work focus and deployment of staff to where they were needed most.

This year, council officers will again undertake another exercise to better understand the Council's pay gap now, with findings and new recommendations in the autumn. This will ensure we take all reasonable steps possible to 'advance equality of opportunity' to reduce the pay gap further as required by the PSED.

Some of the key activities to reduce the gender pay gap since our last report in March 2021 are detailed below. These activities will also continue in the year 23/24 and beyond.

## Pay and Grading Structure

The Council on 1st April 2021 consolidated the Scottish Local Government living wage into our pay and grading structure as an hourly rate of pay for Local Government Employees. The living wage became the minimum hourly rate in council's current pay structure. Consolidation took account of equal pay legislation and Fair Work principles and aimed to further reduce the gender pay gap.

The Council undertook and shared with local trade union representatives an Equality Impact Assessment on consolidation proposals before this was approved and implemented, seeking to mitigate any inequalities identified. Assessments were carried out in accordance with guidance available from the Equality and Human Rights Commission which explains how public authorities can meet the requirements of the Equality Act 2010. **90%** of the costs were invested in year 1 of the structure to our bottom 4 grades, impacting approx. 3000 of our lowest paid employees, predominately female, (**approx. 80%**), and (**approx. 36%**) of the council's overall workforce. Key groups of employees impacted positively by the revised pay model include Catering and Cleaning employees, School Crossing Patrollers, Housekeepers, Caretakers, Classroom Assistants, Clerical Assistants, Customer Service Advisers, Homecare Workers, Social Care Assistants, Streetscene Operatives and Additional Support Needs Assistants. Recent analysis highlights the Council's Gender Pay Gap is now sitting at less than **2%**.

## Equal Pay

We are required, under the general public sector equality duty under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, to publish a statement on equal pay every 4 years. This statement can be found at **Appendix 4**.

## Leadership Programmes

Following on from the success of our previous Leaders of the Future and Aspire management programmes reported previously, our new leadership development pathway "Lead to Succeed" puts a clear focus on supporting females with career pathways, an initiative we have to reduce the gender pay gap. This programme offers 3 levels of management qualification to support our current and aspiring managers to develop leadership and business skills at every stage in their career. Our entry

level 'Inspire' pathway targets our predominantly female workforce providing opportunity to progress along career pathways into first line management roles and continue their learning journey by completing each of the 3 levels. Each level covers the essential skills to support staff become managers or to enhance the skills of existing managers, with the option to achieve and accredited CMI qualification at each stage. **75%** of those aspiring to take up their first supervisory or management position, or newly appointed into such a role by participating in this programme were female. During this period **56** employees, **42 (75%)** female and **14 (25%)** male have participated in Levels 2,3 and 5.

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

### Modernised HR & OD Policies

A key project identified within the People Strategy is the HR&OD Policy Review Plan. HR&OD policies will support new ways of working as the Council continues to recover from the pandemic. New and revised HR & OD policies will create the right supportive foundations to ensure they empower and support the level of organisational and cultural change required. This policy review has commenced, incorporating our values and has clear focus on flexibility, health and wellbeing, equality, diversity, and inclusiveness.

We recently implemented a revised **Recruitment Policy**, providing the Council's statement of intent for recruitment, outlining its recruitment principles to attract the right people, for the right jobs, with the right skills, knowledge, and competencies. We require a highly skilled, flexible, adaptive, and motivated workforce committed to driving continuous improvement to achieve the Council's vision and values and meet the needs of Renfrewshire's communities. We aim to reach out to all community groups through recruitment campaigns and to target activities to attract a wide and diverse talent pool. We are developing updated guidance and development in recruitment good practice for managers and employees to support the fair, inclusive and consistent implementation of this policy.

The Council approved a new policy in November 2022 to support employees who experience symptoms of **menopause**. We recognise that our workforce is diverse with female employees accounting for approximately three quarters of the workforce. Menopause is a natural life occurrence

affecting people in many ways. The Council recognises that symptoms of menopause, predominantly in women can have a detrimental impact on their mental and physical health. This policy aims to support women, educate and raise awareness of what menopause is and supports managers and colleagues to be able to have sensitive conversations, etc when the symptoms impact on someone within the workplace. It provides for up to 5 days paid leave per year for specialist healthcare advice and appointments or recovery. Training and a package of professional support is being developed in line with the policy.

We are continually seeking to reduce absence levels and improve well-being. Our revised **Managing Absence** policy aims to improve our culture of wellness, inclusiveness, and continuous improvement and include supportive early intervention strategies. Most employee absence cases over 4 weeks will result in a reasonable adjustment being made, for example to help remove barriers to returning to work, we removed abatement of leave and provide up to 4 weeks paid phased return, lighter duties, modified equipment, change in working hours, increase supervision, temporary removal of front-line duties. For employees with a disability, we are committed through our new Managing Absence policy to consider all support options that will ensure positive outcomes when returning to work following periods of absence. We apply early review periods and intervention strategies to support short and long-term sickness and ensure full pay is maintained, particularly where we know socio economic disadvantage and poverty is being experienced by some lower paid and predominantly female council employees.

The Council has introduced a **Pregnancy Loss** Policy as part of our commitment to the Miscarriage Association's Pregnancy Loss Pledge, enhancing support to staff experiencing pregnancy loss. This includes providing up to 2 weeks paid time off to parents experiencing pregnancy loss at any stage. **61.5%** of our employees are female. We know that **5.75%** of those are aged **25** or less, with the average age for women being **45**. We have on average, **200** female employees who are receiving maternity pay at the current time. This indicates **3.15%** of our workforce could potentially be impacted by pregnancy loss. The policy will have a positive impact on woman within the workforce by providing a work environment where any employee, including partners and grandparents can be adequately supported during pregnancy loss.

## Our Values

We developed Our Values through staff engagement in 2019 and provided feedback on what is important to our workforce. This engagement informed our People Strategy approach and placed a focus on our front-line workforce – a large proportion of which are female. In 2021 we started a

cultural change journey by embedding our values across the employment lifecycle including our policies and the decisions we take day to day. This started with “Leading Our Values” training for all leaders/manager and then “Living our Values” training for all staff. We have been celebrating our success within our ‘Staff Stories’ on the Council Website where employees who are demonstrating the behaviours embedded within our values whilst fulfilling their roles in the Council have been nominated and recognised as role models for living our values.

## Coaching and Mentoring

In 2021 we completed the fourth cohort of our successful Cross Organisational Mentoring Programme, an innovative partnership, led by Renfrewshire Council and involved 3 other public sector organisations which facilitated the sharing of knowledge and expertise, helping our managers to see and do things differently to improve outcomes. The Council had **10** managers on the programme, both as mentors and mentees, with a **50%** split of male and female. **3** female staff benefitted from coaching.

## Modern/Foundation Apprenticeships

To strengthen career pathways opportunities, we currently have **78** Modern Apprentices, with **51 (65%)** undergoing placements with the Council and **27 (35%)** with local businesses – the gender split across these is **53 males (68%)** and **25 females (32%)**. We continue to target recruitment campaigns to attract males and females into gender dominated roles – a key action in reducing our gender pay gap.

If you wish to have any of this information reproduced in another format or language, please contact:

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Renfrewshire  
Council

# Employee information

For all council employees



Renfrewshire  
Council



# Renfrewshire Council

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

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

## 1) Renfrewshire Council – Staff Head Count

This data tells us who works for Renfrewshire Council, by protected characteristic. This is the headcount for all employees, including the education authority (although this is also provided separately). Commentary and analysis on these figures can be found in the accompanying Equalities Outcomes and Mainstreaming Report 2022.

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

<b>Age Band</b>		
<b>Age Band</b>	<b>Head Count</b>	<b>%</b>
16-20	59	0.70%
21-30	1162	13.79%
31-40	1983	23.53%
41-50	2015	23.91%
51-60	2470	29.31%
61+	737	8.75%
<b>Total</b>	<b>8426</b>	<b>100.00%</b>

<b>Gender</b>		
<b>Gender</b>	<b>Head Count</b>	<b>%</b>
Female	5175	61.42%
Male	1786	21.20%
Prefer not to say	1465	17.39%
<b>Total</b>	<b>8426</b>	<b>100.00%</b>

<b>Do you consider yourself to be trans, or have a trans history?</b>		
<b>Transgender</b>	<b>Head Count</b>	<b>%</b>
No	5276	62.62%
Prefer not to say	3113	36.95%
Yes	37	0.44%
<b>Total</b>	<b>8426</b>	<b>100.00%</b>

<b>What is your legal marital or registered civil partnership status?</b>		
<b>Marital Status</b>	<b>Head Count</b>	<b>%</b>
Civil Partnership	7	0.08%
Civil Partnership - Legally Dissolved	0	0.00%
Divorced	262	3.11%
Living with partner	608	7.22%
Married	2290	27.18%
Never Married/Civil Partnership	1608	19.08%
Prefer not to say	3585	42.55%
Separated - Legal Civil Partnership	0	0.00%
Separated - Legally Married	11	0.13%
Surviving Partner - Civil Partnership	≤5	-
Widowed	54	0.64%
<b>Total</b>	<b>8426</b>	<b>100.00%</b>

<b>Which of the following best describes your sexual orientation?</b>		
<b>Sexual Orientation</b>	<b>Head Count</b>	<b>%</b>
Bisexual	34	0.40%
Gay or Lesbian	88	1.04%
Straight/Heterosexual	4913	58.31%
Prefer not to say	3390	40.23%
Other sexual orientation	≤5	-
<b>Total</b>	<b>8426</b>	<b>100.00%</b>

<b>What religion, religious denomination or body do you belong to?</b>		
<b>Religion or Body</b>	<b>Head Count</b>	<b>%</b>
Buddhist	7	0.08%
Church Of Scotland	1209	14.35%
Hindu	≤5	-
Jewish	≤5	-
Muslim	29	0.34%
None	3827	45.42%
Other Christian	301	3.57%
Other religion or body	39	0.46%
Pagan	6	0.07%
Prefer not to say	1691	20.07%
Roman Catholic	1295	15.37%
Sikh	15	0.18%
<b>Total</b>	<b>8426</b>	<b>100.00%</b>

<b>Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?</b>		
<b>Disability</b>	<b>Head Count</b>	<b>%</b>
No Condition	4945	58.69%
Prefer not to say	3223	38.25%
Yes	258	3.06%
<b>Total</b>	<b>8426</b>	<b>100.00%</b>

<b>Do you look after, or give any help or support to family members, friends, neighbours or others because of either: long-term physical/mental ill-health/disability or problems related to old age?</b>		
<b>Caring Responsibility</b>	<b>Head Count</b>	<b>%</b>
No	4270	50.68%
Prefer not to say	1840	21.84%
Yes	2316	27.49%
<b>Total</b>	<b>8426</b>	<b>100.00%</b>

<b>What is your ethnic group?</b>			
<b>Ethnic Group 1</b>	<b>Ethnic Group 2</b>	<b>Head Count</b>	<b>%</b>
African	African, Scottish African, British African	11	0.13%
Asian	Bangladeshi, Scottish Bangladeshi, British Bangladeshi	0	0.00%
Asian	Chinese, Scottish Chinese, British Chinese	≤5	-
Asian	Indian, Scottish Indian, British Indian	16	0.19%
Asian	Other Asian ethnic group	≤5	-
Asian	Pakistani, Scottish Pakistani, British Pakistani	19	0.23%
Caribbean or Black	Black, Scottish Black, British Black	≤5	-
Caribbean or Black	Caribbean, Scottish Caribbean, British Caribbean	0	0.00%
Caribbean or Black	Other Caribbean or Black ethnic group	0	0.00%
Mixed or Multiple Ethnic Groups	Any mixed or multiple ethnic group	20	0.24%
Other Ethnic Group	Arab, Scottish Arab, British Arab	≤5	-
Other Ethnic Group	Other ethnic group	≤5	-
Prefer not to say	Prefer not to say	3363	39.91%
White	Gypsy/Traveller	0	0.00%
White	Irish	51	0.61%
White	Other British	189	2.24%
White	Other white ethnic group	81	0.96%
White	Polish	10	0.12%
White	Roma	0	0.00%
White	Scottish	4653	55.22%
White	Showman/Show woman	0	0.00%
<b>Total</b>		<b>8426</b>	<b>100.00%</b>

## 2) Renfrewshire Council – Children’s Services – Staff Establishment 2022

<b>Age Band</b>		
<b>Age Band</b>	<b>Head Count</b>	<b>%</b>
16-20	16	0.39%
21-30	716	17.61%
31-40	1176	28.92%
41-50	1019	25.06%
51-60	943	23.19%
61+	197	4.84%
<b>Total</b>	<b>4067</b>	<b>100.00%</b>

<b>Gender</b>		
<b>Gender</b>	<b>Head Count</b>	<b>%</b>
Female	2951	72.56%
Male	473	11.63%
Prefer not to say	643	15.81%
<b>Total</b>	<b>4067</b>	<b>100.00%</b>

<b>Do you consider yourself to be trans, or have a trans history?</b>		
<b>Transgender</b>	<b>Head Count</b>	<b>%</b>
No	2577	63.36%
Prefer not to say	1484	36.49%
Yes	6	0.15%
<b>Total</b>	<b>4067</b>	<b>100.00%</b>

<b>What is your legal marital or registered civil partnership status?</b>		
<b>Marital Status</b>	<b>Head Count</b>	<b>%</b>
Civil Partnership	0	0.00%
Civil Partnership - Legally Dissolved	0	0.00%
Divorced	90	2.21%
Living with partner	304	7.47%
Married	1040	25.57%
Never Married/Civil Partnership	856	21.05%

Prefer not to say	1757	43.20%
Separated - Legal Civil Partnership	0	0.00%
Separated - Legally Married	≤5	-
Surviving Partner - Civil Partnership	0	0.00%
Widowed	16	0.39%
<b>Total</b>	<b>4067</b>	<b>100.00%</b>

<b>Which of the following best describes your sexual orientation?</b>		
<b>Sexual Orientation</b>	<b>Head Count</b>	<b>%</b>
Bisexual	14	0.34%
Gay or Lesbian	40	0.98%
Straight/Heterosexual	2426	59.65%
Prefer not to say	1587	39.02%
Other sexual orientation	0	0.00%
<b>Total</b>	<b>4067</b>	<b>100.00%</b>

<b>What religion, religious denomination or body do you belong to?</b>		
<b>Religion or Body</b>	<b>Head Count</b>	<b>%</b>
Buddhist	7	0.17%
Church Of Scotland	583	14.33%
Hindu	≤5	-
Jewish	≤5	-
Muslim	16	0.39%
None	1828	44.95%
Other Christian	161	3.96%
Other religion or body	11	0.27%
Pagan	≤5	-
Prefer not to say	734	18.05%
Roman Catholic	715	17.58%
Sikh	7	0.17%
<b>Total</b>	<b>4067</b>	<b>100.00%</b>

<b>Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?</b>		
<b>Disability</b>	<b>Head Count</b>	<b>%</b>
No Condition	2454	60.34%
Prefer not to say	1526	37.52%
Yes	87	2.14%

<b>Total</b>	<b>4067</b>	<b>100.00%</b>
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<b>Do you look after, or give any help or support to family members, friends, neighbours or others because of either: long-term physical/mental ill-health/disability or problems related to old age?</b>		
<b>Caring Responsibility</b>	<b>Head Count</b>	<b>%</b>
No	2039	50.14%
Prefer not to say	812	19.97%
Yes	1216	29.90%
<b>Total</b>	<b>4067</b>	<b>100.00%</b>

<b>What is your ethnic group?</b>			
<b>Ethnic Group 1</b>	<b>Ethnic Group 2</b>	<b>Head Count</b>	<b>%</b>
African	African, Scottish African, British African	≤5	-
Asian	Bangladeshi, Scottish Bangladeshi, British Bangladeshi	0	0.00%
Asian	Chinese, Scottish Chinese, British Chinese	≤5	-
Asian	Indian, Scottish Indian, British Indian	7	0.17%
Asian	Other Asian ethnic group	≤5	-
Asian	Pakistani, Scottish Pakistani, British Pakistani	13	0.32%
Caribbean or Black	Black, Scottish Black, British Black	≤5	-
Caribbean or Black	Caribbean, Scottish Caribbean, British Caribbean	0	0.00%
Caribbean or Black	Other Caribbean or Black ethnic group	0	0.00%
Mixed or Multiple Ethnic Groups	Any mixed or multiple ethnic group	8	0.20%
Other Ethnic Group	Arab, Scottish Arab, British Arab	0	0.00%
Other Ethnic Group	Other ethnic group	≤5	-
Prefer not to say	Prefer not to say	1583	38.92%
White	Gypsy/Traveller	0	0.00%
White	Irish	21	0.52%
White	Other British	89	2.19%
White	Other white ethnic group	31	0.76%
White	Polish	6	0.15%
White	Roma	0	0.00%
White	Scottish	2304	56.65%
White	Showman/Show woman	0	0.00%
<b>Total</b>		<b>4067</b>	<b>100.00%</b>

### 3) Renfrewshire Council – Application and recruitment data 01.04.20 – 31.12.22

This data gives us information about the people who have applied to work for Renfrewshire Council, by protected characteristic, between 1<sup>st</sup> April 2020 and 31<sup>st</sup> December 2022. It also tells us how many people were successful in their applications, by protected characteristic. We can use this to calculate a ‘conversion rate’, i.e. the percentage of people from a particular group who are successful.

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

Our recruitment data reveals the rate at which applications convert into appointments. 1,113 posts were filled from 54,994 applications. Caution should be applied within the interpretation of these figures, due to low numbers ‘skewing’ and that the figures for applications cannot identify where there have been multiple applications from the same applicant. Men are slightly more successful in their applications, having a 2.2% conversion rate compared to 1.8% for women. All minority ethnic groups have low conversion rates, except for Nigerian, being largely student visa applicants, appointed to Soft FM and Care Sector roles, and those who have chosen not to answer. 61 applicants stated they were trans or had a trans history and 17 declared as non-binary, but for this period there were no success rates. Our sexual orientation looks broadly in line with our average conversion rate, except for those identified as being from Gay or Lesbian and Bisexual groups having a lower rate, and people who prefer not to answer. The conversion rate for those with a disability is high at 5.33% and those who preferred not to answer had a conversion rate at 4.75%.

<b>What is your sex?</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>% Appointed Av</b>
Female	39,417	717	1.82%
Male	14,138	318	2.25%
Prefer not to say	1,422	78	5.49%
Non-binary	17	0	0.00%
<b>Total</b>	54,994	1,113	2.02%

#### **Do you consider yourself to be trans, or have a trans history?**



	<b>Applications</b>	<b>Appointed</b>	<b>% Appointed Av</b>
No	53,263	1,030	1.93%
Prefer not to say	1,670	83	4.97%
Yes	61	0	0.00%
<b>Total</b>	<b>54,994</b>	<b>1,113</b>	<b>2.02%</b>

<b>What is your legal marital or registered civil partnership status?</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>% Appointed Av</b>
Divorced	2,436	57	2.34%
Formerly in a civil partnership which is now legally dissolved	59	≤5	1.69%
In a registered civil partnership	328	≤5	1.22%
Married	17,586	377	2.14%
Never married and never registered in a civil partnership	26,279	438	1.67%
Prefer not to say	3,806	119	3.13%
Separated	463	9	1.94%
Separated, but still legally in a civil partnership	40	≤5	2.50%
Separated, but still legally married	741	12	1.62%
Surviving partner from a civil partnership	26	≤5	7.69%
Widowed	308	13	4.22%
Living with partner	2,922	80	2.74%
<b>Total</b>	<b>54,994</b>	<b>1,113</b>	<b>2.02%</b>

<b>Which of the following best describes your sexual orientation?</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>% Appointed Av</b>
Asexual	≤5	0	0.00%
Bisexual	1,045	17	1.63%
Demisexual	≤5	0	0.00%
Gay or Lesbian	1,208	17	1.41%
Normal	≤5	0	0.00%
Pansexual	31	0	0.00%
Prefer not to say	3,337	105	3.15%
Queer	24	≤5	4.17%
Solitarian	≤5	0	0.00%
Straight / Heterosexual	49,250	968	1.97%
Other	87	≤5	5.75%
<b>Total</b>	<b>54,994</b>	<b>1,113</b>	<b>2.02%</b>

<b>Do you look after, or give any help or support to family members, friends, neighbours or others because of either: long-term physical/ mental ill-health/ disability; or problems related to old age?</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>% Appointed Av</b>
No	40,641	740	1.82%
Prefer not to say	2,153	92	4.27%
Yes	5,112	85	1.66%
Yes (Children < 18)	7,088	196	2.77%
<b>Total</b>	<b>54,994</b>	<b>1,113</b>	<b>2.02%</b>

<b>Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>% Appointed Av</b>
No	50,890	986	1.94%
Prefer not to say	1,916	91	4.75%

Yes, limited a little	977	13	1.33%
Yes, limited a lot	75	≤5	5.33%
Yes	1,136	19	1.67%
<b>Total</b>	<b>54,994</b>	<b>1,113</b>	<b>2.02%</b>

<b>Do you have any of the following, which have lasted, or are expected to last, at least 12 months?</b>			
<i>Note - Applicants can select more than one resulting in a higher total than the applicant volume</i>			
	<b>Applications</b>	<b>Appointed</b>	<b>% Appointed Av</b>
Long-term illness, disease or condition	1,737	25	1.44%
Mental health condition	1,411	23	1.63%
Developmental disorder	63	≤5	4.76%
No condition	28,653	477	1.66%
Learning difficulty	703	12	1.71%
Learning disability	378	6	1.59%
Deafness or partial hearing loss	461	6	1.30%
Physical disability	248	9	3.63%
Prefer not say	1,252	35	2.80%
Blindness or partial sight loss	131	6	4.58%
Full or partial loss of voice or difficulty speaking	63	≤5	3.17%
<b>Total</b>	<b>35,100</b>	<b>604</b>	<b>1.72%</b>

**Note - The detail on the above table has only been available since 1st April 2021**

<b>What religion, religious denomination or body do you belong to?</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>% Appointed Av</b>
Adherent of the Grail Message	≤5	0	0.00%
Adventist	≤5	0	0.00%
Agnostic	28	≤5	3.57%
Alevi	≤5	0	0.00%
Al-Hadith	≤5	0	0.00%
Anglican	8	0	0.00%
Anglican Protestant	≤5	0	0.00%
Apostolic	≤5	0	0.00%
Atheist	22	0	0.00%
Baptist	96	0	0.00%
Born Again Charismatic Christian	6	0	0.00%
Born Again Christian	17	0	0.00%
Brethren	≤5	0	0.00%
Buddhist	97	≤5	1.03%
Catholic	17	0	0.00%
Celestial Church of Christ	≤5	0	0.00%
Charismatic	≤5	0	0.00%
Christian and Muslim	≤5	0	0.00%
Christian Baptist	≤5	0	0.00%
Christian Orthodox	7	0	0.00%
Christian Spiritualist	≤5	≤5	50.00%
Christianity	1,210	31	2.56%
Church of Christ	≤5	0	0.00%
Church of England	24	≤5	4.17%
Church of Grace International	≤5	0	0.00%
Church of Jesus Christ of Latter Day Saints	≤5	0	0.00%
Church of Scotland	7,461	153	2.05%

Church of South India - Anglican	≤5	0	0.00%
Church of the Nazarene	8	0	0.00%
Church of Wales	≤5	0	0.00%
Daoist	≤5	0	0.00%
Deist	≤5	0	0.00%
Dominion City	≤5	0	0.00%
Eastern Orthodox	≤5	0	0.00%
Elim Christian Fellowship, Paisley	≤5	0	0.00%
Elim Pentecostal Church	10	0	0.00%
Episcopal Church	≤5	0	0.00%
Evangelical	28	≤5	3.57%
Free Church of Scotland	≤5	0	0.00%
Freemason	≤5	0	0.00%
Greek Orthodox	16	0	0.00%
Hindu	321	≤5	0.62%
Humanist	176	≤5	1.14%
Independent Church	8	0	0.00%
Independent Evangelical Church	≤5	0	0.00%
Independent Presbyterian Church	8	0	0.00%
Jacobite	≤5	0	0.00%
Jehovah's Witness	6	0	0.00%
Jewish	27	≤5	3.70%
Living Faith Church	≤5	≤5	33.33%
Lutheran	≤5	0	0.00%
Methodist Church	≤5	0	0.00%
Mountain of Fire Miracle Ministries (MFM)	≤5	0	0.00%
Muslim	1,152	12	1.04%
Nazarene Protestant	≤5	0	0.00%
Non Denominational	134	≤5	2.99%
None	27,273	545	2.00%
Norse	≤5	0	0.00%
Orthodox	27	0	0.00%
Other Christian	1,220	26	2.13%
Pagan	63	0	0.00%
Pantheist	≤5	0	0.00%
Pentecostal Christian	107	≤5	4.67%
Polish Church	7	0	0.00%
Prefer not to say	4,144	129	3.11%
Presbyterian	≤5	0	0.00%
Protestant	30	0	0.00%
Protestant Evangelical Charismatic	≤5	0	0.00%
Redeemed Christian Church of God	13	≤5	7.69%
Reformed	11	0	0.00%
Reformed Baptist/Presbyterian	≤5	0	0.00%
Roman Catholic	10,866	190	1.75%
Royal House Chapel	≤5	0	0.00%
Russian Orthodox Church	≤5	0	0.00%
Scottish Episcopalian	8	0	0.00%
Seventh Day Adventist Church	≤5	0	0.00%
Sikh	193	≤5	2.07%
South African Christian	≤5	0	0.00%
Spiritualism	21	≤5	9.52%
Sunni	13	0	0.00%

Swedish Christian	≤5	0	0.00%
The Church of Jesus Christ of the Latter Day Saints	≤5	0	0.00%
The Salvation Army	13	0	0.00%
United Free Church	≤5	0	0.00%
United Reformed Church of Scotland	≤5	0	0.00%
Welsh non-conformist	≤5	0	0.00%
Winners Church Intl.	≤5	0	0.00%
Zaoga	≤5	0	0.00%
ZCC	≤5	0	0.00%
<b>Total</b>	<b>54,994</b>	<b>1,113</b>	<b>2.02%</b>

### What is Your Ethnic Background?

	Applications	Appointed	% Appointed Av
A. White	786	11	1.40%
A. White - African	≤5	0	0.00%
A. White - Algerian	9	0	0.00%
A. White - American	34	0	0.00%
A. White - Australian	14	0	0.00%
A. White - Austrian	≤5	0	0.00%
A. White - Baltic	≤5	0	0.00%
A. White - Belarussian	≤5	0	0.00%
A. White - Belgian	≤5	0	0.00%
A. White - Brazilian	≤5	0	0.00%
A. White - British	34	≤5	8.82%
A. White - British / European	≤5	0	0.00%
A. White - British and German	≤5	0	0.00%
A. White - Bulgarian	30	≤5	6.67%
A. White - Canadian	13	0	0.00%
A. White - Caucasian	7	0	0.00%
A. White - Central European / Balkan	≤5	0	0.00%
A. White - Croatian/British	6	0	0.00%
A. White - Dutch	6	0	0.00%
A. White - Eastern European Slovakian	≤5	0	0.00%
A. White - English	23	0	0.00%
A. White - English / Afrikaans (Dutch)	≤5	0	0.00%
A. White - English / Irish	≤5	0	0.00%
A. White - English / Irish American	≤5	0	0.00%
A. White - English / Scottish	≤5	0	0.00%
A. White - English, British	≤5	0	0.00%
A. White - English, Scottish, Irish, German, American	≤5	0	0.00%
A. White - Estonian	7	0	0.00%
A. White - European	114	≤5	1.75%
A. White - Finnish	≤5	0	0.00%
A. White - French	9	0	0.00%
A. White - German	9	0	0.00%
A. White - German / Swedish / English	≤5	0	0.00%
A. White - Greek	21	0	0.00%
A. White - Greek / Scottish	≤5	0	0.00%
A. White - Greek Cypriot	≤5	0	0.00%
A. White - Gypsy / Traveller	≤5	0	0.00%
A. White - Hispanic	≤5	0	0.00%
A. White - Hungarian	47	≤5	4.26%

A. White - Irish	463	11	2.38%
A. White - Irish / Canadian	≤5	0	0.00%
A. White - Irish / Scots / Lithuanian	≤5	0	0.00%
A. White - Irish / Scottish	≤5	0	0.00%
A. White - Italian	51	≤5	1.96%
A. White - Italian / Irish	≤5	0	0.00%
A. White - Italian / Portuguese	≤5	0	0.00%
A. White - Italian, Vaqueiro de Alzada (Spanish), Scottish, Ashkenazi & Sephardic Jewish	≤5	0	0.00%
A. White - Jewish	≤5	0	0.00%
A. White - Kosovan	≤5	0	0.00%
A. White - Latvian	≤5	0	0.00%
A. White - Lithuanian	16	0	0.00%
A. White - Mediterranean / European	≤5	0	0.00%
A. White - Mixed	≤5	0	0.00%
A. White - Mixed German and Baltic	≤5	0	0.00%
A. White - New Zealand	14	0	0.00%
A. White - Nordic / Finnish	≤5	0	0.00%
A. White - North American	≤5	0	0.00%
A. White - Northern Irish	6	0	0.00%
A. White - Other British	2,107	34	1.61%
A. White - Other white ethnic group	397	6	1.51%
A. White - Polish	637	8	1.26%
A. White - Polish, British, South African	≤5	0	0.00%
A. White - Portuguese	≤5	0	0.00%
A. White - Roma	≤5	0	0.00%
A. White - Romanian	≤5	≤5	33.33%
A. White - Russian	≤5	0	0.00%
A. White - Scandinavian	≤5	0	0.00%
A. White - Scottish	43,595	867	1.99%
A. White - Scottish / Greek	≤5	0	0.00%
A. White - Scottish / Irish	≤5	0	0.00%
A. White - Scottish and Dutch	≤5	0	0.00%
A. White - Scottish and English	≤5	0	0.00%
A. White - Scottish Italian	≤5	0	0.00%
A. White - Scottish, Irish and English	≤5	0	0.00%
A. White - Showman / Show woman	≤5	0	0.00%
A. White - Slovakian	≤5	≤5	50.00%
A. White - South African	10	0	0.00%
A. White - South African, British	7	0	0.00%
A. White - Spanish	37	0	0.00%
A. White - Spanish / Italian	≤5	0	0.00%
A. White - Swedish	≤5	0	0.00%
A. White - Swiss	≤5	0	0.00%
A. White - Turkish	7	0	0.00%
A. White - Ukrainian	21	0	0.00%
A. White - Welsh	6	0	0.00%
A. White - Welsh/Italian	≤5	0	0.00%
A. White - White African	8	0	0.00%
A. White - White American	≤5	0	0.00%
A. White - White Canadian, mix of white British/Scandinavian European ancestry	≤5	0	0.00%
A. White - White Caucasian	≤5	0	0.00%

A. White - White European	≤5	0	0.00%
B. Mixed or multiple ethnic groups	200	≤5	0.50%
B. Mixed or multiple ethnic groups - African-American/Scottish	10	0	0.00%
B. Mixed or multiple ethnic groups - Algerian/British	≤5	≤5	100.00%
B. Mixed or multiple ethnic groups - Anglo Indian and Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Arab African	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Asian - Korean European - Italian/Spanish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Asian and European	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Asian, Eastern European	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Basque, Spanish, Moroccan, Cuban, Yugoslavian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Black African / White Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Black and White	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Black Southern African and White Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Black, Indigenous Trinidadian and white	≤5	0	0.00%
B. Mixed or multiple ethnic groups - British Afro Caribbean Mixed White Irish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - British and Cypriot	≤5	0	0.00%
B. Mixed or multiple ethnic groups - British and Portuguese	≤5	0	0.00%
B. Mixed or multiple ethnic groups - British, Indonesian, Dutch	8	0	0.00%
B. Mixed or multiple ethnic groups - Caribbean, English, Irish and Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Caucasian, Filipino	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Chinese and White Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - English and Iraqi	≤5	0	0.00%
B. Mixed or multiple ethnic groups - European and Latin American	12	0	0.00%
B. Mixed or multiple ethnic groups - European Caucasian / Caribbean Black	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Filipino, Jamaican and African	≤5	0	0.00%
B. Mixed or multiple ethnic groups - French/Scottish/Tunisian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Greek	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Greek/ New Zealander	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Gypsy	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Half Canadian Inuit	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Half English, Half Filipino	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Half Scottish and Half Pakistani	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Hispanic	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Hispanic/Asian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Hungarian and Polish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Indian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Indian/White	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Indo Portuguese	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Italian and Latin American	≤5	0	0.00%

B. Mixed or multiple ethnic groups - Latin	37	0	0.00%
B. Mixed or multiple ethnic groups - Mauritian / Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Mediterranean	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Middle Eastern and Indonesian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Mixed African and Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Mixed British	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Mixed Caribbean and White Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Mixed Portuguese with Mixed African	11	0	0.00%
B. Mixed or multiple ethnic groups - Mixed Race	8	≤5	12.50%
B. Mixed or multiple ethnic groups - Nigerian and Filipino	≤5	0	0.00%
B. Mixed or multiple ethnic groups - North African/Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Panamanian Mestizo	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Punjabi	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish - Tunisian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish and African	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish and Asian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish and Chilean	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish and Pakistani	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish and Zimbabwean	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish Arab	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish Caribbean	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish Japanese	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish Malay	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish Pakistani	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish, Mauritian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish, Palestinian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish/African	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish/Cypriot	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Scottish/Mauritian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - South African mixed	≤5	0	0.00%
B. Mixed or multiple ethnic groups - South African/Scottish	≤5	0	0.00%
B. Mixed or multiple ethnic groups - South American	≤5	0	0.00%
B. Mixed or multiple ethnic groups - South American Indigenous Peoples	≤5	0	0.00%
B. Mixed or multiple ethnic groups - Swahili	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White & African American	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White and Arab	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White and Asian	9	0	0.00%
B. Mixed or multiple ethnic groups - White and Black African American	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White and Native American	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White and Pakistani	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White and South American	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White and South Asian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White and Unknown	≤5	0	0.00%

B. Mixed or multiple ethnic groups - White Mixed African	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White Scottish & Black African American	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White Scottish / Black Mauritian	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White, Kashmiri	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White/African American	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White/Bahraini	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White/Black Caribbean	35	0	0.00%
B. Mixed or multiple ethnic groups - White/Hispanic	≤5	0	0.00%
B. Mixed or multiple ethnic groups - White/Middle Eastern	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian	72	0	0.00%
C. Asian, Scottish Asian or British Asian - Afghan	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Bangladeshi, Scottish Bangladeshi or British Bangladeshi	73	≤5	1.37%
C. Asian, Scottish Asian or British Asian - Bhutanese	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Burmese	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Chinese, Scottish Chinese or British Chinese	341	≤5	0.59%
C. Asian, Scottish Asian or British Asian - European Nepalese	7	0	0.00%
C. Asian, Scottish Asian or British Asian - Filipino	9	≤5	33.33%
C. Asian, Scottish Asian or British Asian - Filipino/Scottish	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Hongkonger	28	0	0.00%
C. Asian, Scottish Asian or British Asian - Indian	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Indian, Scottish Indian or British Indian	659	6	0.91%
C. Asian, Scottish Asian or British Asian - Indonesian	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Iranian	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Laotian - French	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Malaysian	12	0	0.00%
C. Asian, Scottish Asian or British Asian - Nepali Asian	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Pakistani	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Pakistani Asian	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Pakistani, Scottish Pakistani or British Pakistani	902	≤5	0.55%
C. Asian, Scottish Asian or British Asian - Philippines- Asian	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Sinhala	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - South African Indian	28	0	0.00%
C. Asian, Scottish Asian or British Asian - Sri Lankan	10	0	0.00%
C. Asian, Scottish Asian or British Asian - Sri-Lankan-British	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Sunni	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Syrian	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Thai	≤5	0	0.00%
C. Asian, Scottish Asian or British Asian - Uyghur	≤5	0	0.00%
African - Other	164	≤5	1.83%
African - (Inc. Scottish/British)	88	≤5	2.27%
D. African, Scottish African or British African	66	0	0.00%
D. African, Scottish African or British African - African	≤5	0	0.00%
D. African, Scottish African or British African - Black British Tanzania background	≤5	0	0.00%



D. African, Scottish African or British African - Black Scottish	≤5	0	0.00%
D. African, Scottish African or British African - Black Scottish, Nigerian	≤5	0	0.00%
D. African, Scottish African or British African - British	≤5	0	0.00%
D. African, Scottish African or British African - British Citizen from Uganda	≤5	0	0.00%
D. African, Scottish African or British African - British Kenyan	≤5	0	0.00%
D. African, Scottish African or British African - British National, Nigerian Heritage	≤5	0	0.00%
D. African, Scottish African or British African - Burundi	≤5	0	0.00%
D. African, Scottish African or British African - Cameroonian	≤5	0	0.00%
D. African, Scottish African or British African - Cape Verde / Portugal	≤5	0	0.00%
D. African, Scottish African or British African - Congolese	≤5	0	0.00%
D. African, Scottish African or British African - Eritrean	≤5	0	0.00%
D. African, Scottish African or British African - Finnish and Nigeria	≤5	0	0.00%
D. African, Scottish African or British African - Gambian	10	0	0.00%
D. African, Scottish African or British African - German	≤5	0	0.00%
D. African, Scottish African or British African - Ghanaian	117	≤5	0.85%
D. African, Scottish African or British African - Irish	≤5	0	0.00%
D. African, Scottish African or British African - Italian	20	≤5	5.00%
D. African, Scottish African or British African - Ivorian	≤5	≤5	100.00%
D. African, Scottish African or British African - Kenyan	8	0	0.00%
D. African, Scottish African or British African - Malawian	18	0	0.00%
D. African, Scottish African or British African - Moroccan	≤5	0	0.00%
D. African, Scottish African or British African - Nigerian	705	34	4.82%
D. African, Scottish African or British African - Nigerian, Spanish	6	0	0.00%
D. African, Scottish African or British African - Scottish African	≤5	0	0.00%
D. African, Scottish African or British African - Shona/English	≤5	0	0.00%
D. African, Scottish African or British African - Sierra Leonean	6	0	0.00%
D. African, Scottish African or British African - Somali	14	0	0.00%
D. African, Scottish African or British African - South African	≤5	0	0.00%
D. African, Scottish African or British African - Sudanese	≤5	0	0.00%
D. African, Scottish African or British African - Swedish, Nigerian	≤5	0	0.00%
D. African, Scottish African or British African - Tanzanian	≤5	0	0.00%
D. African, Scottish African or British African - Togo	≤5	0	0.00%
D. African, Scottish African or British African - Togo/Nigeria	≤5	0	0.00%
D. African, Scottish African or British African - Togolese	8	0	0.00%
D. African, Scottish African or British African - Tswana	≤5	0	0.00%
D. African, Scottish African or British African - Tunisian	≤5	0	0.00%
D. African, Scottish African or British African - Tunisian and Algerian	≤5	0	0.00%
D. African, Scottish African or British African - Ugandan	14	0	0.00%
D. African, Scottish African or British African - Yoruba	≤5	0	0.00%
D. African, Scottish African or British African - Zambian	≤5	0	0.00%
D. African, Scottish African or British African - Zimbabwean	41	0	0.00%

E. Caribbean or Black	56	≤5	1.79%
E. Caribbean or Black - African	≤5	0	0.00%
E. Caribbean or Black - African American	≤5	0	0.00%
E. Caribbean or Black - Afro-Italian	≤5	0	0.00%
E. Caribbean or Black - Black	9	0	0.00%
E. Caribbean or Black - Black African	12	0	0.00%
E. Caribbean or Black - Black British	≤5	0	0.00%
E. Caribbean or Black - Black English	≤5	0	0.00%
E. Caribbean or Black - Black Irish	≤5	0	0.00%
E. Caribbean or Black - Black Spanish	≤5	0	0.00%
E. Caribbean or Black - Caribbean	≤5	0	0.00%
E. Caribbean or Black - Ghanaian	≤5	0	0.00%
E. Caribbean or Black - Scottish Caribbean	6	0	0.00%
F. Other Ethnic Group	7	0	0.00%
F. Other Ethnic Group - Afghan	≤5	0	0.00%
F. Other Ethnic Group - African	15	≤5	6.67%
F. Other Ethnic Group - Arab	≤5	0	0.00%
F. Other Ethnic Group - Arab, Scottish Arab or British Arab	88	≤5	2.27%
F. Other Ethnic Group - Asian Indian	≤5	0	0.00%
F. Other Ethnic Group - Asian, Filipino	≤5	0	0.00%
F. Other Ethnic Group - Australian	≤5	0	0.00%
F. Other Ethnic Group - Black African	7	0	0.00%
F. Other Ethnic Group - Brazilian	≤5	0	0.00%
F. Other Ethnic Group - British Egyptian	≤5	0	0.00%
F. Other Ethnic Group - Chinese	≤5	0	0.00%
F. Other Ethnic Group - Chinese Scottish	≤5	0	0.00%
F. Other Ethnic Group - Eastern European	≤5	0	0.00%
F. Other Ethnic Group - Evangelist	≤5	0	0.00%
F. Other Ethnic Group - Fijian	≤5	0	0.00%
F. Other Ethnic Group - Filipino	10	0	0.00%
F. Other Ethnic Group - Ghanaian	≤5	0	0.00%
F. Other Ethnic Group - Hindu	≤5	0	0.00%
F. Other Ethnic Group - Hispanic	≤5	0	0.00%
F. Other Ethnic Group - Indian	≤5	0	0.00%
F. Other Ethnic Group - Indonesian	≤5	0	0.00%
F. Other Ethnic Group - Iranian	≤5	0	0.00%
F. Other Ethnic Group - Iraqi	≤5	0	0.00%
F. Other Ethnic Group - Italian	≤5	0	0.00%
F. Other Ethnic Group - Japanese	≤5	0	0.00%
F. Other Ethnic Group - Kazakh	≤5	0	0.00%
F. Other Ethnic Group - Kurdish	6	0	0.00%
F. Other Ethnic Group - Latin American	≤5	0	0.00%
F. Other Ethnic Group - Lebanon	≤5	0	0.00%
F. Other Ethnic Group - Maghrebini	≤5	0	0.00%
F. Other Ethnic Group - Mexican-American	≤5	0	0.00%
F. Other Ethnic Group - Mixed White and Black African American	9	0	0.00%
F. Other Ethnic Group - Nepalese	6	0	0.00%
F. Other Ethnic Group - Persian	≤5	0	0.00%
F. Other Ethnic Group - Polish	6	0	0.00%
F. Other Ethnic Group - Scottish Gael	≤5	0	0.00%
F. Other Ethnic Group - Scottish Mauritian	≤5	0	0.00%
F. Other Ethnic Group - South American	6	0	0.00%

F. Other Ethnic Group - South Korean	≤5	0	0.00%
F. Other Ethnic Group - Sri Lankan	≤5	0	0.00%
F. Other Ethnic Group - Sunnite, Maghrebin	≤5	0	0.00%
F. Other Ethnic Group - Traveller	10	0	0.00%
F. Other Ethnic Group - Turkish	≤5	0	0.00%
F. Other Ethnic Group - Uyghur	≤5	0	0.00%
F. Other Ethnic Group - White African British	≤5	0	0.00%
Prefer not to say	2,028	98	4.83%
<b>Total</b>	<b>54,994</b>	<b>1,113</b>	<b>2.02%</b>

<b>National Identity</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>% Appointed Av</b>
African	8		0.00%
American	35		0.00%
Australian	12		0.00%
Austria	9	≤5	11.11%
Bangladesh	10		0.00%
Barbadian	≤5		0.00%
Belgian	≤5		0.00%
Black Africa	≤5		0.00%
Botswana	≤5		0.00%
Brazilian	7		0.00%
British	2,762	59	2.14%
Bulgarian	7		0.00%
Canadian	25	≤5	4.00%
Chilean	≤5		0.00%
Chinese	≤5		0.00%
Chinese Hong Kong	≤5		0.00%
Colombian	7		0.00%
Croatian	≤5		0.00%
Cuban	≤5		0.00%
Danish	≤5		0.00%
Dual nationality: Scottish/Croatian	≤5		0.00%
Dual nationality: Scottish/Italian	≤5	≤5	33.33%
Dutch	11		0.00%
Ecuadorian	≤5		0.00%
Egyptian	≤5		0.00%
English	337	≤5	1.19%
English-Scottish	≤5		0.00%
Estonian	≤5		0.00%
Ethiopian	≤5		0.00%
European	≤5		0.00%
Fijian	≤5		0.00%
Filipino	≤5		0.00%
Finnish-Ghanaian	6		0.00%
French	32	≤5	3.13%
Galician	≤5		0.00%
German	13		0.00%
Ghanaian	≤5		0.00%
Glaswegian	≤5		0.00%
Greek	73	≤5	2.74%
Greek Cypriot (EU)	≤5		0.00%

Hong Kong	≤5		0.00%
Hungarian	33	≤5	3.03%
Indian	47	≤5	2.13%
Indonesian	≤5		0.00%
Iraqi	≤5		0.00%
Irish	55	≤5	3.64%
Irish (Republic)	≤5		0.00%
Italian	54	≤5	3.70%
Kazakh	≤5		0.00%
Kenyan	≤5		0.00%
Korean (Republic of Korea)	≤5		0.00%
Latvian	≤5		0.00%
Lithuanian	≤5		0.00%
Malawian	≤5		0.00%
Malaysian	≤5		0.00%
Maltese	≤5		0.00%
Manx	≤5		0.00%
Mixed Race Hispanic	≤5		0.00%
Nepali	≤5		0.00%
New Zealander	6		0.00%
Nigerian	34	≤5	5.88%
Northern Irish	112	≤5	1.79%
Norwegian	≤5		0.00%
Pakistani	24		0.00%
Peruvian	≤5		0.00%
Polish	175	≤5	1.14%
Portuguese	17		0.00%
Prefer not to answer	1,338	36	2.69%
Romanian	23		0.00%
Saudi	≤5		0.00%
Scottish	15,724	388	2.47%
Scottish/Greek	≤5		0.00%
Slovakian	6	≤5	16.67%
South African	8		0.00%
South Korean	≤5		0.00%
Spanish	73	≤5	1.37%
Sri Lankan	≤5		0.00%
Swazi	≤5		0.00%
Swedish	10		0.00%
Tongan	≤5	≤5	100.00%
Turkish	≤5		0.00%
Ukrainian	10	≤5	10.00%
Welsh	21		0.00%
Zambian	≤5		0.00%
Zimbabwean	≤5		0.00%
<b>Total</b>	<b>21,228</b>	<b>509</b>	<b>2.40%</b>

**Note - This detail has only been available to 31st March 2021**

#### 4) Renfrewshire Council – Training and Development Data

This data includes information on take up of corporate training and e-learning and does not represent the full range of training and development activity that happens at individual service level, e.g. Social Care and Fleet Maintenance, professional seminars, webinars, etc.

Looking at corporate training and development figures, which include e-learning, the split of training and development between men and women looks to be reflective of the overall proportion of men and women in overall Council employment. Overall, the pattern of age groups being trained is consistent with numbers reported in 2020. Religion, ethnic groups, marital/civil partnership status and sexual orientation, all groups represented in the training and development figures are broadly in keeping with the levels of overall employment. The number of disabled staff undertaking training and development has doubled since 2020 but remains similar to their overall proportion in the organisation. A new mandatory iLearn course on Equality, Diversity and Inclusion Awareness has recently been launched for all staff to undertake during 2023.

<b>Age Band</b>		
<b>Age Band</b>	<b>Head Count</b>	<b>%</b>
16-20	23	0.46%
21-30	640	12.86%
31-40	1099	22.09%
41-50	1263	25.39%
51-60	1545	31.06%
61+	405	8.14%
<b>Total</b>	<b>4975</b>	<b>100.00%</b>

<b>Gender</b>		
<b>Gender</b>	<b>Head Count</b>	<b>%</b>
Female	3282	65.97%
Male	1041	20.92%
Prefer not to say	652	13.11%
<b>Total</b>	<b>4975</b>	<b>100.00%</b>

<b>Do you consider yourself to be trans, or have a trans history?</b>		
<b>Transgender</b>	<b>Head Count</b>	<b>%</b>
No	3409	68.52%
Prefer not to say	1542	30.99%
Yes	24	0.48%
<b>Total</b>	<b>4975</b>	<b>100.00%</b>

<b>What is your legal marital or registered civil partnership status?</b>		
<b>Marital Status</b>	<b>Head Count</b>	<b>%</b>
Civil Partnership	6	0.12%
Civil Partnership - Legally Dissolved	0	0.00%
Divorced	178	3.58%
Living with partner	368	7.40%
Married	1555	31.26%
Never Married/Civil Partnership	932	18.73%
Prefer not to say	1889	37.97%
Separated - Legal Civil Partnership	0	0.00%
Separated - Legally Married	11	0.22%
Surviving Partner - Civil Partnership	≤5	0.02%
Widowed	35	0.70%
<b>Total</b>	<b>4975</b>	<b>100.00%</b>

<b>Which of the following best describes your sexual orientation?</b>		
<b>Sexual Orientation</b>	<b>Head Count</b>	<b>%</b>
Bisexual	30	0.60%
Gay or Lesbian	63	1.27%
Straight/Heterosexual	3130	62.91%
Prefer not to say	1751	35.20%
Other sexual orientation	≤5	0.02%
<b>Total</b>	<b>4975</b>	<b>100.00%</b>

<b>What religion, religious denomination or body do you belong to?</b>		
<b>Religion or Body</b>	<b>Head Count</b>	<b>%</b>
Buddhist	≤5	0.06%
Church Of Scotland	752	15.12%
Hindu	≤5	0.10%
Jewish	≤5	0.02%
Muslim	18	0.36%
None	2340	47.04%
Other Christian	195	3.92%
Other religion or body	23	0.46%
Pagan	≤5	0.08%
Prefer not to say	817	16.42%

Roman Catholic	808	16.24%
Sikh	9	0.18%
<b>Total</b>	<b>4975</b>	<b>100.00%</b>

<b>Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?</b>		
<b>Disability</b>	<b>Head Count</b>	<b>%</b>
No Condition	3138	63.08%
Prefer not to say	1650	33.17%
Yes	187	3.76%
<b>Total</b>	<b>4975</b>	<b>100.00%</b>

<b>Do you look after, or give any help or support to family members, friends, neighbours or others because of either: long-term physical/mental ill-health/disability or problems related to old age?</b>		
<b>Caring Responsibility</b>	<b>Head Count</b>	<b>%</b>
No	2542	51.10%
Prefer not to say	900	18.09%
Yes	1533	30.81%
<b>Total</b>	<b>4975</b>	<b>100.00%</b>

<b>What is your ethnic group?</b>			
<b>Ethnic Group 1</b>	<b>Ethnic Group 2</b>	<b>Head Count</b>	<b>%</b>
African	African, Scottish African, British African	8	0.16%
Asian	Bangladeshi, Scottish Bangladeshi, British Bangladeshi	0	0.00%
Asian	Chinese, Scottish Chinese, British Chinese	≤5	0.04%
Asian	Indian, Scottish Indian, British Indian	11	0.22%
Asian	Other Asian ethnic group	≤5	0.02%
Asian	Pakistani, Scottish Pakistani, British Pakistani	13	0.26%
Caribbean or Black	Black, Scottish Black, British Black	≤5	0.02%
Caribbean or Black	Caribbean, Scottish Caribbean, British Caribbean	0	0.00%
Caribbean or Black	Other Caribbean or Black ethnic group	0	0.00%
Mixed or Multiple Ethnic Groups	Any mixed or multiple ethnic group	13	0.26%
Other Ethnic Group	Arab, Scottish Arab, British Arab	≤5	0.02%
Other Ethnic Group	Other ethnic group	≤5	0.06%

Prefer not to say	Prefer not to say	1686	33.89%
White	Gypsy/Traveller	0	0.00%
White	Irish	34	0.68%
White	Other British	137	2.75%
White	Other white ethnic group	58	1.17%
White	Polish	7	0.14%
White	Roma	0	0.00%
White	Scottish	3000	60.30%
White	Showman/Show woman	0	0.00%
<b>Total</b>		<b>4975</b>	<b>100.00</b> <b>%</b>

## 5) Renfrewshire Council – Leavers Data

This data gives us information about the people who have left their roles at the Council, by protected characteristic. It tells us the proportion of each group that have left their jobs 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.

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 21% of the workforce, they make up 31% of leavers. In terms of age, we find that those age 51 to 60 and 61+ year olds, 44% of leavers, were just above 21 to 30 and 31- to 40-year-olds 39%, who left the council's employment. Those who are bisexual and gay separately accounted for less than 1% of the leavers. 10.8% of Transgender employees account for leavers under this category. There was no significant pattern related to religion. Declaration rates for ethnicity indicate that White Scottish employees are more likely to leave than those from other minority ethnic backgrounds. Married/never married/civil partnership seemed more likely to leave, with 14% who preferred not to say. 3% of those declaring they have a disability were leavers, representing less than 1% of our overall headcount.

We have examined the data related to leaving method by protected characteristic and have tried to identify any patterns. The reasons cited are open to interpretation and some headings, such as termination can include other headings such as resignation or retirement. Both women and men are most likely to resign as a method of leaving the organisation, in line with the overall proportion of people in Council employment. The propensity to resign (45%) from Council employment remains highest for those aged 31 to 40 years old (28%) and 21 to 30 years old at (24%), with totals consistent with their proportion to the overall workforce. Retirement is another significant reason for men and woman to leave the organisation, and retiral totals are again consistent with overall Council workforce gender levels. The figures for those leaving due to retirement are highest for those aged 51 years and over as would be



expected. Those aged 21 to 30 years old are most likely to leave Council employment due to the end of temporary contracts, a level higher than would be expected from their normal workforce numbers and this appears to impact on a higher proportion of men than women compared to the levels in overall employment.

<b>Age Band</b>		
<b>Age Band</b>	<b>Leavers</b>	<b>%</b>
16-20	46	1.79%
21-30	489	19.06%
31-40	507	19.76%
41-50	384	14.96%
51-60	672	26.19%
61+	468	18.24%
<b>Total</b>	<b>2566</b>	<b>100.00%</b>

<b>Gender</b>		
<b>Gender</b>	<b>Leavers</b>	<b>%</b>
Female	1390	54.17%
Male	558	21.75%
Prefer not to say	618	24.08%
<b>Total</b>	<b>2566</b>	<b>100.00%</b>

<b>Do you consider yourself to be trans, or have a trans history?</b>		
<b>Transgender</b>	<b>Leavers</b>	<b>%</b>
No	1500	58.46%
Prefer not to say	1062	41.39%
Yes	≤5	0.16%
<b>Total</b>	<b>2566</b>	<b>100.00%</b>

<b>What is your legal marital or registered civil partnership status?</b>		
<b>Marital Status</b>	<b>Leavers</b>	<b>%</b>
Civil Partnership	0	0.00%
Civil Partnership - Legally Dissolved	0	0.00%
Divorced	111	4.33%
Living with partner	172	6.70%
Married	588	22.92%
Never Married/Civil Partnership	479	18.67%
Prefer not to say	1190	46.38%

Separated - Legal Civil Partnership	0	0.00%
Separated - Legally Married	0	0.00%
Surviving Partner - Civil Partnership	0	0.00%
Widowed	26	1.01%
<b>Total</b>	<b>2566</b>	<b>100.00%</b>

<b>Which of the following best describes your sexual orientation?</b>		
<b>Sexual Orientation</b>	<b>Leavers</b>	<b>%</b>
Bisexual	8	0.31%
Gay or Lesbian	21	0.82%
Straight/Heterosexual	1439	56.08%
Prefer not to say	1098	42.79%
Other sexual orientation	0	0.00%
<b>Total</b>	<b>2566</b>	<b>100.00%</b>

<b>What religion, religious denomination or body do you belong to?</b>		
<b>Religion or Body</b>	<b>Leavers</b>	<b>%</b>
Buddhist	≤5	0.16%
Church Of Scotland	365	14.22%
Hindu	≤5	0.12%
Jewish	≤5	0.04%
Muslim	11	0.43%
None	1053	41.04%
Other Christian	85	3.31%
Other religion or body	20	0.78%
Pagan	≤5	0.16%
Prefer not to say	683	26.62%
Roman Catholic	333	12.98%
Sikh	≤5	0.16%
<b>Total</b>	<b>2566</b>	<b>100.00%</b>

<b>Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?</b>		
<b>Disability</b>	<b>Leavers</b>	<b>%</b>
No Condition	1417	55.22%
Prefer not to say	1067	41.58%
Yes	82	3.20%
<b>Total</b>	<b>2566</b>	<b>100.00%</b>

<b>Do you look after, or give any help or support to family members, friends, neighbours or others because of either: long-term physical/mental ill-health/disability or problems related to old age?</b>		
<b>Caring Responsibility</b>	<b>Leavers</b>	<b>%</b>
No	1280	49.88%
Prefer not to say	690	26.89%
Yes	596	23.23%
<b>Total</b>	<b>2566</b>	<b>100.00%</b>

<b>What is your ethnic group?</b>			
<b>Ethnic Group 1</b>	<b>Ethnic Group 2</b>	<b>Leavers</b>	<b>%</b>
African	African, Scottish African, British African	10	0.39%
Asian	Bangladeshi, Scottish Bangladeshi, British Bangladeshi	≤5	0.04%
Asian	Chinese, Scottish Chinese, British Chinese	≤5	0.16%
Asian	Indian, Scottish Indian, British Indian	≤5	0.19%
Asian	Other Asian ethnic group	≤5	0.04%
Asian	Pakistani, Scottish Pakistani, British Pakistani	7	0.27%
Caribbean or Black	Black, Scottish Black, British Black	0	0.00%
Caribbean or Black	Caribbean, Scottish Caribbean, British Caribbean	0	0.00%
Caribbean or Black	Other Caribbean or Black ethnic group	0	0.00%
Mixed or Multiple Ethnic Groups	Any mixed or multiple ethnic group	≤5	0.12%
Other Ethnic Group	Arab, Scottish Arab, British Arab	≤5	0.08%
Other Ethnic Group	Other ethnic group	≤5	0.08%
Prefer not to say	Prefer not to say	1098	42.79%
White	Gypsy/Traveller	0	0.00%
White	Irish	12	0.47%
White	Other British	67	2.61%
White	Other white ethnic group	16	0.62%
White	Polish	≤5	0.04%
White	Roma	0	0.00%
White	Scottish	1337	52.10%
White	Showman/Show woman	0	0.00%
<b>Total</b>		<b>2566</b>	<b>100.00%</b>

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This document is available in alternative formats on request.

# Equal Pay Statement

For all council employees.



Renfrewshire  
Council

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## VERSION CONTROL

Version	Date	Details of Review/Revisions made	Next Review date
2	March 2023	Drafting of revised to reflect Equal Pay Statement to include current legislative requirements	[March 2027]

## **1 Introduction**

- 1.1 The Council strives for equality of opportunity in employment and is committed to ensuring that its procedures and systems used to determine the pay and conditions of employment for employees does not discriminate unlawfully and are free from bias, irrespective of sex, marital/civil partnership status, age, race, ethnic origin, sexual orientation, disability, religion or belief. In addition, the Council will promote initiatives and take action to encourage equality of opportunity and eliminate discrimination on the basis of employment status, caring responsibilities or trade union activity. Equality is a core value of the Council governing the actions of all officers and employees.
- 1.2 The Council understands that the right to equal pay between women and men is a legal right. To achieve equal pay for employees doing the 'same or broadly similar work', or 'work rated as equivalent' and for 'work of equal value', the Council is committed to operating a pay and grading model which is fair, transparent, based on objective criteria and is free from bias.
- 1.3 The Council has not identified any patterns or trends that demonstrate that equal pay or pay discrimination exists within our structures or is a concern for our organisation. Any pay differentials which exist can be objectively justified using our nationally agreed Job Evaluation Scheme which directly relates pay to the requirements, demands and responsibilities of a job role. That said, to continue delivering equality of opportunity for our employees and future job applicants, we will continually review our pay model and carry-on equality impact assessing all our relevant employment policies and procedures to identify different effects of practices on women and men and take relevant action to address these, if necessary.

## **2 Aims and objectives of this statement**

- 2.1 This statement sets out the Council's commitment to equal pay for all employees. The Council's equal pay objectives are to:
  - Have a fair and transparent pay and grading model.
  - Eliminate any unfair, unjust, or unlawful practices.
  - Take suitable and appropriate remedial action if necessary.
- 2.2 To achieve our objectives outlined in paragraph 2.1 above, the Council commits to:
  - Apply appropriate resources to achieve equal pay and monitor the application of this statement.
  - Undertake regular reviews of pay and grading and job evaluation processes ensuring any discrimination is eliminated and employees are paid fairly for their duties and responsibilities.
  - Provide training and guidance for those involved in determining pay and grading and job evaluation.
  - Publish the Council's pay and grading models for transparency.
  - Inform employees of how their pay is determined.
  - Carry our regular reviews of our recruitment practices to ensure compliance with equality legislation and best practice.

- Ensure learning and development opportunities are available for all.
- Take appropriate measures to address occupational segregation.
- Carry out and publish results of any equal pay audits and appropriate actions.
- Continue to work in partnership with recognised trade unions to monitor pay regularly, taking the necessary steps to eliminate discrimination, advance equality or opportunity and foster good relations.

### 3.0 Scope

3.1 This statement applies to all employees of the Council irrespective of any protected characteristic, employment status or length or conditions of service.

### 4.0 Legislation

4.1 The Equality Act 2010 gives woman and men a right to equal pay for equal work.

4.2 The Council will take all relevant and necessary steps to ensure it fully complies with the Equality Act 2010 and any other relevant equality legislation. The Council will ensure it applies this statement fairly and consistently to all employees.

4.3 The Council will ensure that it meets its legal duties set out in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (the “Regulations”), 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.

4.4 In determining the pay and remuneration for all employees, the Council will comply with all relevant employment legislation including the Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, Agency Workers Regulations 2018 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.

4.5 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’)**.

### 5.0 Responsibilities

5.1 The Head of People & OD has overall responsibility for achieving the aims and objectives set out in this statement, but commits to the following:

- Ensure publication of the Council’s Equal Pay Statement every 4 years, in accordance with the publication requirements set out in the Regulations.
- Ensure compliance with all legal duties set out in the Regulations, in line with the specified timescales.
- Publish information on the occupational segregation of our 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.
- Prepare and report the Council’s Gender Pay Information to the UK Government, on an annual basis, as required by law.
- Take any appropriate action(s), where necessary, in relation to the above analysis and review that is carried out.

5.2 Employees are asked to familiarise themselves with this statement and commit to participating and co-operating in any measure introduced by the Council to help eliminate discrimination, advance equality and foster good relations. Additionally, the Council asks all employees to ensure their equality monitoring personal information is kept up to date, should they wish to declare it, and take part in equality and diversity learning and national learning events.

5.3 Trade unions are asked to work in collaboration with the Council to continue achieving equal pay and encourage their trade union members to participate and co-operate in any measure introduced by the Council to eliminate discrimination, advance equality and foster good relations.

## **6.0 Equality Impact Assessment**

6.1 This statement has been impact assessed in line with the Council’s obligation to comply with the Equality Act 2010 and the Public Sector Equality Duty.

## **7 Monitoring and Review**

7.1 Monitoring and review of this statement will be carried out to ensure compliance with all relevant equality legislation, as may be amended from time to time, and the EHRC Statutory Code and/or any guidance, as may be amended from time to time. EHRC.

7.2 To ensure the Council has an accurate picture of its workforce demographics when applying this statement, the Council will regularly ask employees to update their equality information held on file. 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 General Data Protection Regulation (Regulation EU 2016/679) (“GDPR”), 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.